**DreamTeam Meeting Rhythms Vision Doc**

**Weekend and During the Week Teams**

**January 2021**

**Vision**

Create a DreamTeam culture of leadership and development based on relationships resulting in spiritual, personal and team growth. Out of this, our DreamTeam leaders will be in environments that will help them grow and mature in their faith and be better leaders at home, work, in their community, and in our church.

We recognize individuals will make a limited number of deposits with the church each year, as well as the weekend is always coming, which is why a well-thought-out plan is essential for leadership development to happen.

**Goals**

* Provide on-going and consistent meeting rhythms that provide vision, ministry equipping, teambuilding opportunities, and leadership development.
* To ensure all DreamTeam members are invited into and receiving levels of leadership development and equipping based on their role.
	+ Team members need different equipping than team leaders than coordinators, etc
* Increase relationships of team members at each campus across similar roles at the campus
* Provide central training of teams as needed i.e. new GrowthTrack content roll-out to all GrowthTrack teams together

**Launch and Celebration**

While launch and celebration are not “meetings”, they have a distinct purpose and function within the vision, ministry equipping, leadership development and meeting rhythms of the team.

Launch

**Who**: All DreamTeam Members and Leaders Churchwide

**Purpose:** A night filled with vision, inspiration, and worship. At this event, we’re prayerfully and humbly asking God to accomplish through us for the ministry year. By choosing to use their gifts and passions at CedarCreek on the DreamTeam, we want each member to know play a part in God’s plan to work through us to reach NW OH and beyond. This is an opportunity for the Dream Team to hear the vision from the Lead Pastor before the rest of the church, giving them a sense of ownership and responsibility to carry it out. Since all DreamTeamers are attending, the CedarCreek Staff usually serves this event from start to finish.

**How often**: Once a Year at the beginning of the ministry year, typically August

Celebration

**Who:** All DreamTeam Members and Leaders Churchwide

**Purpose:** A night filled with celebration as we honor our DreamTeam members for the ways they are making a difference by living out their purpose. This event is all about celebrating the incredible Dream Team! Rather than focusing on training, this gathering’s sole purpose is to make the Dream Team feel loved, and we do this by bringing lots of laughter, good food, fun surprises, and giveaways. Since all DreamTeamers are attending, the CedarCreek Staff usually serves this event from start to finish.

**How often:** Once a Year – Typically in March time frame

**Campus DreamTeam Meeting Rhythms Throughout Year**

Leader Gatherings

**Who leads:** Campus pastor

**Who attends:** All DreamTeam Leaders at Campus

**Purpose:**

* This event is hosted by each campus each semester and serve as a place for the DreamTeam Leaders to connect with other leaders at their campus. It can have the feel of a staff meeting and include vision, stories, leadership development, campus goals and wins at the campus. This night could also be seen as a smaller version of the Dream Team Party and include elements like food and games.
* These gatherings provide an excellent opportunity for the Campus Pastor to speak into the campus leadership directly, and then from there, the leaders can disperse what they’ve learned to their teams.
* The location could be at the campus or off-site.

**How often:** 2X/year - October/Jan-Feb

Coordinator Meetings (by ministry/dept)

**Who leads:** Staff Director - CP may visit these meetings to provide encouragement and take part

**Who attends:** Their ministry Coordinators

**Purpose:** Provide on-going and consistent vision, ministry equipping, and leadership development within the ministry team while allowing coordinators within ministry area to develop relationships with each other, helping them grow in their personal lives and ministry. This is also a place where coordinators can Dream about their ministry, identify problems, discuss team dynamics, plan for upcoming meetings with their teams, and continue to push into how the team can be at its best.

**How often:** Monthly

**Example:** Campus Kids Director meets with their Coordinators, Next Steps Director of DreamTeam meeting with their Coordinators (Baptism, Prayer, GrowthTrack, etc..)

