

# Characteristics of a Team-building Pastor

Tim Hager

## Pours Into Others

A team-building pastor sees the potential in others and makes developing others a priority. The time he spends in training and coaching individuals is regular and consistent. Helping key staff and volunteers grow in their effectiveness in managing, recruiting, inspiring, discipling, and leading their groups is viewed as an essential task.

## Views Self As Part Of The Whole

The team-building pastor communicates and relates outward to all departments and staff rather than isolating himself from others. The function of senior pastor is recognized as only one of many other valuable roles in the church. Genuine consideration is shown for all staff and their contributions to the church. Relationships go deeper than just doing business; the pastor displays an informal, personal interest in the well-being of others.

## Encourages Risk Taking

The team-building pastor expects creative thinking and serious reflection from his staff. The pastor invites and welcomes staff ideas and comments, thus nurturing a climate for creativity and improvement. Unsuccessful programs become opportunities for the team to better understand their ministry environment and work methods. Then they can create better approaches that avoid unintended hazards and obstacles.

## Models Openness And Transparency

The team-building pastor evidences the fruit of the Spirit in relating to the team (patience, kindness, gentleness). He occasionally shares personal feelings, concerns, and opinions. He forges casual, close relationships with his staff. He encourages openness. The pastor is aware of his personal impact with the team. Feedback is directly sought and accepted from the team.

## Delegation And Decision Making

The team-building pastor manages, guides, and coaches the staff as a cohesive unit. He encourages and cultivates teamwork. The pastor shows high levels of trust and confidence in the staff's abilities by giving them significant latitude for decision making and execution of plans. The pastor provides coaching as needed in the areas of encouragement, work discipline, and decision-making processes.