

Team Leadership and Team Development



Effective ministry to the wider congregation flows directly from the relationship quality of a ministry team. Commitment, honesty and openness to God and each other in the context of teamwork is a basic priority of any team. This priority is reflected in time and energy allocated to team development.

Three Elements of Team Building

A Sharing IN

Teams need a sense of togetherness in vision – a recognition of the joint call and joint responsibility of ministry. It arises from an awareness of being “called together” by the Lord to be a team. This is much more than a theoretical concept. It takes shape in prayer for the ministry and sharing a sense of purpose and vision together.

- Reflect on and refine the vision, mission, core values and key strategies together
- Pray for the ministry, worship and share communion together.

B Sharing OUT

The second dimension relates to working and serving together. It is in this sense a sharing out of the work. Each member of the team will have a different personality, range of skills, ministry gifts and responsibilities. This needs constant attention so that ministry is conducted in a godly and effective way.

- Developing team understanding of each individual's personality, circumstances, gifts and sense of calling to ministry.
- Work together and document each individual's roles and responsibilities.
- Give recognition, affirmation and commissioning in areas of gift and ministry.
- Debrief and evaluate individual and group activities, ministry and specific situations.
- Develop specific accountability structures and processes.
- Teach communication and conflict resolution skills.
- Develop a ‘team covenant’

C Sharing OF

Teamwork must be a concrete expression of agape love and community. It is in this sense a sharing together of all things not just the grist of ministry. Brothers and sisters need to be cared for and provided for by their team members.

- Sharing life stories and situations in prayer and support.
- Social time, fun, relaxing together, outside of ministry mode.
- Encouraging self-awareness in an atmosphere of trust.

Team leadership is concerned with balancing these three elements of teamwork. The elements need to be present in each team meeting.