

## Team Ministry Training and Orientation

*A proposal for Toronto Conference*

October, 2017

### Context:

As Conference Personnel Ministers, we have noted that in many instances of team ministry (two or more ministry personnel serving a pastoral charge), relationship and accountability concerns emerge, often leading to friction that impedes the ministry. We have asked ourselves, is there some way that we could be proactive when teams are being formed in order to establish the best possible relationship at the outset, and mitigate the potential for conflict and misunderstandings?

### Proposal:

Hire a coach/consultant to provide coaching and training to ministers who are entering a team ministry situation.

We have identified Janet Marshall, Ron Ewart, Linda Butler and Warren McDougall (The Centre for Church Development and Leadership (CCDL), who specialize in interpersonal relationships and teamwork, who can provide a directed program for a team ministry team at the outset of a team ministry. Some of the things this coaching team will do are:

- i) Help team members to understand how their personalities, preferences, priorities, values, etc. fit with each other. (We did this as a staff in Toronto Conference using another version of the Myers-Briggs test to help us identify ourselves and how we are perceived by others)
- ii) Help team members understand their individual roles, discuss accountability issues and workstyles.
- iii) Identify good practices and habits that can boost the success of team ministries and how these can be integrated into the work of the ministry team.
- iv) Review the position descriptions of ministry team members to assess any potential problems and promote complementarity

### Cost:

\$2,750 per training, plus travel costs (3.5 – 4 consulting days)

**Estimated number of start-up team ministries per year in Toronto Conference: 5**