

**Councils as Leaders**  
**Team Building**  
**By Bishop Steven Delzer**

What are the 1 – 3 most helpful things you have learned about team building?

My top three:

1. As the pastor my primary responsibility is to the Staff and the Council
2. My 4 C's of Leadership in Ministry (a pastor's heart):
  - a. Commitment to Christ and the Church
  - b. Compassion for people and the ability to communicate that compassion
  - c. Collegiality – the desire to share ministry with others collaboratively
  - d. Competence to do the work/ministry
3. Active participation in the Nominating/Hiring/Calling process

**Team Building with the Church Council**

1. The Nominating Committee
  - a. Membership: 2-3 going off the Council + 2-3 others
  - b. Elected at the Annual Meeting for the following year
  - c. Committee work primarily from October – December
  - d. Both develop a list of potential nominees and invite nominations from congregation; only need to have one nominee per position, but more okay
  - e. Nomination form signed by person making the nomination, stating that they have secured the assent of the nominee to stand for election to a specific position
  - f. Nominees respond in writing to two questions:
    - 1) How do you sense God calling you to serve on the Church Council (or the position)?
    - 2) What gifts will you bring to the ministry of this congregation through your service in this position?
  - g. Written statements are published a minimum of two weeks before the Annual Meeting.
  - h. If there are nominations from the floor, nominees must respond orally to the two questions.
2. Pastor meets with the Executive Committee the week before the Council meeting to discuss the agenda and any significant items or issues. You never Council members (or staff members) to be blind-sided.
3. Develop an agenda with time limits for each agenda item.
4. Begin Council meetings with devotion and sharing – rotating responsibility by each member:
  - a. Read your favorite Bible story or passage, and share why it's your favorite
  - b. Share some of your faith journey
  - c. Invite prayer concerns (prayer led by the pastor)

5. Select a book (or video series) related to leadership, innovative thinking, future planning, etc. that will be read by all Council members, and will be the basis of discussion at the meeting
6. Have some fun together – August Council meeting on a pontoon boat cruise around the lake

### **Team Building with the Staff**

1. Pastor has to be willing to let go of need to control everything
2. Keep in mind the 4 C's when hiring/calling – spend a good amount of time with person
3. Have an open door to staff – remember that pastor's primary responsibility is to the staff and the Council – plan on 25% of your time being spent with staff
4. Key responsibility of pastor is to remove roadblocks that prevent staff members from doing their job, and making sure they have the resources necessary to their job
5. Have weekly staff meetings:
  - a. Begin with devotion and prayer – shared by all
  - b. Have an agenda
  - c. Spend time on reporting and what help you need from each other, but also spend time on future thinking/planning
  - d. Keep asking, "Who needs to know about this?"
6. Always be reading/studying together
7. Have a staff planning day once a quarter, in which you review the past quarter, and plan the next quarter
8. Have an annual staff retreat, for both planning and fun – have fun together
9. Do staff reviews 2-3 times a year
10. How to handle complaints from members about staff members or conflict within the staff