

Caring For Your Team—Creating a Sense of Community

Acts 6:1-7: God’s message was preached in ever-widening circles . . .

CARING FOR INDIVIDUALS

The most critical element of caring for your team is caring for the individuals on the team. That may be an obvious statement, but it is where the team battle is lost or won—with the individual.

Explore Spiritual Gifting/Wiring: Invest in standardized tests and personality inventories. The more you can help an individual know how God wired them and who they are in Him, the better you can help that individual fit into a team setting.

Champion Family Values: Caring about the family of the team member is paramount. Many times we can show the value we place in the individual when we find out all we can about his/her family. Other issues: Balancing the family schedule. Learning the seasons of life. Learning the rhythm of ministry. Healthy boundaries.

Listen to the Heart: Children spell “love,” T-I-M-E. The same could be said of our team members; they often spell “care,” T-I-M-E. You must plan time into your schedule to sit with each team member and listen to his or her needs.

Pay them what they’re worth (paid staff): We need to invest in an individual if we truly expect them to be a productive team member. Rule of Thumb: For every dollar paid in salary, expect to pay an additional dollar in benefits, FICA, supplies, office needs, overhead, etc.

Pay them what they’re worth (volunteers): The average volunteer can work 3-5 hrs/wk in ministry. If we are able to tie a volunteer’s role to Mission, we might be able to find those individuals who would give 5-10 hrs/wk. Reward them in their love language. We need to provide several of the same elements for the volunteer as we do for the paid staff member.

- 1) Has the team member been given clear expectations?
- 2) Is the job description that is provided simple, yet inclusive of all tasks & key result areas?
- 3) Is there agreement when setting good, tangible goals?
- 4) How will the team member be provided specific performance feedback?

Practice Redemptive Leadership: What do you do when the honeymoon period is over and you realize things aren’t working out as planned with a team member? Redemptive Leadership truly seeks what God wants for the individual. That could mean the person leaves, or it could mean he stays while the Father continues character-shaping surgery within the person’s (or your) heart.

CARING FOR TEAMS

Once we have ensured care for individuals on a team you can turn attention to team care and development. Caring for your team is a key to seeing success in meeting your missional goals.

Play Together: You need to have intentional times of fun. This can be as simple as a night of bowling, or a little more involving, such as planning a trip to a Mariners or Seahawks game. The bottom line of planning a fun activity: make sure it is fun!

Eat Together: The key element is doing something worthwhile once you are gathered around food. Spend some moments in planned communication/learning about another team member.

Pray Together: Pray for your team members. Have your team pray for each other. Get away for a day of prayer and solitude to listen to what Father is saying. Roles are inconsequential.

Dream Together: Take your team away for the opportunity to dream about possibilities. Some of the best ideas for forward movement of companies, organizations, and churches have come from unexpected places. We need to be open to this from our teams.

Recognize the Reality of Breaking Up: All teams have cycles. Members come and go. Sometimes, however, teams can become toxic. Call it what it is and celebrate the end.