



# Building an impactful *JOURNEY ONLINE TEAM*



**LEAD** 

[waytolead.org](http://waytolead.org)

living every day as disciples



## For those that build the team:

Engage the wisdom of **scripture** as you build your team.

1 Corinthians 12, Philippians 2:1-18

**Pray** about your team using this list below:

### YOU ARE LOOKING FOR:

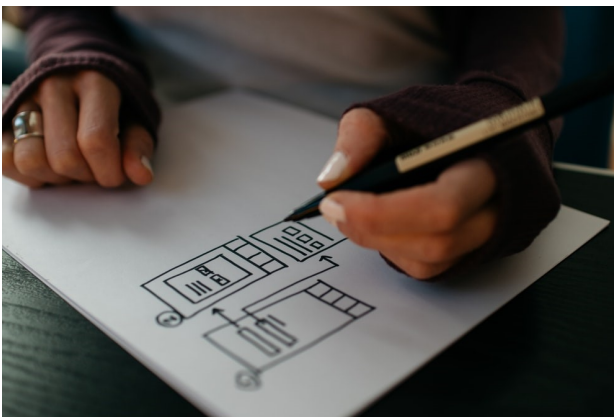
- ♦ **Discernment** over campaigning. Expand the leadership circle by including new people.
- ♦ **Learner** over judger. Look for people who are curious with an open mindset.
- ♦ **Diversity** over similarity. Think about sexuality gender, ethnic, and socioeconomic giftedness.
- ♦ **Follow-through** over a fast “yes”, or “no”. Give people time to opt in thoughtfully.

# Three Key Roles



**Facilitator** is skilled at and enjoys pulling people together to move in the same direction. This is the person who will:

- ⊕ Organize, prepare, and facilitate meetings
- ⊕ Promote team collaboration
- ⊕ Hold the group accountable to the covenant while supporting the agreed upon timeline to achieve results



**Communicator** has an ear for details and a knack for connecting emotionally to those they are speaking with. This is the person who will:

- ⊕ Identify the talking points
- ⊕ Curate the story as it unfolds
- ⊕ Coordinate the use of all forms of communication including face-to-face, print, digital, and social media



**Spiritual Guide** is able to constantly name God moving in and through the experience. This is typically the role of the pastor who will:

- ⊕ Bring a theological lens for interpreting scripture that strengthens the congregation's knowledge and expands their hermeneutical lens
- ⊕ Empower others to pray, making faith practices a part of daily life
- ⊕ Preach and teach the rest of the community about the ways the Holy Spirit is moving in the process



# 5 Top Skills needed for strategic planning



**Listening and Learning**—open mindset, willing to seek out new information



**Follow Through**—managing work on time



**Writing and Communicating**—write and sharing messaging that keeps others in the loop



**Execution**—persevere by the power of the Holy Spirit



**Evaluate, Celebrate, Calibrate**—design metrics and reporting, with changes to the plan over time

**Strong teams**

# MORE SKILLS

**Our experience has taught us that teams with these skills tend to have a better experience.**

- \_\_\_**Spiritual Maturity**—Participate in personal faith practices (worship, giving, serving, praying, etc.)
- \_\_\_**Interpersonal Skills**—Demonstrate the capacity to lead and engage others with optimism
- \_\_\_**Biblical Study Skills**—Faithfully leads others in studying the Bible using historical, critical analysis
- \_\_\_**Innovation**—Practice big-picture thinking, imagine new ministries, and cast vision
- \_\_\_**Healthy Boundaries**—Understand the process and work well with others, no hidden agendas
- \_\_\_**Engender Trust**—Keep commitments, have a respected track record
- \_\_\_**Team Player**—Promote team collaboration, respect validity of diverse opinions
- \_\_\_**Public Speaker**—Speak in front of groups and is an inspirational storyteller
- \_\_\_**Connector**—Listen at all levels of the system and actively build relationships
- \_\_\_**Open-minded**—Appreciate new thoughts, consider others' perspectives as valid, question

## Discernment

**3 weeks before the first Congregational LEAD Team meets (or reboots)**

1. Read and pray on the scriptures provided.
2. Pray for God to open your eyes to see the gifts needed for the team and for the hearts of potential members to be opened.
3. Make a beginning list of the kinds of people you want represented on the team (new members, youth, community leaders, etc). Rebooting? Reflect on who is staying and what gifts are missing.
4. Review the list of qualities you need in strong team members.
5. Draft a document that says what you are doing and what the time commitment is for those who are on the team. Strategic planning takes between three months to a year depending on the plan.

