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**Val Hastings**

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## COACHING 4 CLERGY

Empowering Today's Spiritual Leaders



### **It Takes a Team to Run a Church**

I'm hearing from more and more people these days that they're feeling stuck. But since we can't use the economy as an excuse anymore, something else must be going on.

The economy certainly had an impact in bringing us to this point. Because of the challenges of this last year, your Church may be smaller – and so are your budgets. You're realizing that what's worked in the past just isn't going to work in your new reality. Instead of chugging along, you're going to have to lay down some new tracks.

And that's where it's easy to get stuck. Just where do you begin? How do you design your ministry in the moment when you're so used to delivering it by memory? Where do you find the strength and courage to lay down those tracks?

A key step is to STOP trying to do this alone. Sure, you have a team in place, but aren't you really trying to play all of the positions yourself, running all over the field and wearing yourself thin? I'll tell you exactly what Jethro told Moses – if you don't start to delegate, you'll burn yourself out.

#### **Team-Building Tips**

##### 1. Lone Ranger no more

Leaning on your team and letting them take over some of work definitely requires a change in attitude and action. It also requires faith in your congregation – trusting that they will see and value the results of this new way of working, even though they may question your new behavior. For example, if they're used to seeing you be the first one to arrive and the last one to leave, if that changes they may wonder if you're losing your

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dedication to them and your church. Ride it out and keep going.

### 2. Play to your strengths

If order to play to your strengths and really make the best use of your team, you need to know what those strengths are. Work with an outside, objective professional who can take you through an assessment process such as the StrengthsFinder.

### 3. Choose the right team

Once you know your strengths, you will also know the gaps you need to fill with other strengths you may not have. Look for those strengths in potential team members. That powerful combination will create a high-impact team that can get results. Sadly, too often we fill our teams based on tradition, seniority and appeasement rather than on ability or compatibility.

### 4. Recruit a virtual team

Here's one of my own team-building techniques that you are free to borrow. I draw on the wisdom of a virtual team by just imagining what they might say about a challenge I'm facing. If I haven't yet admitted there's a problem, for example, Dr. Phil might ask me, "How's this workin' for you, Val?" Sherlock Holmes invites me to investigate the problem to figure out what I'm missing.

If I'm trying to force something that's obviously not working, Donald Trump shouts, "You're fired!" as a reminder that it's time to move on. If I feel deflated by that, Ronald Reagan reminds me that it's always possible to reinvent myself and start again. And finally, the Three Stooges force me to take myself less seriously and stop to laugh at the absurdity of it all.

Here are some questions to take away as you think about your own team:

- What do you think would be the hardest part about delegating more work to your team members?
- How do your current team members balance out the gaps between your own strengths?
- Who is someone you would love to have on your team, but you haven't asked yet?
- Who is someone on your team who could be happier and more useful doing something else?
- Who would you recruit for a virtual team?

Trying to get unstuck alone is like trying to free a stuck car by gunning the engine – futile and exhausting. You need to add

something new (such as chains, sand or gravel, or the perfect team member) to gain traction and get different results.

When two people put their heads together, it's like you actually gain the power of four people – and that phenomenon of momentum just amplifies as you add the right people to your team.

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## **PLAY TO YOUR STRENGTHS! Strength-Based Coaching**



"You cannot be anything you want to be - but you can be a lot more of who you already are."  
Tom Rath, StrengthsFinder 2.0

Would like to know and develop your Top 5 strengths? Would you like to analyze and optimize the strengths of your team members?

Have you already taken the StrengthsFinder assessment? Do you need help in applying your Top 5 strengths?

If so, here is a solution for you:

**PLAY TO YOUR STRENGTHS** through Strength-Based Coaching. Once we've identified your Top 5 strengths, we will focus your coaching on playing to your strengths. In addition, we will create an action plan that will help you play to your strengths. We can also focus your coaching on developing a high impact team by working through your team's strength type-table.

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