

# New Places for New People

Starting new Christian  
communities:  
A practical guide

## Chapter 14

What is a  
Pioneering  
Team?

# What is a Pioneering Team?

**A key element of the pioneer's work will be to gather, build and sustain a pioneering team. Teams do not just happen: they are created and built. They take time to grow and need to be nurtured to continue developing. Several key thinkers in pioneer ministry believe it is time to think less about individual pioneers and more about pioneering teams<sup>1</sup>.**

The role of the pioneering team (which includes the pioneer) is to do the core project work of pioneering the New Place for New People (NPNP). Remember that the pioneering team doesn't need to do everything – the District NPNP Team and/or management group should support you in clarifying the aims and core vision of the project, and other groups at a district or circuit level may be able to help with particular functions, eg communication, finance.

Building the pioneering team is one of the first tasks for the pioneer. The pioneer should establish a regular pattern of meeting people one-to-one (read more about one-to-ones on page 52) and then discern (using the characteristics below) who might be invited to form part of the pioneering team. When six to eight people have been identified, the team can begin meeting regularly and engaging in activities (see page 11). The continued good leadership of the pioneering team is a crucial part of the pioneer's ongoing work.

## The pioneering team should include people who:

- are on a spiritual journey and want to invite others to explore
- are committed to and share a passion for the mission, vision, and values of the project (competing understandings of the mission will disable the project)
- have lived experience of the context (essential for Church at the Margins projects, to enable the project to be co-designed and co-delivered at every stage)
- are from diverse backgrounds and ages
- enjoy working collaboratively
- value authenticity and are willing to be vulnerable
- are people-orientated and willing to serve others
- can engage and respond to conflict healthily and creatively
- are innovative, creative, curious, and willing to take risks
- are orientated to the future.

<sup>1</sup> Mike Moynagh and Andy Freeman, *How Should We Start?* (Fresh Expressions Share Booklet, 2011).