

TEAM HEALTH EVALUATION

Rationale: Healthy team ministry is a great blessing to a local church and a great joy to its elders. Team problems will inevitably have some negative effect on their local church and their mission. Therefore, teams must take great care to make sure they are working to build and maintain healthy team dynamics. The Leadership Team intends for this tool to help teams, with the help of their Regional Leader (RL) or his delegate, to ask the right questions to identify any problems and allow the team to then address and fix those problems.

Recommended Use: The following are principles for the most effective use of this tool.

1. This tool is designed to be used electronically. Teams can then decide the best way to share responses.
2. A local team can initiate use of this tool on their own. However we recommend that they invite the RL or his delegate to help them work through the evaluation, especially if issues arise in the course of the evaluation.
3. We recommend that each team member write his responses and then have the team come together to discuss.
4. The questions aren't intended for simple yes or no answers but for explanation where necessary.
5. We recommend that teams use this tool at least every other year. We believe it is wise to do this in conjunction with a RL's regular visit.
6. We recommend that any follow up that is necessary be done with the help of the RL or his delegate.
7. We recommend that this evaluation be done prayerfully and in keeping with Scripture's exhortations to unity.

Ephesians 4:1-3 I therefore...urge you to walk in a manner worthy of the calling to which you have been called, with all humility and gentleness, with patience, bearing with one another in love, eager to maintain the unity of the Spirit in the bond of peace.

Colossians 3:12-14 Put on then, as God's chosen ones, holy and beloved, compassionate hearts, kindness, humility, meekness, and patience, bearing with one another and, if one has a complaint against another, forgiving each other; as the Lord has forgiven you so you also must forgive. And above all these put on love, which binds everything together in perfect harmony.

8. We have included a goal and helper question with each section as a way to guide both the team and an outside evaluator to know the overarching purpose for each section.

1. What structures are in place for the team?

Goal: There should be enough effective structure that the mission of the church can be accomplished and the relationships on the team can be built and strengthened.

- What is your schedule for staff meetings and elder meetings? How would you assess the strengths and weaknesses of these meetings?
- Does the team have some kind of accountability and care giving meeting plan? How would you assess the strengths and weaknesses of these meetings?
- Is there some structure to know how each other is doing in their personal and family life? Does this structure include care and encouragement for your wives? How would you assess the strengths and weaknesses of these meetings?
- Does the team hold regular (annual/semi-annual) planning retreats or meetings? If so, how would you assess the strengths and weaknesses of these meetings?
- Are relationships on the team affectionate or largely professional? Please explain.
- Are informal team interactions happening? If elders work at home do they relate in other than the formal contexts above? Please explain.
- Are any of the team members isolated from the rest? Please explain.

Question for those helping: Is there enough effective structure to accomplish the goals of mission and relationship?

2. How are decisions made on the team?

Goal: Decisions should be made with the input of the entire eldership in an atmosphere of grace, patience, and humility, within the boundaries agreed upon by the entire eldership.

Please explain your answers.

- Who leads the team's various meetings? Is the best person doing this?
- Are all views welcomed and encouraged?
- How are disagreements worked through?
- Does anyone think they are regularly unheard or disregarded?
- Does everyone understand conscience vs. preference differences? Ethical vs. wisdom differences? Is this understanding reflected in your decision making?
- Is due deference given to those most affected by a decision and to those with greater experience?
- Do decisions actually get made and are they clearly understood by all?
- What decisions do you require unanimity on? How do guys in the minority handle these decisions?

Question for those helping: Does the team have an effective decision making process in place and is that process bearing good fruit within the team?

3. Is there relational harmony on the team?

Goal: Teams should prioritize building and maintaining relational harmony through mutual encouragement and appreciation of the gifts, calling, and ministry ambitions of each team member.

Please explain your answers.

- Does everyone know and accept their current role? Is there any envy or discontent in any team member?
- Does anyone have ambitions that they think are being thwarted?
- Is there an atmosphere of mutual respect, appreciation, and encouragement on your team?

- Are there any tensions between older and younger members?
- Are there “camps” on the team where discussions are happening without each member being aware?
- Are your wives reasonably informed on your team’s discussions and decisions? Do any of your wives have concerns about your work/place with the team?
- Is anyone on the team discouraged or disillusioned about ministry apart from their relationship with the team?

Question for those helping: Is this a generally happy and harmonious team or are there unspoken or unaddressed issues present?

4. Are there any relational tensions/conflicts on the team?

Goal: Conflicts on a team are inevitable and must be dealt with honestly, humbly, and thoroughly, i.e. there can be no hidden unforgiveness, bitterness, or judgment remaining among a team.

Please explain your answers.

- How are tensions/conflicts worked through? Are there any tensions/conflicts that are being avoided?
- Is each team member committed to addressing and working through tensions/conflicts, first as individuals and if necessary as a team?
- Are team members honest with one another?
- Is there any current tension/conflict about any decision/direction in the church?
- Are there any current relational tensions/conflicts on the team?
- Are there any long-standing relational tensions/conflicts on the team?

- Is there anyone on the team you harbor unforgiveness or bitterness toward, even a little?
- Is there anyone on the team you have suspicions or critical judgments about, even a little?
- Is there generally humility, patience, and graciousness when working through conflicts?
- Do you regularly seek outside input for your team?

Question for those helping: Does this team deal effectively with inevitable tensions/conflicts or are there unspoken or unaddressed issues present?