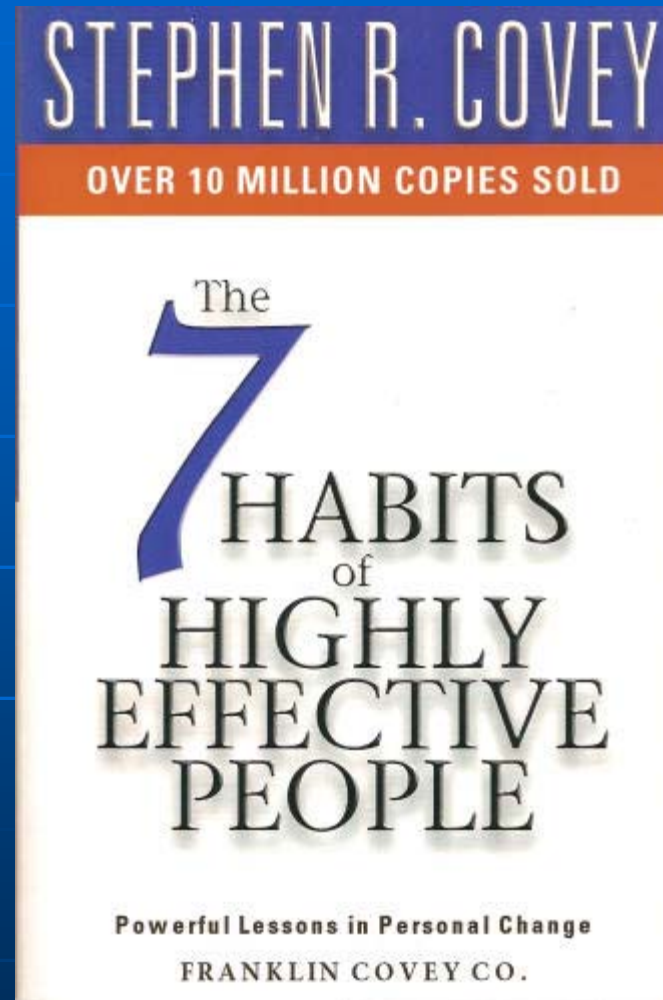
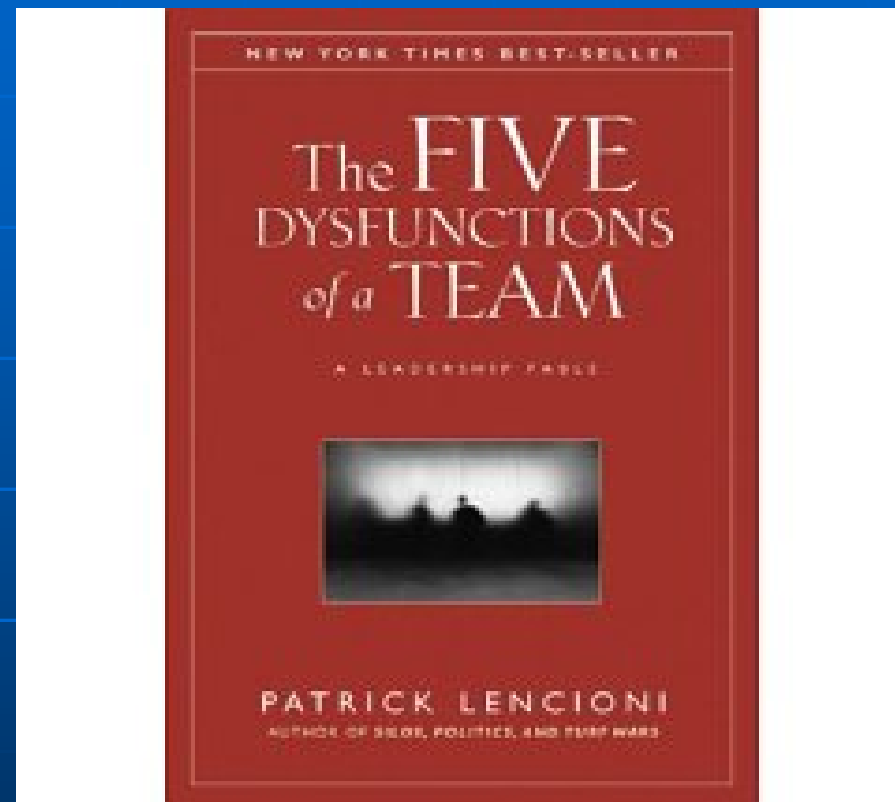


