

CHANGE

DREAM TEAM



Dream Team Leader Manual 2026-2027



A LETTER FROM OUR PASTORS

Hello Dream Team Leader!

Welcome to an incredible journey of leadership, impact, and transformation! You play a vital role in shaping the culture, developing people, and advancing the mission of Change Church. This manual is designed to equip, empower, and align you as you lead with clarity and excellence.

Every time you lead, you help create environments where lives are changed and people encounter Jesus. We believe clarity fuels excellence, so this manual provides a clear understanding of our structure, expectations, and the tools you need to grow as a leader and develop others.

This is more than a guide - It's a blueprint for leading with purpose, passion, and alignment as we build something greater than ourselves.

*Your leadership matters. Your influence is powerful. And together, we are changing lives for eternity.
We love and appreciate you!*

**With Gratitude,
Pastors Dharius + Shameka**



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CHANGE

VISION AND MISSION

As a Dream Team Leader, you are entrusted with more than a role. You are entrusted with the responsibility of carrying and protecting the vision of Change Church.

We are a church built on two powerful convictions: that God desires to change lives, and that He wants to use those changed lives to change the world. Everything we do flows from this truth.

Since the beginning, we have witnessed countless lives transformed by the grace of God. As a leader, you are called to steward that same life-changing impact. Your leadership sets the tone. Your example shapes the culture. Your commitment advances the mission.

Our mission is clear: to help as many people as possible live, love, and lead like Jesus, so they can change the world. As a leader, you are not only called to believe this mission. You are called to model it, multiply it, and protect it.

Lead with passion. Uphold the standard. Stay aligned with the vision. And never lose sight of the eternal impact of what you do.

Together, we are not just serving. We are building a church that changes lives and empowers people to **CHANGE** the world.





CULTURE CHAMPION

As a Dream Team Leader, our core values are not just principles you follow - they are the culture you model. They define how you lead, how you serve, and how you develop others.

These seven values shape every decision, influence every interaction, and ensure we remain aligned with God's calling. As a leader, you are responsible for upholding, demonstrating, and multiplying these values within your team as we build a life-giving church that changes lives and impacts the world.

Core Values

- Honor – We respect each other.
- Humility – We remain coachable and correctable.
- Honesty – We speak the real truth in real love.
- Hospitality – We go over and beyond to make each other feel welcome.
- Health – We deal with our stuff.
- Hope – We believe God.
- Hunger – We passionately pursue growth and God.

As a leader, you don't just embrace these values - you set the standard. You create the environment where they are lived out daily and multiplied through others.

Dream Team Code

- We make setting an example our most important assignment.
- We show up and show out.
- We execute with excellence.
- We have a Mary-like heart in a Martha-like environment.
- We bring the energy.
- We protect the culture.

As a leader, you represent more than yourself. You wholeheartedly serve under the doctrine, values, biblical standards, and spiritual leadership of **Change Church**.

LEADER MANUAL PURPOSE

At Change Church, we believe leadership is a calling. Clarity fuels confidence, excellence, and impact. As a Dream Team Captain, Co-Captain or Team Manager, understanding both what you can expect from the church and what is expected of you empowers you to lead with purpose, passion, and authority.

This manual exists to equip and inspire you as a leader. Within these pages, you will gain insight into the heart behind our structure, the strategy that drives our ministry, and the expectations that ensure we lead in unity and excellence. You'll also find practical tools to develop your leadership, build your team, and maximize your impact.

We are a church that is building, growing, and advancing - and as a leader, you are essential to that movement. This manual serves as your foundation and guide, empowering you to lead boldly, develop others intentionally, and steward the vision of Change Church as we change lives together.

WHO YOU LEAD

As a Dream Team Leader, you have the privilege of leading incredible servant leaders who use their gifts and passions to build and advance Change Church. These are not just volunteers - they are world changers committed to making a difference through their service.

From creating welcoming environments on the Host Team, to leading the next generation, to producing impactful events, to building authentic communities through Small Groups - every person you lead plays a vital role.

Together, the Dream Team advances the Kingdom of God by helping to transform lives through intentional, passionate, and excellent service. As a leader, you are called to develop, care for, and empower your team to serve with purpose and impact.



