

# Surprise Church

## Team Pastor Training

**Objective:** The Team Pastor is to foster a team culture in which volunteers experience DYNAMIC spiritual growth by feeling loved, appreciated, and empowered to support one another spiritually.

**Rationale:** *Why do we prioritize a team pastor?*

*People join ministry teams because they want more of the warmth and joy they experience in worship and hope that getting involved will enhance their experience of our community. But without a plan to shepherd people spiritually, they soon find themselves being contacted just for work and team demands and begin to feel a sense of bait and switch. Eventually bitterness sets in, and the volunteer will at some point stop coming... not just to volunteer functions but to Surprise overall. The truth is that our teams are where many people will connect outside of worship at Surprise, and we don't expect them to be on both a team and a group in order to grow spiritually. Teams must create space for relationships, growth, and support to be healthy and strong.*

### **3 Critical Areas**

#### **1) Shepherd each team member individually**

- a. Ask individuals out occasionally for coffee to check in and offer support.
- b. Get to know volunteers with genuine interest and good questions.
- c. Introduce yourself and let them know you hold the team pastor role
- d. When volunteer shares a struggle or issue in their lives, offer to pray immediately!
- e. Send handwritten notes to thank or encourage team members.
- f. Pay special attention to NEW volunteers as well as those volunteers who are not actively engaged in a Community Group (using the Master Spreadsheet for reference)
- g. ASK each team member to help you create a strong spiritual growth climate and explain the specific ways you'd like their help (see #2)

#### **2) ASK team members to help deepen the team's spiritual climate**

- a. Share prayer requests using a weekly digital prayer chain
- b. Ask team members to commit to praying 1) for one another daily by name and 2) the 10:02 prayer
- c. Provide a weekly time and place to connect, eat, pray, and discuss Community Group questions, in person or online.
- d. Attend health team plan activities and other events.
- e. Help members of the team get to know each other by finding common interests.
- f. Join and comment in selected reading plans using the YOU VERSION Bible app
- g. Pray together as a team each Sunday morning before you begin your team serve.

- h. Brainstorm with your team how you can build a healthy & spiritually strong team?
- 3) Contribute to overall leadership endeavors for the team**
- a. Stay connected with your leader and recruiter to be sure you know when a new volunteer is starting.
  - b. Share any prayer requests or discipleship endeavors for weekly Team Update
  - c. Adopting new team members into the family

Contribute to Team H