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# Building Strong Teams

It starts at the top.

**B**y God's grace and a lot of hard work, our EFCA leadership team is deeply aligned, highly skilled and missionally driven. In all my years in ministry, I have not experienced such synergy.

The building of strong teams is critical to growing healthy churches. Too often, however, church leaders do not take the time or effort to intentionally build healthy teams. The result is disjointed ministry at best and conflict or turf wars at worst. Either of these compromises the effectiveness of ministry.

Many who observe the team I work with have asked, "How did you all do this?" Here are some of the keys to the team we have built.

First, we are clear about our mission: to glorify God by multiplying healthy churches among all people. We only recruit people to our team who are passionate about that. Without a clearly defined mission that all buy into, individuals will pursue their own agendas, which leads to confusion.

Second, we pay close attention to character. Godly character and personal humility are non-negotiables in building great teams.

Third, we unapologetically insist that performance matters. We place high value on learning and growing, as well as on both individual and group performance. We are not unwilling to make tough calls—with grace—either when an individual loses the desire to perform or when the job outgrows his or her ability.

Fourth, we look for individuals who "play well" together. We are not interested in individual superstars. Healthy team members serve with egos in check and a high degree of personal humility. They value the mission of the organization above their own ambitions.

Fifth, we spend the time together that is necessary to keep all of us moving in the same direction. This does not mean that we are necessarily best friends outside of work. It does mean that we have built common vision, are working off the same page and trust one another implicitly—all because we have intentionally spent quality time together. Time is one of the costs of building a good team.

I trust that as you read this issue of *EFCA Today* you will be challenged to pay the costs necessary to build the strongest possible ministry team. It will pay eternal dividends and allow your church to become all that God has made it to be. ■



DR. WILLIAM J. HAMEL