

Build a Team to Guide a Movement

A team is not a committee. It is a group of people who will make new things happen. Their call is to discern a vision that ignites a movement. They will not maintain the status quo like a committee. Their wisdom will come from listening to the Holy Spirit speak in scripture, through strategic interviews and curious conversations, and by questioning the status quo.



Start by building a trusted team

This is the single most important thing you can do to move from vision to action. We are not talking about a great business plan or beautifully designed vision document; those are not markers of a successful vision. The marker of a successful vision is the actual outcome of people benefitting from the work.

It is not “Godly” or more “Spiritual” to wait for the Holy Spirit to show up. Rather it is faithful to be like all the Biblical characters we read about: stepping out in faith trusting enough, responsible enough, and listening enough to God and each other to take a risk.

Build a team with local, everyday people who create a diverse conversation. Look for:

- ☐ Different ages
- ☐ Different ethnicities
- ☐ Different sexual orientations
- ☐ Different socioeconomic realities
- ☐ Different experiences leading diverse ministries

The team may include some people who have had experience leading teams from envisioning a big idea to actual implementation and evaluation of the idea. It may include some people who have worked through failure or some who have taken risks to do ministry beyond their own capacity. And finally, it may engage some who have a spirit of collaboration to teach others how to work together.

Invite people who can fill these three key roles:

The 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

The 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

The 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

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