



DREAM TEAM MANUAL

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PURPOSE

The *Dream Team* is the standard-bearer and upholder of the culture, mission and values of New Life Community Church (New Life). From creating a welcoming environment to leading the next generation to Jesus or curating a dynamic experience—we passionately advance the Kingdom of God through the local church.

1 Peter 4:10-11 (NIV) Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms. 11 If anyone speaks, they should do so as one who speaks the very words of God. If anyone serves, they should do so with the strength God provides, so that in all things God may be praised through Jesus Christ. To him be the glory and the power for ever and ever. Amen.

VALUES

1. **Work Together** - To make the greatest impact, it cannot be done alone. Our optimal strength is revealed in teamwork.

Supporting Verse(s): Ecclesiastes 4:9; Ephesians 4:16;

2. **Honor** - A healthy culture honors up, down and all around. A culture of honor celebrates who a person is without stumbling over who they are not.

Supporting Verse(s): Matthew 10:40-42; 1 Peter 2:17

3. **Have Fun** - Having a healthy serving environment includes having fun. At the end of the day, we want to have a great time even while serving the Lord.

Supporting Verse(s): Ecclesiastes 8:15

4. **Spiritual Wellness** - To be our best in Christ Jesus, we intentionally avail ourselves to grow spiritually. As we grow, we more accurately represent Christ in the earth realm, in all that we do.

Supporting Verse(s): 1 Timothy 4:15; 2 Peter 3:18

5. **Duplicate Yourself** - Share the load. The most effective way to avoid burnout in ministry is to not only include God in everything, but also to duplicate yourself. Train and equip others to do what you do. The degree to which we effectively duplicate ourselves will greatly determine how confidently we can step away and know that the vision will continue on in our absence!

Supporting Verse(s): Exodus 18:17-23; 1 Corinthians 11:1; Hebrews 5:12-14

6. **Improve It** - Because you are involved, it has no choice but to get better. Your God given gifts make a difference. No matter what team you serve on, you add high value and are a solution to a problem.

Supporting Verse(s): Colossians 3:23-24

7. **Creative Thinking** - Creativity comes from God because He is the Creator. As such, God gives us creative abilities. Your ability to think and execute creatively produces a consistently fresh way of serving God's people.

Supporting Verse(s): Psalm 104:24; Ephesians 2:10

DREAM TEAM - Expectations

- Arrive on time for every commitment
- Participate in Sunday morning huddles (9:45am Big Huddle/Team Huddle)
- Make sure the serving lanyard is worn and visible
- Build relationships and honor other team members and leadership
- Always strive for excellence
- Committed to supporting work of ministry by giving tithes and offerings
- Abide by the *Dream Team* values
- Refrain from eating, drinking, or using your phone while serving
- Maintain positive body language (smile, eye contact and stand with good posture)
- Read the need: Ensure the cleanliness and presentation of the hospitality area, seating areas, and outside on the church grounds.
- If you miss your opportunity to serve, please inform your team leader.

DREAM TEAM - Huddles

Definition of a Huddle

A huddle is a team gathering, usually in a tight circle, to celebrate, communicate and consecrate. Commonly the leader of the huddle is the Team Lead (or someone designated by Team Lead), who will inspire fellow team members to achieve success. Similarly, after an event, a huddle may take place to congratulate one another for the team's success or to commiserate areas of improvement.

Why We Huddle - Celebrate; Communicate; Consecrate

- **To Celebrate:** Celebrate the team, recognize individual achievements; celebrate numerical achievements for but not limited to: the number of salvations, baptisms, guests, and new members added to the Dream Team.
- **To Communicate:** To “call the play” of our serve team. Bring awareness to service flow and call any necessary audibles. We communicate the value each team and team member brings to each guest and member.
- **To Consecrate:** Pray and ask God to set our complete being aside to be used for His glory. It is the humble posture of: Lord, cleanse us that we may represent you the best.

A Huddle is an Action of a Team

There is no “I” in team! As a team, we love to develop relationships, pray for each other's individual needs, and help each other take the next steps. But we don't do that in the **Big Huddle** – we do that in our fellowship time before and after serving or in our individual Team Huddle. Huddles are for the team as a unit. Our focus in the **Big Huddle** should be on “them”! “Them” are those who we get to serve, not ourselves.

When Do We Huddle?

- **Team Huddle:** A team specific huddle that happens at the beginning of a service experience. Ex: Hospitality, praise and worship, first touch, etc...
- **Big Huddle:** A *Dream Team* wide huddle that happens once at the beginning of the day.

DREAM TEAM - Honor Code

As an essential part of New Life leadership you have a responsibility to develop and exhibit mature Christian behavior as described in the Bible. This should be the basic premise of your desire to participate in leadership here at New Life.

While serving the Body of Christ as a leader at New Life, you pledge to always present a good appearance. In both attire and behavior, you should strive to demonstrate Biblical standards in all situations.

As Christians, the way we present ourselves to others is of vital importance to the way others perceive Jesus Christ. Our conduct should never be an embarrassment to Christ or the local church, instead your conduct should exemplify the best qualities of a mature Christian, leader, and *Dream Team* member at New Life.

Exemplifying the highest moral commitment, New Life *Dream Team* members are to maintain a disciplined life of Bible reading, prayer, and fasting. You must also refrain from such things as:

~Profanity

~Gambling

~Indulging in much wine or other alcoholic beverages

~Dishonest gain

~Illicit drug usage

~Pornography

~Sexual immorality (sexual activity outside of biblically defined marriage)

~Any behavior which might cause Christ to grieve and others to stumble

By being an example in speech and action, and allowing your lifestyle to be your greatest witness for Jesus Christ, we encourage others to grow in Christ and become leaders themselves. This is a way of life measured by the heart and commitment of each leader at New Life. We should regard it as an essential part of our development, not as an imposition or restriction.

