

Developing Effective Ministry Teams

Primary keys to developing a team-nurturing ministry environment.

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Key # 1: Develop a Culture of Trust

Trust must be earned.

- *Proven Character.*
- *Proven Work Ethic.*
- *Proven Credentials.*

Trust must be protected.

- *Covenant Responsibility Agreements.*
- *Consistent Responsibility Fulfillment.*
- *Clear Accountability Provisions.*

Key # 2: Develop a Culture of Life-long Equipping

Create learning opportunities

- *Employ just-in-time learning.*
- *Develop a diet of challenging reading.*
- *Facilitate appropriate formal training.*
- *Participate in informal and formal networks.*

Key # 3: Develop a Culture of Empowerment

Grant Appropriate Authority

- *Allow team members to exercise their authority.*
- *Provide accountability without undue control* .
- *Provide appropriate resource access.*

Key # 4: Develop a Culture of Clear Communication

- *Meet regularly with your team*
 - *Collectively*
 - *Individually*
 - *Provide performance feedback.*
 - *Allow feedback regarding your leadership.*
- *Communicate via:*
 - *Use group email to allow the team to email each other by posting to one email address to which the entire team is subscribed.*
 - *Use contact management software to track messages and responsibility fulfillment.*

- *Use project management software such as Microsoft Project to track degrees of project fulfillment.*

Key # 5: Develop a Culture of Celebration

- *Any celebration is set in the context of giving glory to God.*
- *Celebrate individual victories as a team, honoring the individual's contribution to the team.*
- *Celebrate team victories together, with a view toward honoring the team members.*
- *Affirm the team and individuals even when setbacks occur.*