

# BUILDING A STRONG STRATEGIC PLANNING TEAM



**LEAD** 

[Leadconnects.org](http://Leadconnects.org)

## What is LEAD's Strategic Planning process?

A LEAD Consultant works with your strategic planning team to do the work of moving your congregation into discerning your unique call as a church. We do this work together in three big moves:



**LISTEN** for the answers to these three questions: What is God's dream for us? How are we doing right now? What do our neighbors have to teach us?



**FOCUS** in all that we have heard through the discernment of listening to the Holy Spirit. We will answer these questions: What are our values? What is our purpose? Where are we going? Who will make it happen? How will we know when we get there?



**ACT** is the final phase as we walk with you as you begin to put the plan into action. We will answer these questions: Where are the first steps to execute? What needs to stop? What needs to start? What structure is needed? Then what?

## What is the commitment to being on the strategic planning team?

- 12 month commitment to the planning process.
- Meetings 2x a month—one meeting with the LEAD Consultant and one meeting with strategic planning team
- Help facilitate and participate in congregational and neighborhood listenings in this process.
- Help move the planning into implementation.



## Characteristics of an Effective Team Members

The six to eight people invited to serve on the team all embody the following gifts:

- ⊕ A growing faith and a curiosity about the movement of the Holy Spirit.
- ⊕ A learner mindset when it comes to the neighborhood around the church.
- ⊕ Practices innovation through big-picture thinking, imagining new ministries, and casting vision.
- ⊕ Team player who promotes team collaboration, respects the validity of diverse opinions/beliefs.
- ⊕ Open-minded to new thoughts, considers others' perspectives as valid, asks good questions.
- ⊕ A knowledge of the geography and respect within the community.

### **Additional Tips:**

Team must include the clergy.

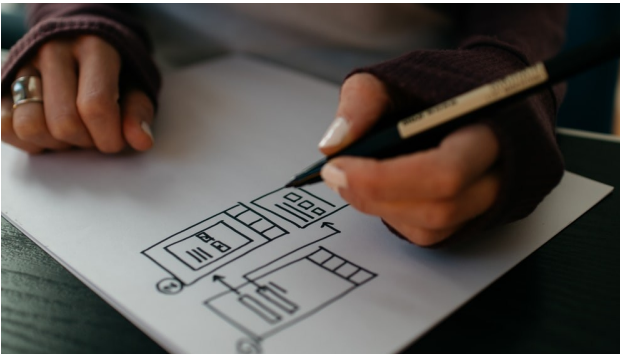
Team members should not serve on the council at the same time. LEAD suggests one possibly one council liaison to the team.

## Three Key Roles on the Team



**Facilitator** is skilled at and enjoys pulling people together to move in the same direction. This is the person who will:

- ⊕ Organize, prepare, and facilitate meetings
- ⊕ Promote team collaboration
- ⊕ Hold the group accountable to the covenant while supporting the agreed upon timeline to achieve results



**Communicator** has an ear for details and a knack for connecting emotionally to those they are speaking with. This is the person who will:

- ⊕ Identify the talking points
- ⊕ Curate the story as it unfolds
- ⊕ Coordinate the use of 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. This is typically the role of the pastor who will:

- ⊕ Bring a theological lens for interpreting scripture that strengthens the congregation's knowledge and expands their hermeneutical lens
- ⊕ Empower others to pray, making faith practices a part of daily life
- ⊕ Preach and teach the rest of the community about the ways the Holy Spirit is moving in the process



