**Vision Document #13 – Teams and Team Ministry**

The Well promotes team leadership and operates in teams. In the scriptures, we see Jesus operating in team leadership with His disciples even though He is God! Paul prospered in team ministry with many traveling companions and he instructed the early church to appoint leadership and ministry teams. The epistles were actually written to churches/teams; not to individuals. As we aim for effectiveness, excellence, biblical alignment, and long-term fruitfulness, we will work in teams. Though not required or expected, we would love for everyone at The Well to have at least one experience of serving on a ministry team at The Well. We anticipate that this will be one of the most rewarding and growing experiences for people at our church.

It has been said, “If you want to go quick, go alone. If you want to go far, go together.” The advantages of team ministry and leadership far outweigh the disadvantages. While single-person, independent, individualistic, and isolated ministry and leadership is common in America, it is not ideal. It frequently brings excess attention and responsibility to one person. It can also make the leader feel a false sense of owning a ministry, rather than stewarding a ministry that belongs to God. It also creates a bottleneck in the activation and release of God’s people for ministry, which is a major goal of the church. The only benefit of one-person, independent leadership is that decisions can potentially be made quicker.

Team leadership is a strategic structure that enhances the goal of *building people, not programs.* It helps keeps the focus on God and activating God’s people. Intentional team building focuses primarily on developing people into competent contributors and leaders, even at the expense of quick program development.

Team leadership also:

* Encourages the discovery of multiple peoples’ giftings, skillsets, passions, and perspectives.
* Welcomes the diversity of various giftings, anointings, strengths, and experiences while celebrating complementary qualities.
* Creates an atmosphere for the Holy Spirit to speak through various members of a team as opposed to only one.
* Facilitates attentive listening to what others think and feel within the group.
* Creates a deep ownership and buy-in from church members because they have a venue to participate, contribute, and offer constructive input.
* Provides opportunities for people to obtain and develop new skills, experiences, perspective, etc.
* Helps us value church members.
* Protects us from accidentally over-using and over-burdening people for the sake of ministry.
* Helps take the focus away from merely filling needs and rather toward developing great ministers and ministries.
* Provides a sense of accountability and reduces the temptation to control or act as a possessive owner of a ministry.
* Provides an opportunity for cooperation, teamwork, and co-laboring.
* Provides an opportunity for community, fellowship, and relationship; whereas independent leadership provides none.

**Practicals of Team Ministry at The Well**

* We realize that God will often raise up one person with a strong calling for a ministry.
* However, we will encourage them to build a team under the guidance of Holy Spirit and church leaders.
* Eventually, every ministry, program, and the majority of meetings will be led by teams.
* The ideal size of a ministry team at The Well is 3-5 people, though this varies depending on the ministry.
* Teams will function like a committee with scheduled meetings, decision-making power, and assignments for task execution.
* Every ministry team should have a team captain (or co-captains in some cases) who is familiar with The Well’s vision/mission/values/direction.
* Team captains will be trained in The Well’s six leadership values: Welcoming, Honoring, Nurturing, Open-Handed, Empowering, Welcoming of Feedback and Input.
* Team captains need to fight to put their identity and security in God and not in their ministry role.
* Team captains will recognize, celebrate, and empower other team members.
* Ministry teams will respect the authoritative role that pastors and elders hold at The Well in overseeing all ministries.
* Pastors and elders will provide some vision, input, and accountability, but will not micro-manage as long as the team stays within the parameters of The Well’s vision/mission/values/direction.