

teams
Recruit some help

BEFORE YOU START:

Where are you planting/building?

Why do you need partners?

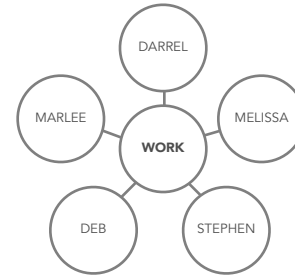
How many partners do you hope to have involved with you?

What would you like their involvement to look like?

Spend some time in prayer. If you feel like God reveals something to you, write it down.

1 NETWORK MAPPING HELP

Start by thinking through the different places you are connected (work, neighborhood, coffee shop, sports league, etc.) Map out the people in those settings who might be interested in your vision. Write a word describing each setting you're thinking through (like 'work' or 'neighborhood') in a circle. Then, as you think of people, write their name in a new circle orbiting the original.



2 PRAYER LOG

What will be your plan to pray through this team building process?

3 ACTIVATING A TEAM

Next, prayerfully make a list of people who might be interested in hearing more about what you're doing. These could be people who help you with their time, leadership, resources, position, power, financial support, etc.

- | | |
|----|-----|
| 1. | 9. |
| 2. | 10. |
| 3. | 11. |
| 4. | 12. |
| 5. | 13. |
| 6. | 14. |
| 7. | 15. |
| 8. | 16. |

4 CREATE YOUR CONVERSATION

Every ministry needs people to be behind the idea and vision, helping you to see this dream God gave you into fruition. In order to get people onboard with you, build the framework for a conversation you can have with multiple people. Work through the following steps to help you develop your conversation.

1 Stories - Stories are the best way to get people engaged and drawn into your mission. Starting with a story is a creative way to illustrate the problem and solution your ministry will be encompassing. Pick a story that will serve as a great intro to this entire conversation. Make note of your story here.

2 Need - Now, plainly write out what the need is that is causing your ministry to exist. This is a great place to ask questions like "Where have you noticed this problem in your own life?" or "Have you ever had the opportunity to interact with this group of people before? If so, what was your experience?" Statistics are also very powerful here.

3 Vision - Next, take your vision statement (as developed from the Start Something worksheet) and write it out. How would you commentate on your vision to unpack the meaning of it to a stranger?

4 Strategy - Continue your conversation here by sharing your strategy. This is a great place to invite your listener into the discussion. You could ask a question like, "How would you go about redeeming this problem?" Also, another short story could work really well here.

5 Ask - Finally, make your ask here. Your ask will be different depending on the different reasons you are appealing to this person. You might be asking someone to help you financially, or you might be asking someone to help you lead this ministry. Either way, you need to know exactly how you'd like to ask. Take a moment and write your ask.

5

MAKE THE MOST OF YOUR TEAM'S STRENGTHS

As we set out to develop ministry teams, we need to make sure we are recruiting and establishing well rounded teams. One crucial dynamic to any ministry team is the gifting, skill set and spiritual vocation of each member. In his book, *The Forgotten Ways*, Alan Hirsch describes and unpacks the importance of the 5 fold ministry team found in Ephesians 4. In verses 12 and 13 Paul writes, "So Christ himself gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip his people for works of service, so that the body of Christ may be built up..." Here we can see 5 unique vocations within the body of Christ. If Jesus gave these 5 types of vocation to all people who are in the kingdom, offering us a holistic view of gifts and roles on a team, we would do well to work toward organizing our team around this framework

APOTSTLES

The advancers

- Transmit faith from one context to another, one generation to the next
- Futuristic thinkers
- Bridging barriers
- Establishing the church in new contexts

PROHETS

The challengers

- Attuned to God and his truth for today.
- Bring correction
- Challenge assumptions
- Insist we obey what God has commanded.
- They question the status quo.

EVANGELISTS

The recruiters

- Infectious communicators
- Call for a personal response to Gospel
- Draw believers to the wider mission
- Grow the church

SHEPHERDS

The nurturers

- Caregivers
- Focus on protection of God's flock
- Cultivate a loving environment
- Concerned with healing
- Value stability
- Work toward deep relationships

TEACHERS

The explainers

- Communicators of truth and orthodoxy
- Focused on wisdom
- Help others remain biblically grounded
- Guiding others toward insight
- Helping people remain faithful to Christ's word