LEADER STANDARD: BREATHTAKING

As a Dream Team Leader, you are responsible for setting and sustaining a “Breathtaking” standard in every area of ministry.

“Breathtaking” defines the level of excellence we pursue in every detail. Inspired by 1 Kings 10, the Queen of Sheba witnessed the wisdom, order, and excellence of Solomon’s kingdom - and was left in awe. As a leader, you are called to create that same level of intentionality and excellence through the environments you oversee and the teams you develop.

This standard is not accidental - it is led. What you model, your team will multiply.

Breathtaking excellence is expressed in three key areas:

- Attitude – The spirit, posture, and heart in which you and your team serve
- Appearance – How you and your team present yourselves and steward what God has entrusted
- Actions – The consistency, intentionality, and excellence in execution

As a leader, you don’t just uphold this standard - you cultivate it, reinforce it, and ensure it is consistently experienced by every person we serve.

At Change Church, Breathtaking is not a goal to reach - it is the standard you lead.

Ways to manage conflict:

At Change Church, we believe in speaking up the right way. Our culture of honor means we honor up, down, and all around. We ask every Dream Team member to respect leadership and follow the proper chain of communication.

If they have a concern, issue, or offense, they will speak with you as the team leader. If you’re unable to find resolve, connect them with your Campus Pastor. Remember: We do not talk out - we talk up. This is a core principle we must regularly reinforce with our teams. If the issue still isn’t resolved, then reach out to our Pastor of Campuses.

What we want to avoid is *gossip*, and that is discussing concerns with other team members or people who aren’t in a position to help bring resolution. This follows the biblical model for handling conflict found in Matthew 18:15–17.

LEADERSHIP STRUCTURE

Our leadership structure is designed to provide clear vision, strong support, and effective execution across every team:

Campus Pastor - Provides overall vision, direction, and spiritual leadership for the Dream Team, ensuring alignment with the mission and culture of Change Church.

Associate Campus Pastor - Ensures the concerns of the Dream Team are met with compassion, consideration and care.

Campus Coordinator - Ensures the Dream Team has the supplies and resources necessary to fulfill their duties as servant leaders.

Captain - Leads a specific ministry team by casting vision, developing team members, and ensuring each team member is seen and cared for.

Co-Captain - Supports the Captain in day-to-day operations, leads onboarding and training, and steps in to lead when needed.

Team Manager - Manages communication, scheduling, and organization to ensure the team operates smoothly and efficiently.

Dream Team Coach - Leads a small cohort within a ministry team by building relationships, providing consistent care and accountability, and ensuring team members are prepared to serve with excellence each Sunday.

Together, this structure creates clarity, accountability, and a pathway for leadership growth while helping every team operate in excellence.

Leadership Roles & Responsibilities

Team Captain

The Team Captain is responsible for leading people with clarity, excellence, and vision. This leader serves as the primary liaison to the Campus Pastor while overseeing the health, growth, and effectiveness of the team.

A Team Captain must be strong in vision casting, communication, conflict resolution, and problem solving. They are highly pastoral, inspiring, and strategic - able to attract, develop, and retain team members while building a thriving culture. They set the standard of Breathtaking in attitude, appearance, and actions, and are deeply knowledgeable about their team's function, needs, and expectations.

LEADERSHIP STRUCTURE

Team Captains must complete the Change Track. They embody the H7 core values and demonstrate five key leadership traits:

- Participator (Model) – A leader models what they want mimicked. (1 Corinthians 11:1)
- Navigator – A leader doesn't just drive, they arrive. (Habakkuk 2:2)
- Evaluator – A leader uses data and discernment to determine the health of their team. (Proverbs 27:23)
- Developer – A leader multiplies what's been entrusted to them. (Matthew 25:21)
- Protector – A leader protects the team, culture, and vision from anything that threatens its well being. (Song of Solomon 2:15)

Key Actions:

- Lead monthly team meetings using the prescribed agenda
- Achieve monthly team growth goals
- Ensure weekly attendance is recorded in Church Metrics
- Follow up with new recruits within 5–7 days
- Ensure Ministry Exit Forms are completed when needed

Co-Captain

The Co-Captain supports the Team Leader and ensures operational excellence, stepping in to lead when needed. This leader plays a critical role in developing people and maintaining team momentum.

