

Recruiting the team

Church planting used to be with work of one person and there are still occasions when that can happen. Mostly however, church planting requires a team. How does one recruit a team? What size should the team be? What kind of people/ gifts need to be present in the team? What would a healthy team culture look like?

Martin Robinson (UK) is Principal and Chief Executive of Springdale College: Together in Mission. Martin was born in India of missionary parents and then brought up in Scotland where his father was a church planter. In his early 20's Martin trained for the ministry and his first church was inner city Birmingham. That multi-ethnic congregation engaged in church planting and Martin together with his wife Lynda went to lead one of those church plants. After 13 years in local ministry, Martin went to work for the Bible Society in a variety of roles. In a period he was the Director of Mission and Theology. Martin has written many books on the broad theme of mission, including *Faith of the Unbeliever* and *Invading Secular Space*. In 2002 Martin joined Together in Mission as the National Director.

1. Size of team

- a. Most team experts consider that a team is normally around 8-10 people. Much smaller and there may not be a suitable gift mix, much larger and the relationship mix is too complex to manage. However, in a church plant that describes only the core team. There are other kinds of team to consider.

2. Team leadership

- a. Leadership style is an important element in understanding how a team operates. Self knowledge/ awareness is crucial for a team leader.

3. Team culture

- a. A balance between practical action, supportive engagement with other team members, spiritual practices and fun together is the ideal.
 - i. Team not work group
 - High value around health of team (this needs to be fun)
 - Spiritual life
 - This takes time

ii. Healthy team does not neglect the task

- Conversion growth
- Discipleship
- Spiritual practices
- Participation
- Mobilisation

4. Gift mix

- a. Identifying personal gifts amongst team members
- b. Understanding how those gifts will operate together.

5. Difference between team and work group

- a. Characteristics of a work group
- b. Work groups are sometimes necessary and are related to tasks
 - i. One leader
 - ii. High control
 - iii. Clear instruction
 - iv. Emphasis on performance and outcomes

6. Team Development

- a. Forming – who – people smarter than me – those who can connect with the culture one is trying to reach
- b. Norming – issue of culture – does the whole team relate to one another or only to the leader
- c. Storming – critical moment – how do we deal with conflict?
- d. Performing