



Launching and Forming Teams

“A Vision Team is a small, cohesive group within an organization that provides leadership throughout the transformation process. It's guided by a capable leader who builds a cohesive team, positions its members for maximum impact, monitors progress, reflects on results, and celebrates short-term wins.”

The purpose of a Strategic Vision Team is to inspire a shared vision around God's preferred future of your faith community that encompasses home and congregational life as well as online settings and engagement with the local and global community. Vision Teams keep the visioning process in front of the congregation by sharing stories and next steps related to the 5-step visioning process – **develop, discover, discern, design, and do.**

WHAT DO VISION TEAMS LOOK LIKE?

- Typical teams are 4-7 people in size, comprised of lay leaders that represent various age groups and perspectives. The pastor should be part of the team but should not serve as chair.
- Most teams meet for 1-2 years, or until the work they oversee has been integrated into the church's structure.
- They gather 6-8 times a year to develop a ministry road map, celebrate the progress being made, list next steps for living into the vision, and identify individuals and teams that may need assistance. They stay in contact with each other through face-to-face gatherings, texting, emailing, Facebook groups, conference calls, and video conferencing (for example, Vibrant Faith uses the Zoom platform).
- Teams are commissioned during worship when their term of service begins and provide progress reports to the congregation on a quarterly basis. Progress reports are often shared at monthly/quarterly leadership meetings.

WHAT CHARACTERISTICS SHOULD WE LOOK FOR WHEN SELECTING TEAM MEMBERS?

- They should be active participants in the mission and ministries of the church.
- They should be positive, proactive, prayerful team players who possess a “growth-mindset.”
- They must be accessible by phone and email, and provide timely responses to questions between meetings.
- They have a track record of following through on commitments and responsibilities.
- They are well connected and have a strong network of relationships at and beyond the church.
- They are respectful of the church's history and traditions yet open to new approaches to ministry.

WHAT DO INDIVIDUAL MEMBERS DO?

In addition to participating in team meetings, each member may be asked to oversee or manage a specific phase, stage, or project related to the team. Listed below are some common tasks that are assigned to team members.

- **Chair** – Convene Vision Team meetings, build meeting agendas, and coordinate efforts with assigned coach.
- **Trend Researchers** - Read books and articles to enhance the team's perspective on navigating change.
- **Data Researchers** - Engage members in surveys/focus groups to gather church & community data.
- **Communicator** - Share updates on the visioning process using all available communication platforms.
- **Email Manager** - Maintain an email distribution lists that includes all congregational leaders; send updates.
- **Retreat Coordinator** - Coordinate the logistics of hosting a vision retreat for staff, Board, and other leaders.
- **Structure Assessment Coordinator** - Gather information about the church's existing structure and systems.
- **Systems Assessment Coordinator** - Oversee an assessment related to communication, hospitality, structure, etc.



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