



Team Leadership and Team Development

In one of his first books entitled *One People*, John Stott summarised the New Testament teaching on *koinonia*, the term used for partnership, fellowship or teamwork in ministry. The health of a whole church is highly correlated with the relationship quality of the pastoral leadership team. Commitment, honesty, mutual support, openness to God and each other are basic priorities of any team. This outline is based on Stott's insights and many years of working with church leadership teams.

Three Elements and 12 Practices of Building an Effective Team

Sharing IN – Each member 'belongs' to this team

All teams need a sense of togetherness in vision and values – a recognition of the joint call and joint responsibility of ministry together. The sense of “sharing in” arises from being “called together” by God to be a team leading this church. This is given expression in seeking to articulate and affirm a collective vision, in constantly seeking shared values in ministry and listening to God together.

Mark the appropriate square ✓ for each of these on a scale from 1 (This needs lots of work) to 5 (This is going really well)

Collective Vision

As a leader I sense the team has a clear and inspiring vision. Team members find this brings focus to work together. Everyone is committed to the purpose and direction of the team. There is alignment of vision.

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Shared Values

The team has articulated a set of core values which are consistently expressed through everything we do together. Team share similar values and this enables effective work together.

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Deep Spirituality

The team has a corporate spirituality. The team prays and listens to God together. Team members pray for each other.

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Sharing OUT – Each member has a sense of place in this team

The second dimension of teamwork relates to working and serving together. This is the sense of sharing out the work. Each member of the team will have a different personality, range of skills, ministry gifts, roles and responsibilities. “Sharing out” needs constant attention so that team members are enabled to be clear about their own roles, their communication with other members, their responsibilities and the team processes they are expected to be part of.

Clear Communication

There is open communication between team members. Members provide information to each other via well understood channels and in a timely way. Meetings are useful and participatory.

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Group Process

The team has cultivated healthy inclusive decision making and conflict resolution processes. Team members readily participate in the collective thinking of the group.

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Role Clarity

Each person knows their own role, their own strengths and weakness as part of the team and they willing contribute. Each person also has a clear idea of the roles, strengths and weaknesses of other team members. Roles are clearly documented.

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Effective Implementation

The group is collectively committed to implementing their decisions. Each member takes responsibility for following up their own actions for the team and sees themselves as accountable to the team. The team evaluates how they are operating together.

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Encouraged Creativity

Team members feel encouraged to be creative and to try new approaches. The team as a whole is prepared to explore new ideas and to step out in faith.

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Sharing OF – Members are comfortable sharing with each other in this team

The team needs to be a concrete expression of agape love and community. It is in this sense a sharing together of life not just the activities of leadership and ministry. “Sharing of” life together involves the extra-curricular activities that build trust in a team. The team is

High Trust

Members develop and maintain mutual trust with each other on the team. The team operates in a high trust environment.

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Enabled Growth

Each member (including the leader) is conscious of their own need for personal growth and development. The group is collectively committed to each person's well-being and development and actively encourages this both formally as it relates to the team and informally as it benefits the individual person.

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Mutual Support

The team is a supportive community – not overly enmeshed or separated from each other but aware of and caring of each members' own personal journey.

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Relaxed Social Times

The team meets occasionally for times of unwinding, relaxing and connecting informally without work or ministry being the agenda.

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