Co-Captains are strong communicators, problem solvers, and relationship builders. They are responsible for onboarding, training, and equipping new team members - ensuring each person is confident, prepared, and aligned before serving.

Like Team Captains, Co-Captains must complete Change Track, embody the H7 core values, and demonstrate the five leadership traits: Participator, Navigator, Evaluator, Developer, and Protector.

Key Actions:

- Lead team operations
- Facilitate monthly meetings when needed
- Serve as the primary trainer for new team members
- Ensure new members are fully onboarded and integrated

LEADERSHIP STRUCTURE

Team Manager

The Team Manager ensures the team operates with excellence behind the scenes by managing all administrative functions. They are organized, detail-oriented, and strong communicators who help keep the team aligned and efficient.

Team Managers carry the administrative weight of the team, overseeing scheduling, communication, systems, and support. They are proficient with church systems and serve as a central hub for information and coordination.

Team Managers embody the H7 core values and demonstrate the leadership traits of Participator, Navigator, Evaluator, Developer, and Protector.

Key Actions:

- Ensure all serving roles are scheduled for each gathering
- Serve as the primary communicator for the team
- Submit and manage data through church systems
- Schedule monthly meetings and maintain meeting notes
- Ensure the team has the supplies and resources needed to operate effectively

Dream Team Coach

A Team Coach supports a small cohort within a ministry team by building relationships, and providing consistent care. Team Coaches are responsible for checking in on team members assigned to them to ensure they are supported, connected and informed about their scheduled serving opportunities.

Team Coaches embody the H7 core values and demonstrate the leadership traits of Participator, Navigator, Evaluator, Developer, and Protector.

Key Actions:

- Checking in on Team members
- Ensure they are connected to the Change Community
- Remind team members about scheduled serving opportunities
- Follow up with team members that miss scheduled serving commitments

Together, these roles create a strong leadership structure that drives clarity, accountability, and excellence - empowering every team to thrive and fulfill the mission of Change Church.

LEADERSHIP AT CHANGE: THE WIN

At Change Church, leadership begins with people. Your primary responsibility is not just tasks - it's care. As a leader, you are called to shepherd, support, and develop those entrusted to you.

Team Captain Success Blueprint:

Commit to these rhythms, and lead with strength and effectiveness:

- Check In Individually – Ensure a check-in is made with each team member monthly
- Create Community – Foster relational moments and team connection (2x per year)
- Pour Spiritually – Share encouragement and scripture with your team weekly
- Pray Intentionally – Regularly pray with and for your team members
- Celebrate Religiously – Honor milestones, wins, and special moments intentionally
- Practice Accountability – Address low engagement with care, clarity, and love
- Invite, Invite, Invite – Consistently build and strengthen your team

Team Captain Reporting Expectations

- Report operational inefficiencies
- Highlight an individual or family you intentionally connected with
- Communicate any support you may need (private matters can be handled one-on-one)

Co-Captain Focus

Co-Captains play a vital role by welcoming, onboarding, and equipping new team members to serve confidently and effectively.

Co-Captain Reporting Expectations

- Provide updates on onboarding and training progress
- Share connection points with new or existing members

Team Manager Focus

Team Managers play a vital role by welcoming, scheduling, and effectively communicating with team members so they are scheduled and informed on all things related to team operations.

Team Manager Reporting Expectations

- Provide updates on members that join
- Share scheduled assignments for weekends, week days and events
- Communicate leader notes, calendar and event updates to the team

LEADERSHIP AT CHANGE: THE WIN

Team Coach Focus

Coaches play a vital role by consistently communicating with team members to ensure they are seen and cared for

Coach Reporting Expectations

- Connect with your cohort members with regular checkins in person or electronically
- Check on team members that fail to show up for assigned duties
- Report on team members that exit the team

Weekly Leadership Meetings

We gather weekly as a leadership team every Thursday. These moments are essential for alignment, development, and connection.

- Be present, on screen, engaged, and ready
- Meetings are concise and typically last no longer than one hour

Communication Standards

Healthy communication sustains healthy teams:

- Communicate primarily between 9AM-5PM unless urgent
- Use preferred platforms: Email, CCB, and/or Planning Center
- Route team communication through Team Managers when applicable

Leadership at Change is about intentional care, consistent connection, and building people. As you lead well, you help create a thriving, healthy team that serves with excellence and impact.



