

# Building the LEAD Team

The most important decision you will make



#1 Build a  
**GREAT TEAM**

#2 Train the  
team **LEAD**  
**SEMINARS**

#3 Grow with a  
**LEAD COACH**

#5 Partner in the  
**NEIGHBORHOOD**

#4 Learn to  
**LISTEN**

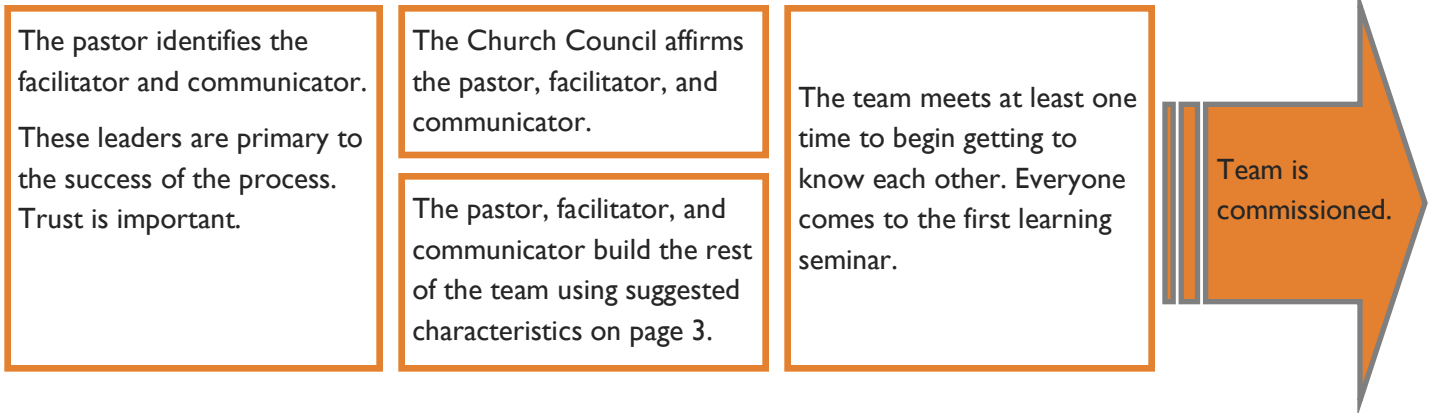
Be a Remarkable Church  
that flips the story

THE LEAD JOURNEY is a PROCESS  
not a program, project or package

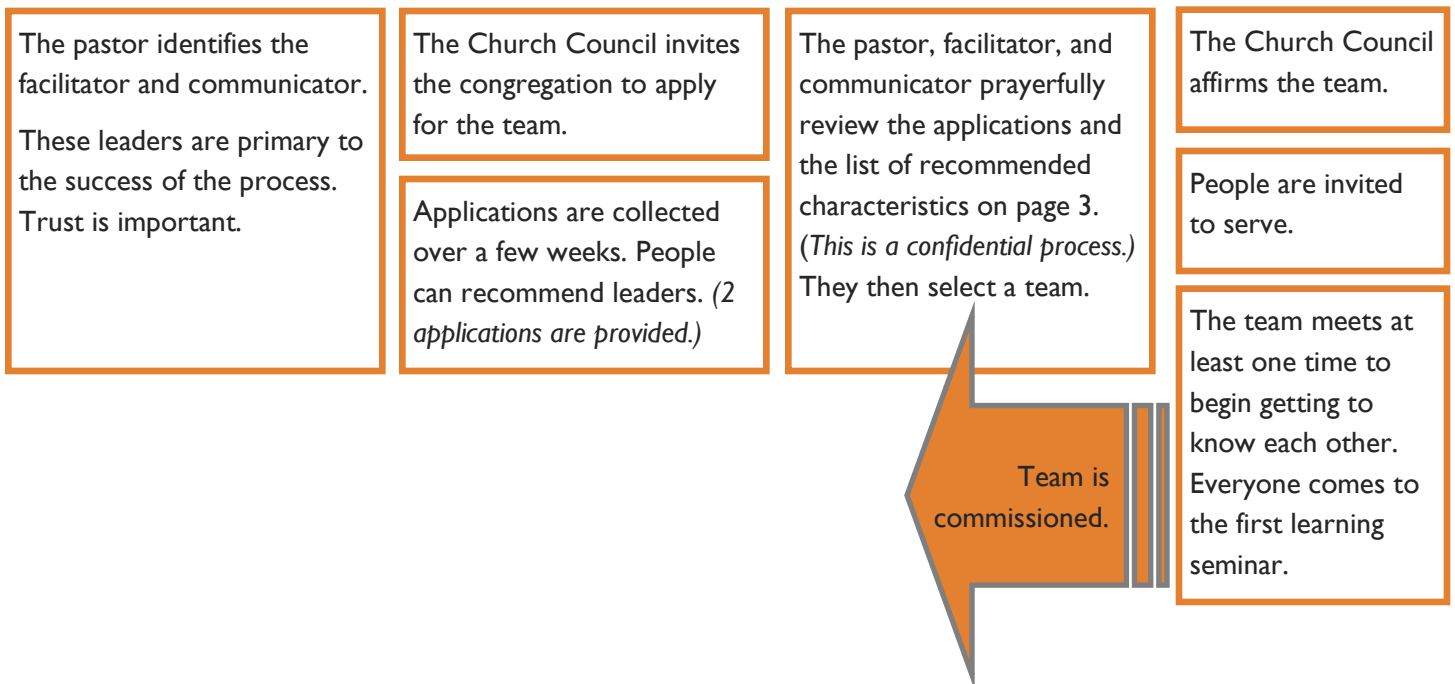
 Listen, Center, Explore, Connect... **LEAD**

