**DreamTeam Leadership Structure VISION DOC**

**June 2021**

*\*This document captures the vision behind what’s already in place.*

**Communication:**Exec 6/21

Leadership Team 6/22  
Exec Summary 6/23  
Moving forward, this will be part of new Min Team Staff onboarding, and it will provide the backbone for all DT Leadership development.

**Overall Vision:**

The DreamTeam Leadership Structure provides sustainable and scalable growth for the mission of our church through both strategic leadership opportunities and intentional team relationships.

In addition, within the context of relationship and in a role where every member of the team uses their gifts, all team members are cared for, equipped, trained and encouraged to keep taking steps on the life-changing adventure (discipled).

**Bottom line:**

We need leaders at every level on the DreamTeam, going well beyond staff roles, to fulfill and grow the mission God has given us - to introduce people to Jesus and the life-changing adventure with him.

**Who is the DreamTeam?**

The DreamTeam is all Groups roles (Hub leader, Coaches and Group leader) and all weekend and weekly DreamTeam roles (Coordinator, Coach, Team Lead, Team Member).

**Goals:**

* Be mission focused
  + Grow DreamTeam leaders in their mission-focus and God’s relentless heart for the lost.
  + For the vision and mission of the church to be carried further and by more than staff — meaning every DreamTeam leader knows the vision and the why to their serve.
* Provide relationships that foster personal growth
  + To offer leaders opportunities to develop people and lead at various levels
    - Staff Directors leading and caring for Coordinators, Coordinators leading and caring for Coaches, Coaches leading and caring for Team Leaders, Team Leaders leading and caring for Team Members.
    - As part of the Groups strategy, Groups Staff Directors are leading and caring for Hub Leaders, Hub Leaders are leading and caring for Coaches, Coaches are leading and caring for Group leaders.
  + To grow and develop the DreamTeam to keep taking steps on the life-changing adventure (disciple)
  + To have a high retention rate among the DreamTeam. This is done when the relationships are strong across the team with one another as well as when the team is equipped and valued by the leaders.
* Contribute to church growth
  + Maintain 3 layers of leadership with specific strategy and relationship in each role
  + To have a clear pipeline of increased leadership responsibility
  + For DreamTeam leaders and members to be equipped for the work of ministry
  + To build and have a bench of future leaders
* Provide care
  + For DreamTeam leaders and members to be prayed for regularly
  + To receive regular care, support and encouragement from both leaders and each other

**FAQ:**

**How will we measure success?**

The health reflected in the overall church-wide dashboard serves as the indicator of when and if the leadership structure is working and growing.

**Is there a Biblical tie to the leadership structure?**

Yes, in Exodus 18, Jethro approaches Moses about putting leaders into place to care for the people. This is sometimes referred to as the Jethro principle.

**Does this include Groups leaders?**

Yes! All Groups leaders are part of the DreamTeam – Hub leaders, Coaches and Group leaders and the Groups structure mirrors the weekend or weekly DreamTeam structure. The umbrella of DreamTeam is for ALL teams who are using their gifts to make a difference and grow God’s family, whether it’s within the Groups team, on the weekend, or during the week.

It’s important to note that within the Groups DreamTeam, every role is a role of leadership. The people Group leaders are leading are their Group members.

**Are Group members a part of the DreamTeam then?**

No, Group members are not part of the DreamTeam. The key distinction is that DreamTeam members are using their gifts to make a difference and grow God’s family. Their role has a role description and is either part of the DreamTeam Groups structure or DreamTeam Weekend or Week (dependent on team) structure.

Group members are there to engage and connect with a Group to find freedom through personally taking next steps.

**What does the leadership structure look like? What are the roles?**

Please see either the DreamTeam Groups visual or the DreamTeam Weekend or Week visual that outlines the 3 layers of leadership and relationship.