



Building a Missional River 2.0 Congregational Team to Create a Movement

Teams are Key

Gathering a team is one of the most important parts of any process. Team members serve as guides, but even more importantly, are called to embody the spirit of discernment, discovery, and leadership that creates a movement of people within the congregation for larger transformation. We can articulate three keys to making transformation happen based on the evidence from current social science research about what it takes to fuel a leadership movement:

1. A Shared Purpose

At the center of all movement-making strategies is a shared purpose. This is the glue that keeps the community together. Revisiting, clarifying, defining, and committing to a shared purpose is both art and science. A group of people coalesces around a shared purpose opting into a vision that God may already be revealing and this shared purpose can help accelerate the process. A shared purpose should:

- Provide a vision for impact beyond the congregation
- Include words or phrases supporters would wear on a t-shirt
- Be timeless in its value to the mission

2. Clear Roles

Seven key roles are always at work in successful movements. These extend beyond titles or jobs; they represent the people we hope to become. They are key to linking the overall system of congregational council, staff, and members together. These connections are the life-blood for sustaining energy and focus across the whole system and are indispensable for moving forward.

Intentionally seeking out people with the identified gifts helps the team mobilize the congregation and avoid becoming an unintended sub-committee of the congregation or synod. The team is crucial in building momentum.

Competencies for all team members include:

- **Spiritual Maturity**—active in faith practices (worship, giving, serving, praying, etc.)
- **Spiritual openness**—capacity to reflect and notice God moving in their own life
- **Interpersonal Skills**—capacity to lead others, spirit of optimism, engage people positively
- **Innovation**—ability to do big-picture thinking, imagine new ministries, and cast vision
- **Healthy Boundaries**—no hidden agendas, understand the process, work well with others
- **Engenders Trust**—track record is respected, keep commitments, outward focus
- **Work Ethic**—get things done, follow through on plans

The MR 2.0 Team should include people who represent the diversity of the congregation including ethnicity, gender, age, and possibly even place of residence. It is helpful to have people on the team who are well connected with the congregation's neighborhood.

3. Sustained Rewards

For people of faith, helpful rewards are consistent with shared values expressed in Jesus's life. They grow out of deep gratitude for God's endless love and forgiveness. There is a conscious awareness that the Holy Spirit is working in the world and that we are invited into this work as partners.

Acting out of confidence in this belief, leaders welcome, share, advocate, serve, and love.

'...you shall love the Lord your God with all your heart, and with all your soul, and with all your mind, and with all your strength.' The second is this: *'Love your neighbor as yourself.'* —Mark 12:30-31

*Adapted from **The Practice Papers Edition1: Movement Making**

Building & Training the Team

Essential Roles:	Gifts: What are examples, activities, and behaviors that you will observe in them?
How do you recognize these people?	
Facilitator: Is skilled at and enjoys pulling people together to move in the same direction. With a strong organizer, it is easier to get things done, to maintain order along the way, and to preserve forward momentum.	Organizes, plans, and prepares for meetings Facilitates meetings Promotes team collaboration Promotes forward momentum by supporting the team's identification of key next steps
Communicator: Has an ear for details and a knack for conjuring feelings in those they are speaking with. They understand how the pieces connect to say something more than they do alone.	Collects and distributes stories that incorporate key <i>Switch</i> * characteristics to the whole congregation Maintains records, minutes, etc.
Champion: Is a respected leader from within the congregation who is capable of casting and selling the vision while at the same time supporting efforts to align teams with the vision.	Skilled public speaker Inspirational Storyteller, able to share successes Promotes forward movement Promotes change Identifies and promotes critical priorities
Additional supporting roles needed across the remaining team members	Behaviors observed in people across the team (Not necessarily one person per gift.)
Sharer: Is the one at a party listening to three conversations at once and quickly spotting the emergent theme. The more they take in, the higher the value of what they send out.	Listens at all levels of the system Invites and participates in brainstorming sessions Articulates key points
Connector: Knows what everyone needs and has to offer. Adept room readers, they instinctively introduce people. They're valued for their clarity and seemingly boundless networks.	Actively builds relationships Invites and participates in brainstorming sessions Makes the link between external concepts/ideas and possibilities for internal application
Curator: Has a practiced eye to see quality, even in chaos, and can articulate what is needed to achieve it. They form collections to reflect identity and help cultural values surface.	Discerns underlying challenges and opportunities Asks relevant questions to move conversation forward Uncovers differences between current and aspirational values and/or identity
Builder: Brings order and structure wherever they go. They're already analyzing scenarios while others are still asking where to start. They spot opportunities and articulate risks.	Makes the link from concept to design Incorporates all aspects of <i>Switch</i> * into design Takes strategic plans and converts them into tactical steps * <i>Switch</i> (Heath and Heath)

3 Specific individuals with these gifts.

***Please Note:** Switch, by Heath and Heath, shows how everyday people have united both the rational and the emotional mind to achieve dramatic results. The rational mind wants to change something at work; the emotional mind loves the comfort of the existing routine. This tension can doom a change effort—but if it is overcome, change can come quickly. For more information refer to the Switch Reader's Guide. (heathbrothers.com)

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