____ Having read the New Life *Dream Team* Honor Code, I commit today to live by the standards expected of a New Life leader.

Dress Code: While serving the Body of Christ at New Life, all team members are expected to present a modest and humble appearance in both attire and behavior.

DREAM TEAM - Development

Team Trainings

Team training is conducted to communicate vision, skill development, communicate team specific standards and expectations, while building momentum for the future.

- Team trainings should be at least twice a year:

February/March: Must be done by March 31st (Before Easter)

July/August: Must be done by August 31st

Team Hangouts

Dream Team hangouts should occur at least three times a year:

1. January - April
2. May - August
3. September – December

- Please note this does not need to be the only hangouts that you have with your team.

DREAM TEAM - Care

The *Dream Team* gives much of their time and energy to ensure ministry happens at New Life with excellence on Sundays and throughout the week. They are an integral part of what we do to make disciples and connect people within the community. Without the *Dream Team*, nothing we do would be possible. Therefore, we create different opportunities to care for, celebrate and appreciate *Dream Team* members, both individually as well as the team as a whole.

How do we care for our Dream Team? Follow the **P.A.C.K.** model. Leaders should:

PRAY for your team

- Cover the team in prayer daily
- Select a day of the week to reach out to team members and specific New Life members to address personal needs
- Use a portion of the team huddle to gather prayer requests
- E-mail or Slack to share a specific scripture to encourage team members

APPRECIATE your team

- Show your appreciation through handwritten thank you notes, social media posts, text messages, or E-mails to shout out and recognize team members who are making a difference.

COMMUNICATE with your team

- Stay in constant communication regarding scheduling, missed serving opportunities, upcoming Big Days at church and other team specific announcements.

KNOW your team

- Ministry allows us to do life with one another. Know milestones (Birthdays, Anniversary, Graduations, etc.)
- Invite team members to lunch, coffee, or dinner

When *Dream Team* members need intentional spiritual care, implement **E.S.P.N.**

Encourage

- Provide encouragement by letting them know that God sees them and that they are loved and cared for by Him and our church family

Scripture References: Jeremiah 29:11, 2 Chronicles 16:9, Proverbs 15:3

Scripture

- Send a scripture that speaks to their situation and redirects them back to what the Bible says about it.

Scripture References

- *Trust/Fear: Proverbs 3:5-6, 2 Timothy 1:7*
- *Rejection/Shame: Ephesians 1:3,4,7,11*
- *Purity: Colossians 3:5, Matt 5:8*
- *Anger/Heaviness/Depression: Psalms 118:17*

Pray

- Pray with them in person or on the phone. Pray God's word over them and ask for His will to be done in their life and over their situation.

Next Steps

Give them the next step. Some examples could be but are not limited to:

1. Recommend them to a small group
2. Seek out professional counselors/therapy
3. Complete a bible plan that speaks directly to their situation.
4. Refer to specific scriptures throughout their situation to become dependent on the word.

DREAM TEAM - Accelerator

Purpose

Accelerator is our monthly gathering consisting of the *Dream Team* Executive Team and *Dream Team* leaders (ministry leaders). It is hosted and facilitated by Pastor Hammock, Lady Jenn and the Executive Team. It's a time to build community and continuity across ministries and amongst leaders, speak to vision, leadership development, rally around big events and Sundays such as Easter and Back to School Sunday, or simply to celebrate all the hard work of our ministries and to highlight all that God has done.

1. How To Start

Every Accelerator starts with an element of fun like an ice breaker, food, and a time for leaders to fellowship. Each month a Dream Team Leader is celebrated and highlighted. We intentionally celebrate what we want to duplicate, so the leader is typically chosen based on how they fulfill the part of the vision or direction the ministry is focused on.

2. The Teaching/Empowerment & Question and Answer Portion

Pastor Hammock or a designated person will lead the teaching element of our Accelerator. It's focused on celebrating what's winning, giving vision for what's happening, or addressing improvements. Guest facilitators will also be used throughout the year to equip, encourage, and enrich our lives.

It's important that every teaching ends with the leader giving the opportunity for leaders in the room to unpack the teaching deeper by asking the communicator follow-up questions. Questions can also be about vision, leadership, etc.

3. Break Out Sessions

Breakout sessions are a time when specific Dream Team Leaders or Ministries are given time to contextualize the content that was taught specifically to their net. For example, if the teaching was after a harvest season when the church experienced exponential growth and was about "Mending Your Nets", questions like, "What parts of our onboarding systems need to be fixed?". The goal is to create solutions for problems or tensions the team faces.

In addition, all Dream Team leaders and ministry workers come together quarterly for an All-in Dream Team Accelerator.

DREAM TEAM - How We Celebrate

Birthday - Birthday card signed by their leaders and/or team members

Death of immediate family member- Sympathy card signed by their leader and/or team

Births - The team can pool resources together and purchase a gift.

Milestone Anniversary (25,30,40,50) - The team can pool resources together and purchase a gift.

DREAM TEAM - Communication

Slack: We communicate via Slack as a team and as a church.

Email: We communicate through our group email. You are automatically added to this group once you join the leadership team, so there's no need to create an account for this.

Planning Center: We use planning center services to schedule a service or event. Be sure to look at your schedule in advance so that you arrive on time to meet your commitments.