## Two recommended paths for building a GREAT TEAM

### Plan A



### Plan B



### Council Members and the LEAD Team?

It is our experience that if the council becomes the LEAD Team, the work of the council will always take priority over the work of the LEAD Team. This will compromise the results. We recommend one or, at most, two people who serve in both leadership roles. We understand the challenge of finding strong leaders and feel that the LEAD Team is an excellent opportunity to invite new people into leadership. It is great if the team reflects the demographics of the neighborhood in age and ethnicity as much as possible.

Roles and responsibilities are on the next page. Two application forms follow for those who choose Plan B.

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**Learn, Center, Listen, Lead**



## Essential Roles for an Effective Team



### **Facilitator**

Is skilled at and enjoys pulling people together to move in the same direction. With a strong organizer, it is easier to get things done, to maintain order along the way, and to preserve forward momentum. This is the person who organizes, plans, prepares, and facilitates meetings, promotes team collaboration, holds the group accountable to the covenant, and promotes forward momentum by supporting the agreed upon timeline.



### **Communicator:**

Has an ear for details and a knack for connecting emotionally to those they are speaking with. Communicators understand how the pieces connect to tell a bigger story. They can tell stories that draw the congregation into the movement, linking the ministry of the team and the congregation for a shared transformational experience. Communicators use or empower others to use all forms of communication including face to face, print, digital, and social media.



### **Spiritual Guide:**

Is able to constantly name God moving in and through the experience. They have a theological lens for interpreting scripture that strengthens the congregation's knowledge and expands their hermeneutical lens. Spiritual Guides empower others to pray, making faith practices a part of daily life. They are willing to preach and teach the rest of the congregation about the ways the Holy Spirit is moving in the process. This is typically the role of the pastor.

**Characteristics of Leaders on an Effective Team:** We recommend a total of six to eight people who together embody the following gifts. People with a growing faith, a curiosity about the movement of the Holy Spirit, knowledge of the neighborhood, respect in the congregation, and who are not on the church council are preferred.

**Champion:** Is a respected leader from within the congregation who is capable of casting and selling the vision while at the same time supporting efforts to align teams with the vision.

### **Additional supporting roles needed across the remaining team members**

**Sharer:** Is the one at a party listening to three conversations at once and quickly spotting the emergent themes. The more they take in, the higher the value of what they send out.

**Connector:** Knows what everyone needs and has to offer. Adept room readers, they instinctively introduce people. They're valued for their clarity and seemingly boundless networks.

**Curator:** Has a practiced eye to see quality, even in chaos, and can articulate what is needed to achieve it. They form collections that reflect identity and help cultural values surface.

**Builder:** Brings order and structure wherever they go. They're already analyzing scenarios while others are still asking where to start. They spot opportunities and articulate risks.



## Application for Participating in Congregational LEAD Team to Create a Movement

Name (who is completing form)	Your Cell Phone Number	Your Email Address
Name (person recommended for this team, if other than yourself)	Occupation / Hobbies	Why are you recommending this person (or yourself)?

**Please check all that describe the candidate. Circle their top three gifts/passions:**

- Spiritual Maturity**—Participates in personal faith practices (worship, giving, serving, praying, etc.) regularly
- Spiritual Openness**—Demonstrates capacity to reflect and notice God moving in your/their own life
- Interpersonal Skills**—Demonstrates the capacity to lead and engage others with a spirit of optimism
- Biblical Study Skills**—Leads others in studying the Bible using historical, critical analysis
- Innovation**—Practices big-picture thinking, imagines new ministries, and casts vision
- Healthy Boundaries**—Understands the process and works well with others without hidden agendas
- Engender Trust**—Keeps commitments, has a respected track record and outward focus
- Work Ethic**—Gets things done and follows through on plans
- Plans Ahead**—Organizes, plans, and prepares for meetings; always working ahead
- Team Player**—Promotes team collaboration, respects validity of diverse opinions
- Attention to Detail**—Maintains records, minutes, etc.
- Skilled Public Speaker**—Speaks in front to groups and is an inspirational storyteller
- Promote Change**—Encourages new things to happen and is open to change
- Communicator**—Identifies and promotes critical priorities with the ability to articulate key points
- Connector**—Listens at all levels of the system and actively builds relationships with others
- Innovative**—Participates in brainstorming, brings a visionary perspective, and enjoys new ideas
- Creative**—Makes the link between external concepts/ideas and possibilities for internal application
- Reflective**—Discerns underlying challenges and opportunities, sees possibilities, ponders deeply
- Curious**—Asks relevant questions to move conversation forward, wonders about new ideas
- Discerning**—Uncovers differences between current and aspirational values and/or identity
- Strategic**—Creates a concrete plan for moving people from point A to point B
- Curator**—Researches ideas, searches for meaning, finds new resources easily
- Technical Competency**—Is comfortable using email and Dropbox and learning new technology
- Leadership**—Leads others effectively and is someone people turn to make things happen
- Wisdom**—Provides trusted advice that others count on to help make solid decisions
- Learner**—Seeks out new information, actively reading, following blogs, listening to podcasts, etc.
- Good Humor**—Enjoys life, laughs easily, sees the humor in things others miss
- Open Minded**—Appreciates new thoughts, considers others' perspectives as valid, questions status quo
- Friendly**—Engages in relationships easily and is open to meeting new people