LEADERSHIP COMMITMENT

At Change Church, we say, "Leaders go first!" As a Dream Team Leader, you don't just participate in the culture - you model it. Your commitment sets the standard for your team and creates the environment others will follow.

Being a leader means saying "yes" to growth, community, and excellence. This commitment is designed to keep you connected, equipped, and spiritually strong as you lead and develop others.

The Commitment to Lead Includes:

- Change Track – Completing Change Track and other leadership development opportunities
- Onboarding – Ensuring the onboarding of new team members to be equipped, trained, and prepared to serve
- Scheduling – Ensuring the team has the personnel for serving and holding team members accountable
- Rally – Attending pre-service Rally to align, prepare, and build team unity
- Monthly Meetings – Lead monthly meetings for vision, updates, and training
- Team Night – Participating in Team Nights to build culture, celebrate wins, and strengthen relationships
- Spiritual Formation – Committing to personal spiritual growth through prayer, Word, and Formation opportunities
- Outpour – Engaging in extended times of prayer, worship, and seeking God together

Your commitment is more than participation - it's leadership in action. As you go first, you set the tone, build the culture, and help create a team that serves with excellence and lives with purpose.

CALCULATED COMMITMENT FROM DREAM TEAM LEADERS

Count the Cost. Make the Commitment. Serve with Excellence.

In Luke 14:25–33, Jesus teaches the importance of making a calculated commitment. He challenges those who desire to follow Him to first “count the cost” - to understand what the commitment requires before making it.

Serving on the Dream Team is both a privilege and a responsibility. While we recognize that every Dream Team member has responsibilities outside of church - including family, career, education, and personal commitments - we also believe that serving should be approached intentionally, faithfully, and with excellence.

Before committing to a Dream Team, every person should prayerfully consider whether they are willing and able to honor the commitment they are making.

BEFORE I COMMIT

I will prayerfully consider:

- What will be expected of me as a responsible Dream Team member?
- Can I consistently serve at Change Church, or will my current schedule prevent me from honoring the commitment?
- Can I appropriately balance my family, career, personal responsibilities, and ministry commitments?
- What experiences, abilities, interests, resources, relationships, and gifts can I contribute to this team?
- What level of commitment am I realistically prepared to make?
- Do I understand, support, and believe in the vision of Change Church?
- Am I confident in and willing to follow the leadership of Change Church?
- Have I reviewed and can I support the biblical beliefs, doctrinal positions, values, and lifestyle expectations of Change Church?
- Does my family or spouse understand the commitment I am making?
- Can I work collaboratively with others and follow the direction of team leadership?
- Are there legitimate reasons why this may not be the right season for me to serve?
- Do I sense God leading me to make this commitment?

MY CALCULATED COMMITMENT

I understand that serving on the Dream Team requires more than simply filling a position. People are counting on me. My team is counting on me. The people we serve are counting on me.

Therefore, I have prayerfully considered the expectations of serving and understand the commitment required of me.

By accepting a position on the Dream Team, I am saying:

- I understand the commitment.
- I have counted the cost.
- I am willing and able to make the commitment
- I will communicate when circumstances prevent me from honoring it.
- I will serve faithfully, collaboratively, and with excellence.
- I will honor and represent the biblical beliefs, values, and culture of Change Church.
- I will help protect the culture, unity, and mission of Change Church.

I understand and am able to meet the calculated commitment necessary to serve on this Dream Team.

Dream Team Member: _____

Signature: _____

Date: _____

Team: _____

TEAM PURPOSE STATEMENTS

*Our church exists to “help as many people as possible live, love, and lead like Jesus so they can change the world.”
This is why your team exists.*

Bookstore (Change Store)

The purpose of the Change Store is to serve as a resource hub that equips members and guests with tools for spiritual growth and personal development. Through curated books, devotionals, and ministry apparel, we help people grow in their faith while representing the culture and message of Change Church.

Change Choir

The purpose of the Change Choir is to create powerful, Christ-centered worship moments through song. As a diverse community of singers, we use our voices to glorify Jesus, uplift hearts, and connect generations through dynamic and spirit-filled worship.