YOU'VE READ



YOU'VE GLANCED AT



MAYBE YOU'VE HEARD ABOUT



NOW YOU'LL EXPERIENCE

EIGHT KEYS FOR  
POWERFUL  
CONGREGATIONAL  
STAFF TEAMS



UNITARIAN UNIVERSALIST  
ASSOCIATION OF CONGREGATIONS

THE BEGINNING IS NOT A RECTANGLE

NOR IS  
IT A  
TRIANGLE

BUT IT IS

AN OVAL

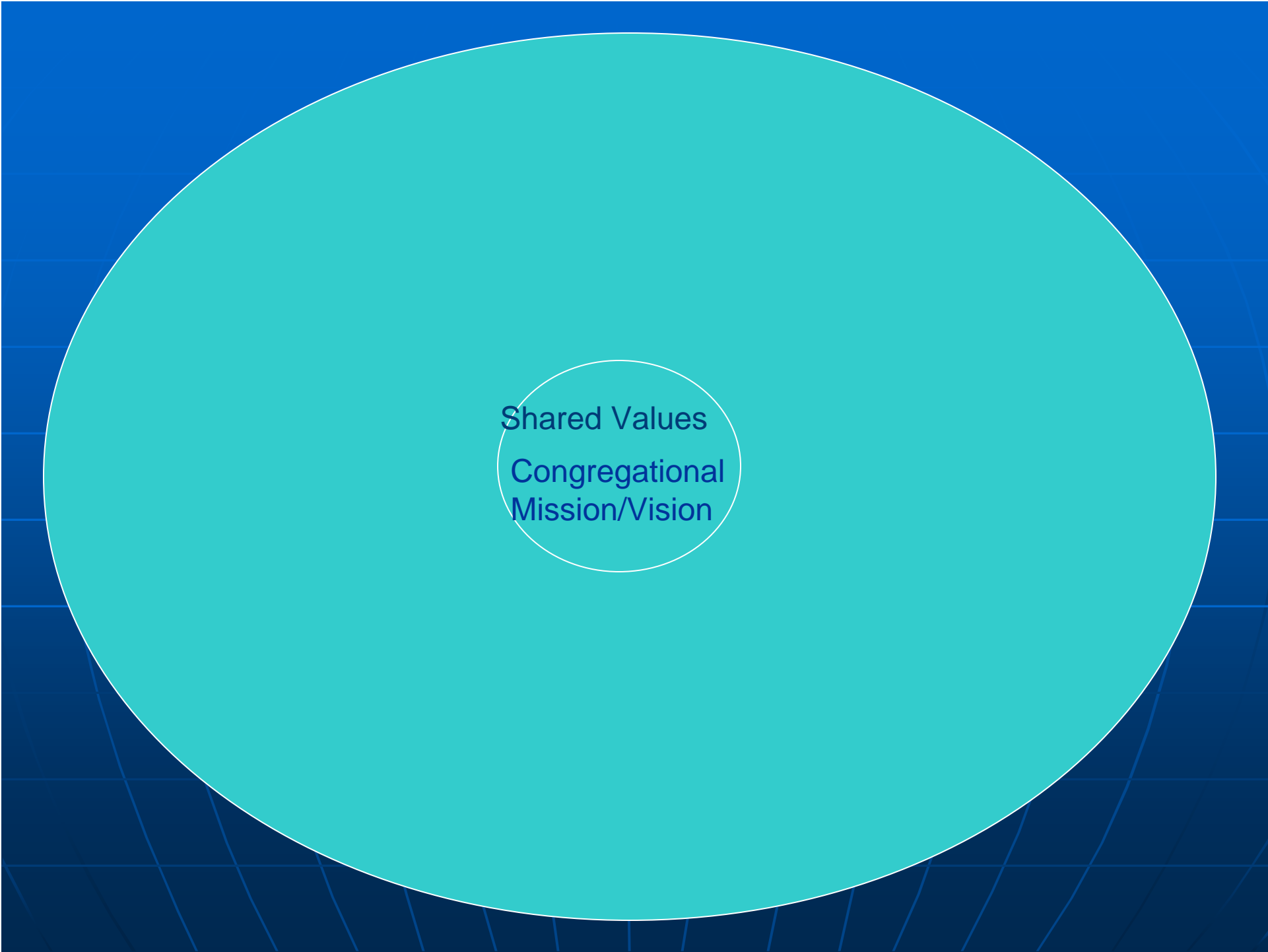
OR A CIRCLE



Shared Values

## Shared Values

- Shared values key to success as a staff team.
  - Commitment to deepening and broadening your own values is at the center of your ability to understand your role as part of a staff team.
  - Commitment to making space for others to create their own values is also important.
  - Being able to celebrate our diverse journeys while working together is key.



