

For Youth Crusade Leaders: A short Word on Team Building

It is a great blessing to run as a team, nobody is called to walk alone and only together we can see the massive, great harvest of souls coming into the kingdom of God. As we want to see many millions of people coming to Jesus multiplication is needed. And collaboration is multiplication.

As Youth Crusades Leaders you are playing a very important vital role in this multiplication as you are constantly bringing people with you and you are facing the repeated task of building teams for every trip.

There are two kinds of teamwork that can be distinguished for Youth Crusades: Short-term and long-term teams

1) Short Term Teams

- For every trip you need to find a team coming with you and it normally lasts for just that particular initiative
- **How to find the right people?** We encourage you greatly to **GO TO THE FIRECAMPS**. Connect with the people there, observe them, get to know them, prayerfully scout for the ones you would like to have with you in Youth Crusades. It is a great advantage if you have seen your people live before you invite them to come with you.
- **Which criteria's are good to look for in a potential team member?**
Love and fire for Jesus, ability to preach a clear Gospel, reliability in following orders and fulfilling tasks, humility, servant heart, caring for others
- **How can you create a great team experience during your Youth Crusades Initiative and make them want to come with you again next time?**
Work hard but have fun together as well. Make them feel seen, care for them. Ask them how they are doing, in a group setting but also personally at times. Even after the trip ask if they arrived home well. Stay connected afterwards.
Give organizational information well in advance if you can. It is recommended to meet as a team 1-2 times via Zoom before travel. It will give your team security and time to prepare accordingly but also let them know that things can change any time.

Find the nicest restaurant in town at times and have a great meal together or find the best coffee place nearby and get them there. To offer some sightseeing like Safari or local market tour on the weekend for those who have no weekend appointments, is a great way to help them enjoy the trip even though the workload can be intense in these trips. Celebrate victories.

- **Delegate or Die:** We encourage you to hand over responsibilities within your team, e.g. such as having a books, food, numbers, logistics, technique, people and health responsible etc. Multiply yourself, teach them what you know and help them to become better than yourself.
- **Start your trip decent and end it great:** For example you can have a decent hotel during the main part of your stay but then for the last 1-2 days you could bring your team to the nicest hotel in the area – they will have a great memory and impression of the trip they had with you. How you end off determines a lot on how people perceive the overall initiative in the end.
- **Don't have stress in the end:** Give the team dates from what day they can travel back home earliest and include enough time in order to fix things like sorting booklets/repairing speakers, returning equipment etc. before you go.

2.) Long Term Teams:

- People who have been on your short-term team enjoying the initiative they had with you, will most likely come with you again another time
- Look for those you have been working well and made friends with from your previous trips and get them with you again: It is a great advantage to have people with you again who know how you lead and work and they have become Pro's by now, you don't need to start at the beginning but where you ended last time
- You can have a few same people coming with you again and again and as you learn together you become very effective as a team knowing each other from before