

Some things to remember when building a team...

Do nothing from rivalry or conceit... consider others more significant... look not only to your own interests, but also to the interests of others. Phil 2:3-4

How does your team fit into CU Vision?

Identify needs

- What do you need to put in place to communicate and implement the vision?

Choosing team members

- people with obvious gifts and passion, people who would benefit from being included (esp for roles which require little gift/vision eg providing refreshments after CU), people who will be committed.
- appropriate mix of people ie male/female, loud/quiet, visionary/implementer/finisher, older/younger, experienced/new...

Communicating with team members

- be clear about expectations and time commitments eg Need you to organise lifts for International Students every Monday night between 6pm and 8pm from week 3 til week 11.
- people work better when they understand the bigger picture eg giving lifts is serving students so they can get to their Bible study
- people are more willing to commit to something they have input into. Encourage your team to share their ideas, don't immediately rule things out – chat long, dream big and always think about how to make those dreams realities.

Supporting team members

- don't take people for granted, let them know that their work and commitment is appreciated.
- make the team a safe place to ask questions, to enjoy success and to admit failure. Remember this is God's work – given to us and sustained by HIS grace!

Evaluating the work

- Always do so with the vision in mind – is what you are doing pointing to the ultimate goal? What is/isn't going well and why?
- helps to avoid getting stuck in habits - changing needs need changing approaches
- Encourages growth and development of the people and the work.
- 'Encourage the good wherever you find it!'
- Don't be afraid to correct but do so selectively, not confusing preference with a right/wrong way to do things.

Identifying possible successors/handing over

The biblical model of 'making disciples' shows us that high levels of contact with people makes a greater impact – be intentional in spending time with your team. Look out to encourage and develop them, praying for them and with them about all areas of their life, not just what they're doing for you. Knowing your team well will help when it comes to thinking about new committee!

* * * * *

**Always keep your team focused on being 'like-minded and one in spirit and purpose'
(Phil 2:2) to the glory of Christ.**



Planning your year...

Consider making a timetable for yourself (see below) to help you make the most of your team. *The 1st column lists tasks, the 2nd questions to consider and act on and the 3rd column uses Small Group Leaders as an example.*

PRE-TERM	Vision Choose team members	How does my role fit with CU Vision? What will I need to do this role? How can I use others in this work?	<i>Need 10 groups, leaders with integrity, gentleness, understanding & commitment to CU context etc... Pick & approach SGLs</i>
WEEK 1	Identify needs Choose team members	How can I keep team focused on being 'like-minded and one in spirit and purpose'?	<i>SGLs training & envisioning</i>
WEEK 2	Meet team, plan according to vision and needs, define roles		<i>1st SLOBS – give names of group etc</i>
WEEK 3	Begin to implement plans		<i>SGs start</i>
WEEK 4	Check up on team	Do they need help/resources?	<i>feedback on groups, make changes if necessary</i>
WEEK 5		Are planned events etc coming together?	<i>SG evangelistic Table Quiz?</i>
WEEK 6	Team Support 1-2-1s ↓	Do my team feel appreciated? Does anyone need encouragement or correction?	<i>Meet SGLs 1-2-1</i> ↓
WEEK 7		Is there anyone in the team who might be suitable to do this next year?	
WEEK 8	Meet team – re-evaluate needs	Do we need to change the way we're working?	<i>mini-evaluation on how SGLs are.</i>
WEEK 9		How can I equip possible successors?	<i>encourage others 2 get involved in SLOBS (prayer, ice-breaker etc)</i>
WEEK 10		What could we do to socialise together?	
WEEK 11	Evaluate team and tasks ↓	What do we need to pray about for next semester?	<i>SG evaluation & dinner together</i>
WEEK 12			
JAN/FEB	Prayer for successor	Are there 1 st years we could involve in semester 2?	
MAR/APR	Handover to successor	How well has the team accomplished its vision?	