**2 weeks before your first Congregational LEAD Team meets (or reboots)**

1. Read and pray on the scriptures provided.
2. Pray for God to guide your deliberation about who should serve on the team.
3. Make a list of your ideal team and those whom you would ask if the first people are unable.
4. Decide who will do the asking, when they will do it, and when you need an answer. Ask them.
5. Decide when your first meeting will be.

**1 week before your first Congregational LEAD Team meets (or reboots)**

1. Read and pray on the scriptures provided.
2. 3. Ask others, if necessary. Ask people a second time if you feel they are called to serve.
4. Remind the team of your first meeting date.



## Characteristics to Build An Effective Team

The six to eight people invited to serve on the team all embody the following gifts:

- ⊕ a growing faith and a curiosity about the movement of the Holy Spirit
- ⊕ knowledge of the geography and respect within the community

It is preferable that most of the team members not serve on the council at the same time.

Seeking out people with these unique gifts is important to the success of the team:

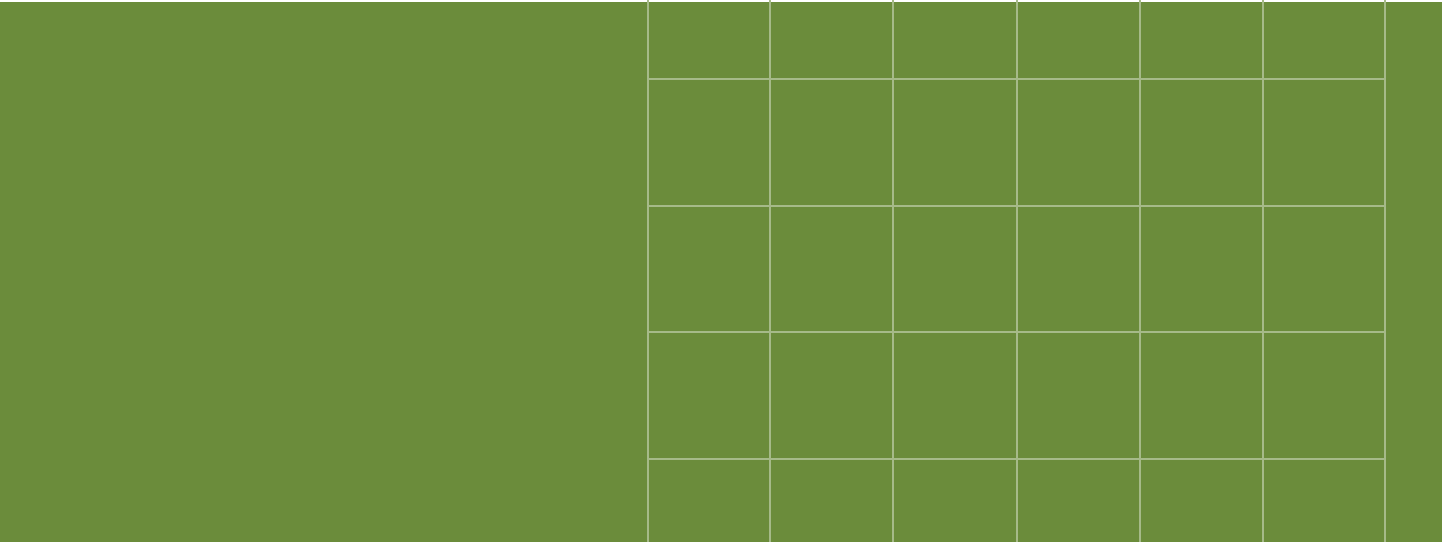
**Champion:** A respected leader who is capable of casting and selling the vision while at the same time supporting efforts to align teams with the vision

**Sharer:** The one at a party listening to three conversations at once and quickly spotting the emergent themes

**Connector:** A networker who knows what everyone needs and has to offer. Adept room readers, they instinctively introduce people

**Curator:** A person with a practiced eye to see quality, even in chaos, and the ability to articulate what is needed to achieve it

**Builder:** The one already analyzing scenarios while others are still asking where to start.



# Building a strong team to Do the Work



## Rebooting?

Use the same process building around the values, roles, skills and character of those who are staying on the team.

### Time

Invite after a time of prayer and reflection

### Values

Beliefs people express through their behavior, as they do the work

### Roles

Facilitator, Communicator, Spiritual Leader and three or four others to do the work

### Skills

Ability to carry out the work

### Character

Motivation for doing the work



Growing leaders with deep, bold, consequential faith in Jesus Christ  
Empowering Christian Leaders + Transforming Faith Communities + Influencing the World