## Application for Participating in Congregational LEAD Team to Create a Movement

Name: \_\_\_\_\_ Cell phone number: \_\_\_\_\_

Email address: \_\_\_\_\_

Why are you interested in serving on our congregation's LEAD Team?

Describe your faith practices and how you are personally trying to grow in your faith.

Is there anything else you would like us to know as we discern who will be called to this team?

Do you live in the neighborhood near the church?  Yes  No  No, but I work there  No, but I used to

Please indicate your current leadership roles in the congregation:

Staff  Unpaid Staff  Council  Committee or Team Leadership  New to leadership

Please indicate if you are able to commit to the time needed to carry out this commitment. Specific meeting days and times will be set together as a team. LEAD's experience indicates that the process requires about three—four hours per month for meetings. There is an expectation that team members will participate in personal faith practices including regular worship and prayer. Two of the ten steps in the LEAD Journey include listening assignments that will be in addition to regular meetings. It is possible that this team will stay together for three years.

Yes, I will do my best to make this a primary commitment  I am not sure if I have the time

## Commissioning the Congregational LEAD Team

### Presentation

This LEAD team is embarking on a journey as a group of explorers from our congregation to learn and experiment with new ways to listen to God, listen to one another, and listen to our neighbors. We are sending them out to forge new pathways for joining Christ who is already ahead of us. We look forward to how their insights and experiences will shape our life together for the sake of our neighbors and the world.

### Address and Questions

*A reading from Luke.* After this the Lord appointed seventy others and sent them on ahead of him in pairs to every town and place where he himself intended to go. <sup>2</sup>He said to them, "The harvest is plentiful, but the laborers are few; therefore, ask the Lord of the harvest to send out laborers into his harvest. <sup>3</sup>Go on your way. See, I am sending you out like lambs into the midst of wolves. <sup>4</sup>Carry no purse, no bag, no sandals; and greet no one on the road. <sup>5</sup>Whatever house you enter, first say, 'Peace to this house!' <sup>6</sup>And if anyone is there who shares in peace, your peace will rest on that person; but if not, it will return to you. <sup>7</sup>Remain in the same house, eating and drinking whatever they provide, for the laborer deserves to be paid. Do not move about from house to house. <sup>8</sup>Whenever you enter a town and its people welcome you, eat what is set before you; <sup>9</sup>cure the sick who are there, and say to them, 'The kingdom of God has come near to you.' (*Luke 10:1-9*)

*A reading from Proverbs 3:5-6* Trust in the Lord with all your heart, and do not rely on your own understanding. Acknowledge him in all your ways, and he will make your paths straight.

*A reading from Second Corinthians.* So if anyone is in Christ, there is a new creation: everything old has passed away; see, everything has become new! All this is from God, who reconciled us to himself through Christ, and has given us the ministry of reconciliation; that is, in Christ God was reconciling the world to himself, not counting their trespasses against them, and entrusting the message of reconciliation to us. So we are ambassadors for Christ, since God is making his appeal through us; we entreat you on behalf of Christ, be reconciled to God. *2 Cor. 5:7-20*

*The presiding minister questions those being commissioned.*

In the presence of this assembly, will you accept this commission and commit yourselves to this new trust and responsibility, in the confidence that it comes from God?

*Response:*

I will, and I ask God to help me.

Almighty God, who has given you the will to do these things, graciously give you the strength and compassion to perform them.

**Amen.**

People of God,

Will you support the work of these explorers as they forge new paths to join in the work of Jesus Christ?

Will you pray for *them*, help and honor *them* for *their* work's sake,

and in all things strive to live in peace and unity in Christ?

**We will, and we ask God to help us.**

## **Prayer**

Let us pray.

O God, you found us at the river and made us your own in the waters of baptism. Our lives continue to flow in endless songs of praise and witness to your glorious love.

Look with favor upon these explorers.

Make them strong in your promises.

Open their ears and their hearts to listen to you,

to one another and to our neighbors.

Help them to see you at work,

and to be bold in finding ways to join in to what you are up to.

Stir up in them the gifts of welcome

and of curious engagement with their neighborhoods,

That they might help us all to continue as a faithful community,

Loving you above all things, and their neighbors as themselves.

**Amen.**

Almighty God guide, bless, and keep you, that you may be faithful in the ministry to which you have been commissioned. **Amen.**