



Feedback loops are vital for church teams as they facilitate open communication, collaboration, and overall effectiveness. By providing channels for both support and challenge, feedback loops encourage learning, growth, and innovation within church teams, ultimately contributing to their success in ministry and service.

FEEDBACK LOOPS = intentionally designed channels for feedback to be given, received, and integrated.

Collaborative teams value every voice and perspective as they work together to accomplish their purpose. Feedback loops are one tool that can facilitate this for church leadership and Avenue teams. It can be easy to get swept up into the day-to-day work of ministry leadership. The use of feedback loops builds a healthy rhythm of feedback, reflection, and action as a routine function of the team. Through feedback loops, the team not only has an intentional and agreed upon method for all members to express their feedback but has a method for all feedback to be reliably given reflection as the team continues to move forward. Feedback loops proactively plan for collaboration rather than depending on ad hoc or reactive opportunities to integrate team members' perspectives.

TEAM FEEDBACK LOOPS PRACTICES

1. Plan consistent and predictable ways for all team members to give and receive feedback.
 - » How often are team members encouraged to provide feedback?
2. Decide what channels can be used to produce feedback loops.

Examples:

Regular 1:1 meetings	Feedback surveys	Quarterly check-ins	Dedicated 15-minutes of every team meeting

3. Be intentional about who is being included in feedback loops. Is feedback multidirectional?

Examples:

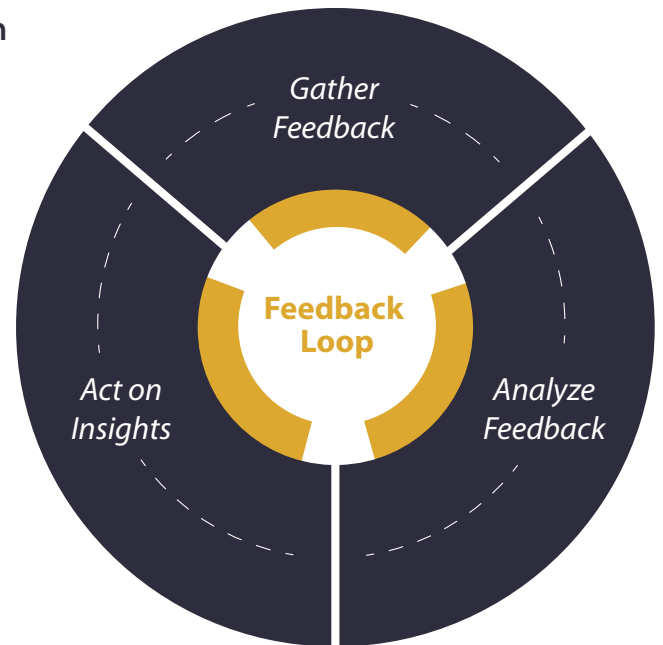
- » Pastor → Avenue Champion
- » Avenue Champion → Avenue Champion

4. Determine what is done with feedback.

- » How is feedback received?
- » How is feedback recorded and considered?
- » How are decisions made about how to integrate feedback when appropriate?

5. Discern what kind of feedback is generated.

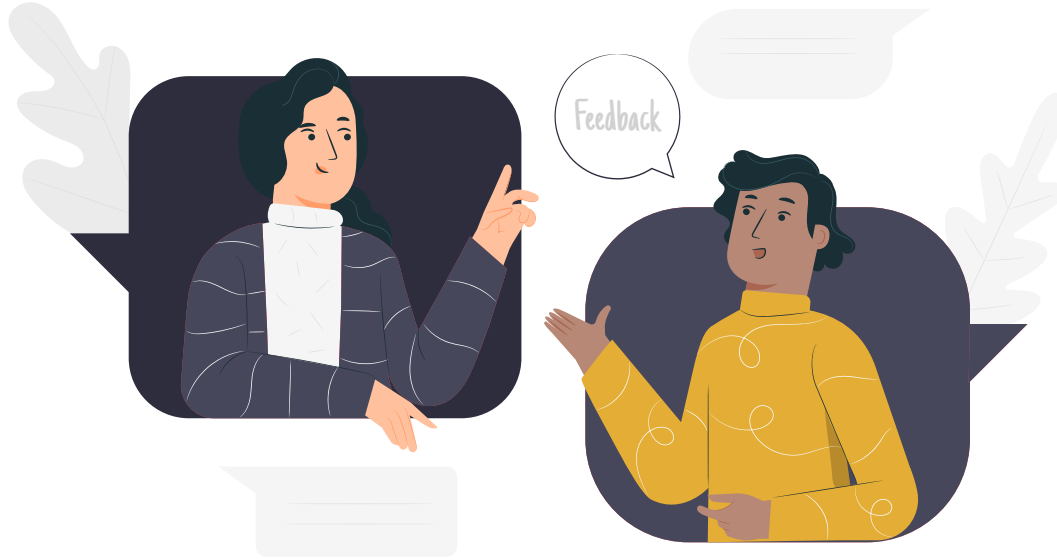
- » Have we considered the 5:1 Ratio? (5 celebratory feedback items to every 1 evaluative feedback item)
- » How timely and relevant is the feedback?
- » How constructive is the feedback?



Reflections:

1. What is most challenging to you about giving and receiving feedback?
2. What is one thing you can do to grow as a team member who is open to giving and receiving meaningful feedback?
3. Recall a time when you were provided with unhelpful feedback. What made it unhelpful? Recall a time when you were provided with helpful feedback. What made it helpful?
4. What are team members' preferred methods of providing and receiving feedback? How will this be considered in designing a team feedback loop?
5. What item(s) is most important to receive feedback on?
6. How will your team leader discuss and decide what feedback elements are acted upon?
7. How and how often will feedback loops be assessed for effectiveness and adjusted as necessary?

THE ESSENTIALS:



Providing clear and consistent ways to generate and integrate feedback is one way to build trust and collaboration in your ministry team. **Consider creating a feedback loop for your team** that considers methods of feedback, who is invited to give and receive feedback, what kind of feedback is generated, and how feedback is processed. Reflect on the impact an intentionally designed feedback loop has on your team.