

Foreword

CORNERSTONES *for Christian Committees*



Leaders empower their teams by keeping a balance between TEAM and TASK.

Balance—something we all strive for in our lives. Often, we think of balance in terms of equal portions of up and down, give and take, work and play. If life was like a simple scale, that understanding might be sufficient. However, life is more complex, and within that complexity, balance is better understood in terms of completion.

Rogers and Hammerstein. Ice cream and hot fudge. Burns and Allen. Law and Gospel. Each component has worth and value by itself. But combined, the whole becomes greater than the sum of its parts. Completion. Balance.

This book is about completion. It is about a positive and successful committee experience—not just getting the job done, but fostering growth and satisfaction for the individuals who serve.

Balance is important in the life of an individual and also in the life of a "task team" such as a board or a committee. At work in every task team are two dynamics seeking balance: task and relationship. These dynamics are not opposing forces, but symbiotic components. They are valuable in and of themselves, but never complete until they are combined.

People are hard pressed to give their best to a team that only focuses on its task and rarely considers their relationships. Similarly, a team where everyone likes everyone else but nothing ever gets done is unsatisfying. Time and attention to both the task and relationship dynamics must be given. Every time a team leader attends to both dynamics, the team becomes more *complete*, more *balanced*.

For boards and committees within the church, the relationship dynamic is too often relegated to "the devotion" during which someone "preaches at" and "prays over" board members. Seldom do members have the chance to share their faith and to pray with and for each other. The notion that anything more than a cursory devotion takes too much time, reveals a focus on *using* people rather than *developing* people. People with developed abilities to do good work and to relate meaningfully with others will effectively and efficiently accomplish the task. Task and relationship—both dynamics require attention. Too often, however, relationship needs are neglected—not so much for lack of concern, as for lack of know how.

Cornerstones for Christian Committees provides the tools to help chairpeople achieve the balance necessary to realize *completion* in the committee experience. Without consuming excessive meeting time, Kurt Bickel gives the team leader options which address the members' relationship needs. His method fosters faith-sharing, facilitates self-disclosure, and encourages team members to pray with and for each other.

God's richest blessings as you build on these *CORNERSTONES for Christian Committees*.

Les Stroh