Events Team

The purpose of the Events Team is to bring vision to life by executing impactful church and community events. Through excellence and creativity, we create experiences that engage, serve, and transform lives.

Global Concierge

The purpose of Global Concierge is to create a breathtaking first impression for out-of-town guests and global members. We provide intentional care and connection, ensuring every guest feels welcomed, valued, and at home.

Guest Services Team

The purpose of the Guest Services Team is to create a warm, welcoming, and memorable experience for every person who enters Change Church. Through genuine hospitality, intentional connection, and exceptional service, we help every guest feel seen, valued, and at home from the moment they arrive.

Health + Wellness

The purpose of the Health & Wellness Team is to provide medical support and ensure the safety of all attendees. We serve as prepared and compassionate responders, helping create a secure environment for every gathering. We ensure the spiritual family is informed on health related topics that impact them or the people they love.

Hospitality Team

The purpose of the Hospitality Team is to create a warm, family-like atmosphere by serving food and refreshments with excellence. Through intentional care, we help people feel valued and at home.

Hosts

The purpose of the Host Team is to create a smooth and distraction-free worship experience. By guiding seating and managing the environment, we help every person engage fully in worship and the Word. We guard against isolation, alienation, and frustration.

Media Team

The purpose of the Media Team is to capture and share the story of what God is doing through Change Church.

Through creativity, excellence, and intentional storytelling, we extend the experience beyond our walls and help people encounter the message and mission of Change Church.

NextGen Team

The purpose of the NextGen Team is to create a fun, safe, and engaging environment where can grow in their relationship with God. Through worship, teaching, and small groups, we help raise the next generation of world changers.

Next Steps Team

The purpose of the Next Steps Team is to provide guidance and support for those seeking deeper involvement at Change Church. By helping people navigate their next steps, we ensure a smooth and meaningful transition into our spiritual family.

Online Host Team

The purpose of the Online Host Team is to create connection and community in the digital space. By engaging viewers, answering questions, and providing resources, we help people feel seen and connected no matter where they are.

Outreach Team (Change Cares)

The purpose of the Outreach Team is to extend the love and impact of Change Church beyond our walls and into the community. Through compassion, service, and meaningful connection, we meet people where they are, respond to practical needs, and create opportunities for people to experience the love of Jesus.

Parking Team (Frontline)

The purpose of the Parking Team is to create a joyful and welcoming first impression from the moment guests arrive. Through energy, organization, directional clarity, and hospitality, we set the tone for the entire experience.

Production Team

The purpose of the Production Team is to create a seamless and distraction-free environment where people can fully engage in the worship experience. Through technical excellence, preparation, and teamwork, we support every element of the experience and help create an atmosphere where lives can be changed.

Security Team

The purpose of the Security Team is to maintain a safe and secure environment for all gatherings. Through vigilance and wisdom, we protect the atmosphere so ministry can flow without distraction.

Social Media Team

The purpose of the Social Media Team is to expand the reach of Change Church by sharing our message across digital platforms. Through strategic and engaging content, we connect people to life-changing experiences.

Spiritual Formation Team

The purpose of the Spiritual Formation Team is to cultivate authentic community and spiritual growth. The Spiritual Formation Team helps individuals grow spiritually, gain clarity in their purpose, and connect to the Dream Team by facilitating Change Groups, Change Tracks and Change U. Through intentional relationships and practical application, we help people live out their faith and fulfill their purpose.

Temple Team

The purpose of the Temple Team is to create a clean, functional, and excellent environment for every service and event. Through preparation and stewardship, we help set the stage for impactful ministry.

Video Team

The purpose of the Video Team is to visually capture the moments, messages, and experiences that bring the mission of Change Church to life. Through creativity, quality, and compelling visual storytelling, we create content that inspires, engages, and connects people to what God is doing in our church.

Worship Team

The purpose of the Worship Team is to lead people into authentic encounters with God through passionate and Christ-centered worship. We create environments where people can connect deeply with His presence.

Welcome Team

The purpose of the Welcome Team is to create an immediate sense of belonging for every person who enters our doors. Through warmth, enthusiasm, and genuine connection, we help people feel seen, valued, and at home from the very first moment.





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