



RECRUITING YOUR TEAM

By Ps. Richard Botta, C3 South Asia Regional Overseer

INTRODUCTION

Forbes Magazine¹ researched thousands of business start-ups. They discovered that those that started with partners were 4 times more likely to succeed than those that started as solo entrepreneurs.

As we look at planting churches the development of a team of people to assist in the church plant is an essential element. The Bible constantly speaks of teams of people being involved in ministry, from pairs to the imagery of the 'Body' that Paul uses, teams are important in God's view of life.

In this article we look at some of the basics of Recruiting Your Team for your Church Plant.

The first person required for an effective church plant is the primary church planter. Church plants rise and fall on the 'who' not the what, how, when or where. The selection of a primary church planter is critical to the success of a church plant. I say selection because for effective church plants to happen it is always better for there to be more than simply a person with a dream. As exciting as this model is, the support of peers and overseers in affirming your calling as a church planter is an amazingly valuable asset for the inevitable difficult times that the church planter will face.

PRIMARY CHURCH PLANTER PROFILE

Not everyone is equipped to be a church planter. Just because someone has a vision to plant a church doesn't mean they have the necessary skills, character, anointing or ability to work in and with a team to develop an effective church plant.

The profile of effective church planters has been documented by many over the years and Charles Ridley gives us the following list in his article 'How to Select Church Planters' (CEFI, 1988).

1. Visionary capacity.
2. Self motivated.
3. Creates ownership of ministry.
4. Relates to the unchurched.
5. Spousal cooperation.
6. Effectively builds relationships.
7. Committed to church growth.
8. Responsive to community.
9. Utilises giftedness of others.
10. Flexible and adaptable.
11. Builds group cohesiveness.
12. Demonstrates resilience.
13. Exercises faith.

As you can see these qualities are a mix between skills and qualities of the individual as well as attitudes to ministry. While not a comprehensive list it forms a good basis by which overseers should assess the readiness of a prospective church planter as well as how new church planters may evaluate themselves.

LAUNCH TEAM CHARACTERISTICS

That primary church planters need skills is obvious, just as it is obvious that the team they recruit also needs to have characteristics that ensure a good fit in the team as well as the abilities to 'get the job done'.

Below are the kinds of qualities needed in the people you are going to plant the church with.

The first group of people needed for an effective church plant are core leaders. Here are some characteristics for them:

1. Core Leaders
 - Called as much as the primary church planter.
 - Committed to the task as much as the primary church planter.
 - Share the vision and values.
 - Proven as multipliers; Gatherer; Builders.
 - Committed personally to the primary Church Planter.

The second group of people needed in your planting team are people on whose shoulders much of the work of the ministry rests. They are

¹ "Two for the Money" (Forbes Magazine, Feb 23, 1987, p. 166)



ministers more than leaders, people who are great at establishing the church plant.

2. Ministers.
 - Available.
 - Capable.
 - Enthusiastic.
 - Teachable.
 - Accountable.
 - Responsible.

These 'ministers' form the basis of your team and are different from Core leaders in two key ways:

1. in the level of ownership; and,
2. in the capacity to multiply himself/herself.

EVALUATION OF LEVELS OF COMPETENCE

Paul speaks of Timothy having 'proven worth' (Philippians 2:2) in ministry. All too often we are blinded by enthusiasm, not competence. As you recruit your team it is important to not simply get enthusiastic people but competent people to plant the church with.

Remember the goal is multiplication, so to reach high competence one must not only be able to do the task well but also be able to train others to do the task.

The kinds of skills you will need to assess include:

- how they talk to others;
- how they listen to others;
- how they relate to leaders;
- are they competent in handling the truth;
- are they competent in leading people and in what scenarios do they exhibit this competence;
- are they competent in praying for people.

Of course this is no where near a comprehensive list. I suggest you pull together a list in consultation with those who have planted churches as well as your overseer.

Below is a basic scale that will help you assess the level of competence at the various ministry skills you are looking for in team members.

1. Little competence or no expertise in this area.
2. Somewhat competent, but could use help.
3. Competent but doesn't develop others.
4. Competent and can train others.
5. Function with excellence and multiply others.

HOW TO SELECT YOUR TEAM

Finally here are four simple steps in selecting your church plant team.

1. Clarify your own role.
2. Confirm Core Leaders' roles.
3. Recruit qualified team members to fill the gaps.
4. Make sure your team embraces the same vision and values.



Pastors' & Leaders' Training Week

Dates: 4-8 May 09
 City: Hyderabad, AP
 Who: All Pastors and leaders in South Asia
 Purpose: Training for Pastors & their teams.
 Contact: southasia@cccचार्लिंगफोर्ड.ऑrg.ऑु

C3 South Asia Conference

Dates: 3-6 November 09
 City: Hyderabad, AP
 Theme: 'Leaders Living Life Well'
 Who: All Pastors, leaders & teams in South Asia
 Contact: southasia@cccचार्लिंगफोर्ड.ऑrg.ऑु



C3 Beachway's India Trip

C3 Beachway has sent a team of 12 people to India from the 13th – 28th Jan. This is their first trip to India, and with a heart for seeing churches planted in the region as part of the 2020 vision, this will become an annual trip for the church.

The team will begin in Lonavala, just outside Mumbai, where they are funding and supporting the start of an early childhood education centre, training teachers to run pre-schools, as well as starting a school in the village. They will also be involved in a medical van ministry, supporting a local orphanage and other work in the slums.

From there they will be spending some time with Ps Sudhir and Rachel at C3 Pune helping with their Sunday services and outreach activities that are planned during that time.

Please keep the team in your prayers – that God will anoint the work they are doing and grant them travelling mercies.

This is the planned itinerary for your prayers.

Thu 13/01: Travel to Mumbai
Fri: Settle in day
Sat: Orphanage
Sun: Orphanage
Mon: School and slum visit
Tue: Recreation day
Wed: Open
Thu: Open
Fri: Travel to Pune
Sat: Evangelistic meeting
Sun: C3 Pune church services
Mon: Church teaching/training
Tue 28/01: Shopping / Fly out



The C3 Beachway India Team

Updating Statistics on the Website

Updating your church statistics each month is an important aspect of being part of C3 Church. These statistics should be input within a week of the end of each month. It's a simple process; just log on to the C3i Global web site www.c3iglobal.org input your email address and password and then put your stats in. Your assistance in this greatly helps!

Contact

Ps. Richard Botta
Regional Overseer C3 Church
South Asia
southasia@cccicarlingford.org.au