# 5 Top Skills needed for strategic planning



**Listening and Learning**—open mindset, willing to seek out new information



**Follow Through**—managing work on time



**Writing and Communicating**—write the plan, keeping others in the loop



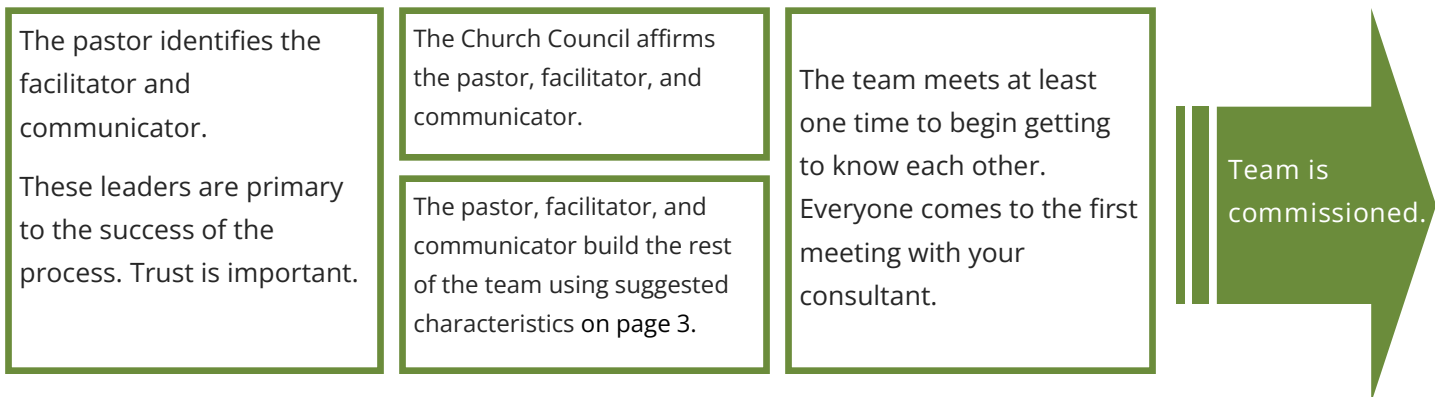
**Execution**—persevere by the power of the Holy Spirit



**Evaluate, Celebrate, Calibrate**—design metrics and reporting with changes to the plan over time

## 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 Strategic Planning Team, the work of the Council will always take priority over the work of the new 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 Strategic Planning Team can be an opportunity to invite new people into leadership. It is also recommended that at least one person on the team reflect or work directly with the demographics of the neighborhood in age and ethnicity for authentic connections.



## Strategic Planning Team Application - Recommendation Form

|                                       |                                                                           |                                                |
|---------------------------------------|---------------------------------------------------------------------------|------------------------------------------------|
| Name of Applicant                     | Name of Person Completing this Recommendation / Relationship to Applicant | Email of Person Completing this Recommendation |
|                                       |                                                                           |                                                |
| Why are you recommending this person? |                                                                           |                                                |
|                                       |                                                                           |                                                |

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



## Strategic Planning Team Application - Applicant Form

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

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

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

Describe your faith practices and how you are growing in your faith over the past six months.

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 live in the neighborhood. ☐ I work with people who live near the church.

Please indicate your current leadership roles in the congregation:

☐ Paid 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 an average of four to six hours per month for meetings. There is an expectation that team members will participate in personal faith practices including regular worship and prayer. It is possible that this team will stay together overtime to support

## For those that build the team:

Engage the wisdom of **scripture** as you build your team.

1 Corinthians 12, Philippians 2:1-18

## YOU ARE LOOKING FOR:

- ♦ **Discernment** over campaigning. Expand the leadership circle by including new people.
- ♦ **Learner** over judger. Look for people who are curious with an open mindset.
- ♦ **Diversity** over similarity. Think about sexuality gender, ethnic, and socioeconomic giftedness.
- ♦ **Follow-through** over a fast “yes”, or “no”. Give people time to opt in thoughtfully.



# Discernment

A prayerful experience over time:

## 3 weeks out:

1. Read and pray on the scriptures provided.
2. Pray for God to open your eyes to see the gifts needed for the team and for the hearts of potential members to be opened.
3. Make a beginning list of the kinds of people you want represented on the team (new members, youth, community leaders, etc).
4. Review the list of qualities you need in strong team members.
5. Draft a document that says what you are doing and what the time commitment is for those who are on the team. Strategic planning takes about 12 months, depending on the plan.

## 2 weeks out:

1. Read and pray on the scriptures provided.
2. Pray for God to guide your deliberation about who should serve on the team.
3. Make a list of your ideal team and those whom you would ask if the first people are unable.
4. Decide who will do the asking, when they will do it, and when you need an answer. Ask them.
5. Decide when your first meeting will be.

## 1 week out:

1. Read and pray on the scriptures provided.
2. Report back on your progress.
3. Ask others, if necessary. Ask people a second time if you feel they are called to serve.
4. Remind the team of your first meeting date.



*Connecting leaders to each other and congregations with their neighbors,  
following the way of Jesus.*