Shared Values  
Congregational  
Mission/Vision

## Congregational Mission Vision

- Foundational to building a strong staff team is having an understanding that one's work is about supporting the shared mission of the congregation.
- Having a clear purpose , sense of identity, direction, and/or goals in line with the congregational mission for the staff team is at the core of having successful staff teams.
  - Without this understanding of the use of a shared mission no tweaking of how to run meetings or understanding of leadership styles will help a team accomplish its purpose.

TRUST  
EACH  
OTHER

Shared Values  
Congregational  
Mission/Vision

## TRUST EACH OTHER

- Team members who are not authentically open with one another, particularly about their missteps and weaknesses make it impossible to build a underpinning of trust.
- Team members must work in an interdependent mode, each member may bring differing gifts and leadership styles but the key is to trust that each person is working for the same end.
- As a member of a staff team in a congregation you are the holder of the mission for the benefit of the whole congregation, not your own personal needs. You need to trust that each member of the team has the same perspective.

TRUST  
EACH  
OTHER

COMMUNICATE  
OPENLY & WELL

Shared Values  
Congregational  
Mission/Vision

## COMMUNICATE OPENLY AND WELL

- Recognize that we all communicate differently, if needed in order to communicate openly and well explore using communication exercises.
- Agree how you will use various communication tools.
- E-mail is great but you may want to agree that you only use it for sharing of information and facts.
- Have all conversations where there are disagreements or a need to make decisions in face to face meetings

TRUST  
EACH  
OTHER

COMMUNICATE  
OPENLY & WELL

Shared Values  
Congregational  
Mission/Vision

ACCEPT THAT  
CONFLICT MIGHT  
HAPPEN AND  
DEAL WITH IT

## DEAL WITH CONFLICT

- If you trust each other and openly communicate the chances of conflict lessen but do not disappear.
- If conflict arises, keep the discussion focused on the issues, ideas, or alternative methods not on each other.
- Effective teams understand that members can express differing points of view, yet the team must focus on understanding the differing positions and what alternatives might be possible.
- If the team cannot solve the impasse created by differing positions do not be afraid to ask for help from someone outside the team.

TRUST  
EACH  
OTHER

COMMUNICATE  
OPENLY & WELL

Shared Values  
Congregational  
Mission/Vision

ACCEPT THAT  
CONFLICT MIGHT  
HAPPEN AND  
DEAL WITH IT

BE WILLING  
TO RISK

## BE WILLING TO RISK

- Doing things the same way or the safe way does not always achieve best for a team's goals.
- Chaos can be a good thing, be willing to take the congregation to new places in line with programs that support the mission.
- While taking risks, understand the role of good transitions work in the process.

TRUST  
EACH  
OTHER

COMMUNICATE  
OPENLY & WELL

VALUE  
RESULTS

Shared Values  
Congregational  
Mission/Vision

ACCEPT THAT  
CONFLICT MIGHT  
HAPPEN AND  
DEAL WITH IT

BE WILLING  
TO RISK

## VALUE RESULTS

- Focusing on creating results from a team's work is key to its success.
- Too often we get caught up in process and do not get to the results for which we are working.
- In congregational life this may be exhibited by creating more activity than is needed or healthy to accomplish the task.
- In taking a congregation to a new place you want to also understand the congregation's culture, this will help you in taking a risk and working through the transition.

TRUST  
EACH  
OTHER

BE  
ACCOUNTABLE

COMMUNICATE  
OPENLY & WELL

Shared Values  
Congregational  
Mission/Vision

ACCEPT THAT  
CONFLICT MIGHT  
HAPPEN AND  
DEAL WITH IT

VALUE  
RESULTS

BE WILLING  
TO RISK

## BE ACCOUNTABLE

- Do not be afraid to assess the task you are working on.
- Accountability contributes to helping a team accomplish their task and reach their goal.
- Assessment of a team's work begins by asking how the task is helping to accomplish the congregation's mission.
- Accountability is not about finger pointing but about how to help the team better accomplish the task at hand.

## THE END, FOR NOW

This is not meant to be “the answer” to building Staff Teams for the 21<sup>st</sup> Century but a place to begin, a place to come back to when needed, a recognition that by *working together* we can build strong and dynamic Unitarian Universalist congregations that will serve those current members as well as those who are not yet with us. It is a recognition that while each of us has individual gifts which we bring to the team, the synergistic effect of our working together brings out the best use those gifts in the service of the larger mission/vision of our congregations. We hope that by building stronger communities that we will each be free to develop and explore our own faith paths.