Team Leaders Meetings (by Ministry/Dept)

**Who leads:** Coordinators

**Who attends:** Their ministry areaCoaches\* and Team Leaders

**Purpose:** Provide on-going and consistent vision, ministry equipping specific to season, and leadership development for their leaders, while allowing coaches and team leaders develop relationships with each other, helping them grow in their personal lives and ministry. This is also a place where coaches and team leads can dream about their ministry and how it can be its best. They can review active team members, review the inactivity report, make plans for the upcoming team meeting together, discuss up and coming leaders, etc..

**How often:** Monthly

**Example:** First Impressions Coordinator meets with Brew Crew coach, Usher coach, parking lot coach, etc. along with their team leads

Team Meetings by Department

**Who leads:** Coordinators, Coaches, Team Leads, and Members

**Who attends:** Team members

**Purpose:** Vision, encouragement, ministry equipping and appreciation

**How often:** Dependent on team – we would recommend every other month to once a quarter based on ministry needs

**Example:** Prayer Team Coordinator and Coaches meets with team leads and prayer team members

**Annual Retreats/Conferences**

DreamTeam Retreat

**Who leads**: Campus Staff Director, Coordinators

**Who attends**: Coaches, Team Leads and Team Members

**Purpose**: This retreat is an excellent way to go deeper with your team. It is an opportunity for each team member to connect with God and with each other away from the normal fast pace of life. It is also time for the team to focus (or re-focus) on vision, their specific area of ministry, current reality and then dreaming about where it needs to go, and strategizing how the team can lead others to a new and better reality. Finally, a retreat creates space to target specific areas of needed training and development or personal spiritual growth.

**How Often**: Yearly

Leadership Summit

**Who attends:** All of DreamTeam **Purpose:** The Global Leadership Summit is an opportunity to access a wealth of leadership insight from a world-class faculty ready to equip and inspire. By growing in leadership and using influence for good, you can strengthen your relationships, maximize the impact of your church, business or organization, or ignite transformation in your community!
**How often:** Yearly

Central Trainings

**Who attends:** All leaders and team members of ministry  **Purpose:** Typically the roll-out of new strategy or church-wide training on an aspect of strategy
**How often:** Yearly, or based on team need

**Other Relational Opportunities outside of meetings or as part of hosting meetings:**

* CP has HUB leaders and Coordinators over for dinner
* One-on-one lunches and/or coffee dates
* CP attends Coordinator meetings
* CP leads a Group of potential leaders, people they would hire if they could, focus is their staff and then who would be next
* Pastoral care

**FAQs**

**What about the coach role for meeting rhythms?**

As the team grows, both the leadership structure and the meeting rhythms grow with it. So once weekend and weekly DreamTeams grow to putting coaches in place, adding them into this meeting rhythms above will also be key. We have watched other churches move within this structure as the team needs shift and change. The hope is that we would see the DreamTeam grow and grow into this, and it would add 3 tiers of leadership to mirror Groups, creating more opportunities for people to lead others and for the team to be well-led and cared for.

**This seems like a lot of meetings for leaders. What flexibility do we have?**

The key is consistent, purposeful meetings where relationships are built and there is vision, ministry equipping and development of people. That takes time and the calendars help to show the rhythms in a more practical way. The hope is that these aren’t seen as “we have to meet”, but rather “we get to meet…” because the culture is fun, encouraging, equipping and they know they are part of meaningful ministry.

If a leader is reluctant to participate, here are some other things to consider:

* Do you have the right leader? Are they faithful, available and teachable?
* Have you set the vision for why the meeting rhythms? Do you want to be there? If not, then move as fast as you can to solve it, ask others for insight and help to improve the experience.
* Have you communicated and built momentum towards the meeting? Are they consistent?

These rhythms are meant to be a roadmap to how we can build effective teams, but only leaders breathe life into it. They set the pace and expectations for their teams and meetings. Leaders keep their hand on the pulse of their team and determine what the team needs. This may include an occasional break from a meeting time. Leaders also set the tone for meetings. Cancelling last minute, making lots of changes, lack of communication, and not being sure why they are there will all lead to ineffectiveness.

**What about Groups meeting rhythms?**

There is a vision doc and calendars to address the Groups meeting rhythms, but they are very similar.

*Your main job is not to grow a specific ministry in your church or even the church overall--it is to grow people. - Dan Reiland*