

Profile of a Healthy Team:

A healthy team is **rooted and united in Christ** and is characterized by growing **trust**, open and robust **communication**, **commitment** to one another and to the team as a whole, and a **purpose** that compels its members to work together.

One in Christ - A healthy team is firmly rooted and united in Christ. Team members love one another deeply, as members of one Body. They express their dependence upon Christ and celebrate His work through prayer, worship and listening to God's Word. A team's unity is demonstrated by:



Trust - Team members have confidence in the good intentions of their teammates and actively seek ways to build trust. Relationships are characterized by respect and care for one another.

Mutual Vulnerability - Team members take the risk of letting themselves be known by their teammates.

Communication - Team members *listen* and *speak* in order to understand one another. Communication stays open between all members of the team and is not dominated by one or two people.

Healthy Conflict - The team is able to debate, challenge, and engage in healthy discussion in order to arrive at best solutions and create an open, participatory environment. Relational conflict is dealt with biblically in a culture of truth-telling and grace-giving. Sin is confessed and forgiven.

Commitment - Team members are committed to Christ, to one another, to the team as a whole, and to working as a team. When decisions are made by the team, team members are committed to fully support those decisions.

Mutual Accountability - Team members take responsibility to do what they have agreed to do and expect their teammates to do the same. Roles are clearly defined so that each member understands their responsibilities and contribution to the team.

Purpose - The team knows what it is to do because it has a clearly defined purpose aligned with the Ministry Initiative vision. This purpose can be readily articulated by team members, describing its reason for existence and overall direction.

Operational goals that derive from this purpose make it clear what the team needs to do together. These goals are *clear*, *challenging* and *consequential*. *Clear*: each member understands what is to be done. *Challenging*: one person working alone cannot accomplish the goal. *Consequential*: accomplishing the goal brings the team significantly closer to achieving the team's overall purpose.