

Building a Great Leadership Team

Consider these helps as you recruit a leadership team for projects in your congregation. Add other guidelines, based on your own needs and experience.

Be intentional. Before you talk with potential leadership team members, consider these questions: What are the goals of our project? What does the leadership team need to accomplish? What expectations do we have for youth and adults who are leadership team members? Sometimes it's better to build slowly and intentionally than to quickly round up people who seem interested but may not have the commitment.

Write position descriptions—put expectations in writing. These can be helpful for recruitment because they give people a more clear idea of what you're looking for and what the expectations are. Describe in broad terms the goals of the project and the tasks of the leadership team. Include the length of the term of service (six months? two years?). Include the time commitment expectations (a 90-minute meeting once a month?). The more specific you can be, the more likely it is that people will agree to serve.

Find adults and youth who have enthusiasm for and interest in helping young people experience more of the Developmental Assets™. Recruit people who are excited about asset building or who have strong relationships with youth and are open to learning about the 40 Developmental Assets. Search out people who are committed to asset building in your congregation.

Look for a diversity of skills and background when forming the leadership team. Some people have strong organizational skills, others have strong people skills. You need both. Strive to recruit leadership team members from a variety of congregational groups and activities.

Look beyond “no.” Sometimes a person may not accept your invitation to join the leadership team, but may desire to become involved in the work of the initiative at a later time or in another way. Keep in touch, and don't assume that people aren't interested in the work if they're not jumping at the chance to be on the leadership team.

Think of the leadership team as a learning team. Together you can learn more about the Developmental Assets and how to plan to integrate the assets into the activities of your youth initiative.

Work at building relationships among the members of the leadership team. Make space in meetings to listen to people's needs and concerns and honor them in the work of the initiative.