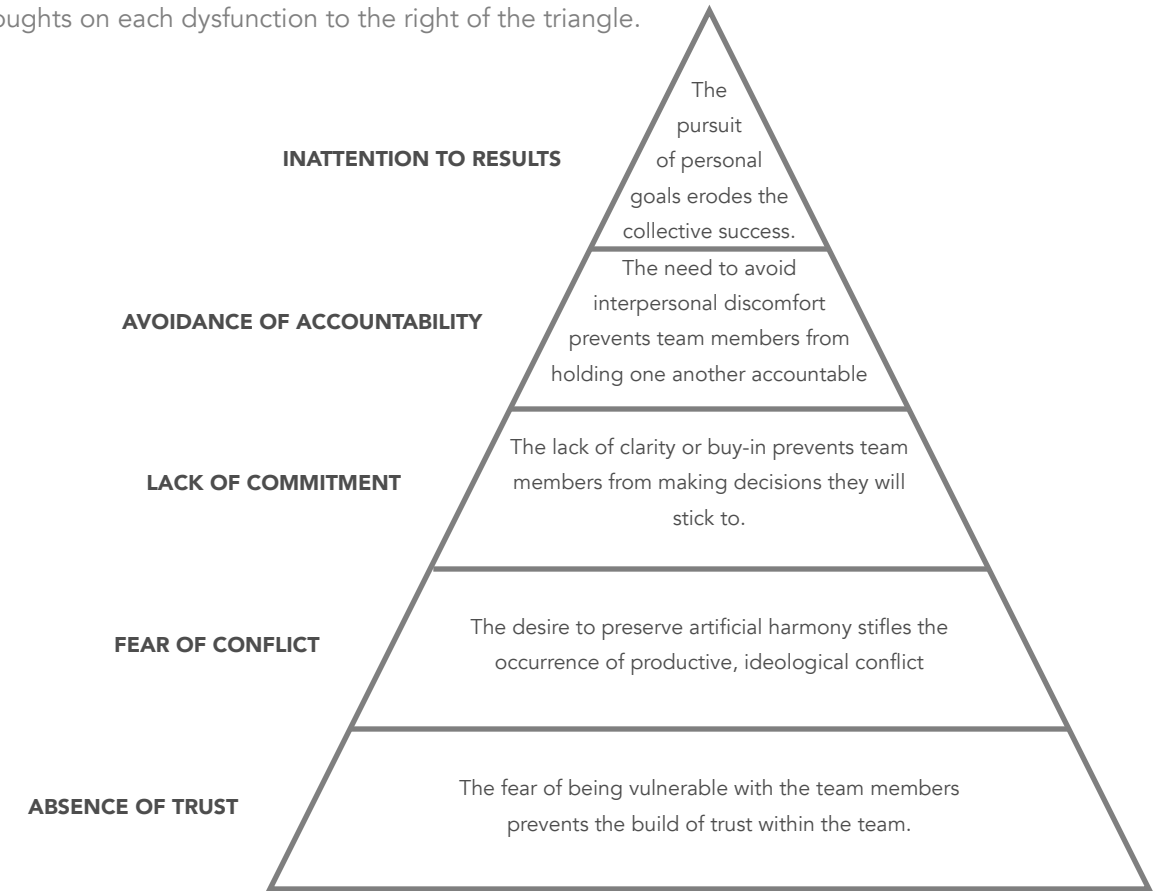
Write out the members of our team and identify which vocation God has created them to fulfill.

Analyze and review your team. What do you learn (missing roles? duplicate roles? lopsided shape of your team?) What do you need to do moving forward (recruit new people? challenge yourself and your leaders to fill some missing roles? empower your leaders to lead out of their strengths?) Make a list of steps you can take to round out your team.

6

AVOID WEAKNESSES IN YOUR TEAM

In his book, *The Five Dysfunctions of a Team*, Patrick Lencioni discusses the dynamics of a team and illustrates 5 threats to a group. Lencioni argues these threats build on top of each other in a linear fashion, leaving the leader with the potential to be able to track the leading issues along the way of correction. He uses the following model to show how these dysfunctions work and relate. Where have you seen this (or might see this) in your team? Write your thoughts on each dysfunction to the right of the triangle.



As you survey your team and possibly identify some of these dysfunctions (or anticipate some of these) what can you do to illuminate these issues. Some examples are given for you.

Absence of trust - (share personal histories, personal 360 degree reviews)

Fear of Conflict - (mine for conflict, allow real time feedback)

Lack of Commitment - (anonymous voting on projects, setting deadlines)

Avoidance of Accountability - (publicly posting goals, regular reviews)

Inattention to Results - (team based celebration and rewards)