



# Tips for Selecting Team Members

A **TEAM** is a group of people that collaborate to achieve a common goal. High performing teams build trust, deal with conflict and difficult issues in healthy ways, pay attention to results, and hold each other accountable as they celebrate short- and long-term wins.

## High performing teams have extraordinary clarity around three things:

- **WHAT** we're seeking to accomplish.
- **WHY** it's worth one's investment of time, money, energy, and resources.
- **HOW** the project or task will be accomplished.

## Steps to complete before recruiting high performing team members:

1. Name the bull's-eye (your primary purpose).
2. List measurable wins & key progress milestones.
3. Determine which actions are done best by teams.

## Characteristics of great team members that get results:

- They are passionate about the mission.
- They have a bias towards action and results.
- They're positive, proactive, and collaborative.

## Before asking for a commitment from a potential team member . . .

- Review with candidates the church's mission, vision, values, covenant, and goals to ensure "buy-in."
- Review every line of the ministry description, ensuring they're able to do what's being asked of them.
- Ask candidates about how they could see their gifts and passions being utilized by the team.

## Ways to support team members during their term of service:

- Check in with team members frequently to affirm their contributions and gather their wisdom.
- Find ways to help them grow in faith and grow as leaders.
- Before the term of service ends, share with them ways they've made meaningful contributions.
- Help them discern where God might be leading them to serve in the future.

## Tips for selecting team members:

- If you get the right people on the bus, you don't need to motivate them.
- Position people in roles where they can have maximum impact.
- It's easier to educate a "doer" than activate a "thinker."

## Recent trends in launching and lead teams:

- Teams are **evaluated annually**. When teams outlive their usefulness, terminate them or re-purpose them.
- Churches are moving toward **smaller boards, fewer standing committees**, and more teams and task forces.
- Many congregations have *Vision Teams* or *Long-range Planning Teams (LRPTs)* to supplement the work of their elected leaders.
- **They meet 4-8 times a year** to assess their church's long-term health and vitality. They list church and community assets, identify and interpret trends, and develop scenarios and strategic pathways for leaders to consider. They envision emerging opportunities and challenges that the church may act on.

