

Special Touch Leadership Team Culture and Ministry Core Values.

At our Leadership Conference nearly a year ago, several hours of discussion built a foundation to our Ministry Core Values. In early November 2010, our Leadership Team reconvened. One of our primary Agenda items was to finalize those Core Values and to determine our Leadership Team Culture. After several months of prayer between meetings, and continued discussion at our November Leadership Team conference, all members of the leadership team came to **total agreement** on the following Core Values and Leadership Culture for our organization:

Core Values

For our Core Values, we used an acronym as an aid in memory. Since we were “crafting” our core values, it was suggested we use the acronym CRAFT. These are the values we hold most dear:

Create a safe, respectful environment for an individual's potential and value

Relationship through Servant hood

Accessible Faith

Friendship without reciprocation

Team based ministry

Following the establishment of these Core Values, there was discussion that centered on developing a clear understanding of what defines our Ministry and our Leadership Team, and how we should function as current leaders, as well as what we should look for in future leaders. That discussion lead to the definition of our Leadership Culture.

Leadership Culture- A Culture of Communication

“What is our Leadership Culture?” Much discussion followed leading us to determine that in order to be effective as a Leadership Team we must operate in a “Culture” of “Communication.” We then pursued an honest evaluation of our effectiveness in communication in the past, and determined improvement was needed. Everyone agreed we did not intentionally fail to communicate, but that some of our past problems most likely stemmed from a lack of thorough communication. We talked about how we could improve and what “thorough” communication should look like.

The result was a commitment from all of us to become more effective as a Leadership Team by promising to function as a “**Culture of Communication.**” We all understand, in order to do so we will each have to work hard to be more **intentional** in our communication with one another. That intentionality will sometimes require being open with each other about the things we feel we need to know to effectively function as a team.

None of us can really know what others *do not know*. Neither can we be sure of what others *know*. Sometimes we assume more than we should in both of these areas. And... it is impossible to know *what anyone thinks*... until that information is brought forward by the one who thinks it, and even then... *who can know for sure?* That's where *trust* plays its role. A “Culture of Communication” will make no assumptions, but speak often and out loud to one another, with much **humility** and **respect**, making sure there are no hidden pieces of information that can affect the team, thereby building a very strong level of **trust** between all team members

In the on-going growth and development of our Leadership Team, including all general leadership roles within the structure of Special Touch Ministry, it was determined that only those individuals who clearly demonstrate a possession of all four of the major C's of leadership, listed below, will be given leadership roles within Special Touch. The leaders we seek must agree to operate in this “Culture of Communication” and possess and exemplify the following traits:

- Character
- Competence
- Chemistry
- Communication

We anticipate the blessings of the Lord as we work together emphasizing these positive core values and leadership culture.