

Brad Eisenmann – The Aspen Group

What should we look for as we recruit people for our planning team?

We tend to think in terms of experience or resume, and that's important. But I would urge you to consider character first, before you look at issues of resume. Is this an individual, or a team player, able to work in groups, to cooperate, to collaborate, to discern, to look into someone's eyes and hear what their saying and to understand what's going on behind their eyes? Sort of reading between the lines, if you will. In this country, listening is a bit of a lost art. We sit in there and we have conversation, and often times we're just looking at someone else's lips, until they stop moving, and then it's our turn to start talking again. We don't learn anything when we're doing that, do we? Listening is an incredibly important part of collaborating and working together and designing a facility that ties back into vision and ministry and really does the work of the church.

The individuals who are involved need to be sold out on the vision of the church; not just politically connected but committed believers with servant hearts who are going to be able to help you capture the vision and take it through the planning process into the realization of the facility. Another critical character issue is that of dependability. There will be many late night meetings and tasks that people are going to be asked to do, action items, those sorts of things. One of the definitions that I like of dependability is fulfilling what I consented to do even if it means unexpected sacrifice. In Proverbs it says confidence in an unfaithful man

is like a broken tooth or a foot out of joint; and the graphic there, the visual is that we're not able to use those things for what they were made to do.

Integrity is absolutely critical in this process. There will be times of dialog, heated dialog perhaps, as we work through the issues and we try to come to consensus. Truthfulness and not embellishing or being tempted to overstate our case is important. And being able to again see behind the eyes of another individual; one who we really care about; one who is on the team because they have critical input to bring.