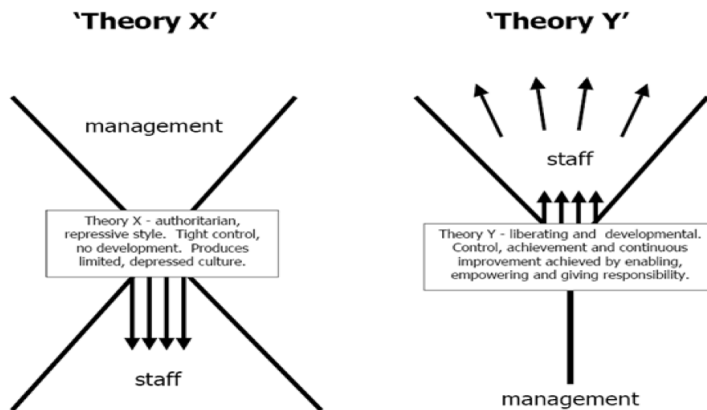


Team Life Notes

- We want to share from our failures and what we're learning!
- X & Y leadership model - The evaluation is attached to the email.



- “As leaders we need to work towards getting the right people in the right seat on the right bus, and the wrong people off the bus ” - Jim Collins: Good to Great
- Our team is like a family, and families have issues...personality conflicts, some more sensitive, some bring peace, some stir conflict!

GOOD BAD & UGLY:

- Our greatest GIFT and our greatest STRESS have come from the team. This is because we care & love deeply... and so do you!
- We've been SO blessed and encouraged by our team, AND... we've been betrayed by people on our team. Lied about, gossiped, words & actions twisted, been misunderstood, had our character assassinated, and promises unkept.
- We've been great leaders! Encouraging! Generous! Pastoral!
- AND... We've been lousy leaders. Consumed with our issues, not communicating as clearly or as much as we should have, allowing things to go on too long or being impulsive in our reactions.

We have the same challenges with our Team that you have with yours!

- Some are full-time, some are bi-vocational.
- Being a boss, friend & shepherd at the same time!
- Inheriting team members from previous leadership.
- We didn't hire, so can't easily let go/fire.
- Can't always choose your ideal team, especially in the beginning.
- Can't pay salaries to get who you want, especially at first.
- Don't have a building or an office to gather/have synergy & momentum.

“Team and resources will ALWAYS be the biggest issues.” - Rod Loy

Top 10 things we've learned (mostly the hard way)!

1. Spend time with your team outside of work.

- Example: We have pizza & a show/movie/games after a long Sunday at our house.
- Coffees, game night, Sunday lunches, etc.

Question: What are some ways that you spend time with your team?

2. Connect & Hear from God together.

- Morning devotions, sharing what Gods speaking, worshipping together. This keeps them (and YOU) accountable to time in Gods word & spiritual growth.

Question: What are ways and times that you corporately connect with God?

3. Monthly One on Ones

- This has been a game-changer for us.
- This creates a space for connectivity, pastoral care, correction, guidance, personal growth, accountability, etc.
- Keeps them dreaming & thinking bigger.
- Challenge them with new projects, ideas, and opportunities.
- This is how you avoid bombs dropped on you.

Question: Is there a regular time like this that you've implemented effectively?

4. Care more about the person than their task/job/role.

- Example: When team members are transitioning.
- Personal issues.
- They know the difference!
- Make enough deposits so that you can make withdrawals when you need to.

Question: Do your team members know that you care about THEM, not just what the bring to the table?

5. Passion-Based Roles vs. Jobs that need to be filled.

- There's a balance, we know!
- If they love what they do, they'll do it better.
- They will all have 'less desirable' components, but a primary role they should LOVE!
- Know your team (assessments).
- Don't just fill a gap!

Question: Are your team members serving in primary roles that they are passionate about?

6. Be generous with your team.

- Staff retreats, share meals, give your time, time off, etc.
- You can't pastor the whole church, you CAN pastor your team.
- Just like with your family, give your team your best time & energy.
- Build a culture of generosity.
- Example: last year our family received a blessing from a supporting church, we both felt led to share it with our team. On our staff retreat we went to the mall and told them they had one hour to spend the money we gave them. It was so fun and it blessed them.

Question: What are ways that you've showed generosity or could show greater generosity with your team?

7. Specifically praise what you want to see, privately & publicly!

- They should know how you feel.
- Celebrate WINS all the time!
- Mention that awesome event, great worship set, extra hours in pastoral care.

8. Clarify roles & expectations from the beginning, keep the conversation open!

- Staff orientation

- Team expectations
- Team core values
- Individual job descriptions that are agreed upon.

Question: Are there things that need to be more clear from the very beginning with your team? Do they have a clear sense of their role and your expectations?

9. Intentionally Create Culture

ASK YOURSELF- Would I want to serve on my team?

- Language you use (terminology) ex. “Team”, “gatherings”, “servant leaders”
- Respect and Family
- Create a social pact - an agreement on what is and isn’t acceptable on the team
- Sabbath - Make sure you AND your team are resting!
- Live by it yourself! Model it.
- Loyalty: Fight for them if you want them to fight for you!

Questions for group discussion:

- What is working in your team culture?
- What’s an area that needs to be strengthened?
- What culture would you want to work for?

10. Continually challenge your team members, and allow them to challenge you!

- Personal growth: podcasts/book goal, language learning.
- Strategy: Model, mentor, multiply.
- New projects and challenges.
- Examples: Coffee shop, ministry centers, church plants, best worship/kids ministry in town!
- You have to be growing as well!

Question: What are some things with which you’re challenging your team? Are you intentionally growing? Are you challenging yourself and how?

Reading:

Steering Through Chaos

Good to Great

Jesus on Leadership

Five Languages of Appreciation in the Work Place

Contact hello@icbspain.com with any questions!