

CHANGE

DREAM TEAM



Dream Team Member 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**



CONTENTS



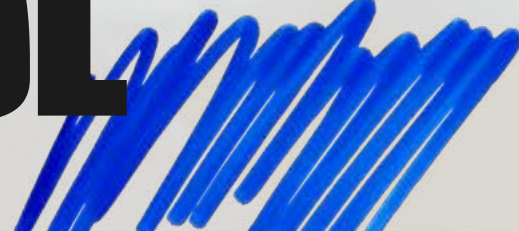
- **Cover**
- **Letter from our Pastors**
- **Manual Purpose**
- **Vision and Mission**
- **Change Culture**
- **What is the Dream Team?**
- **Dream Team Standard**
- **Leadership Structure**
- **The Commitment**
- **Team Purpose Statement**
- **Team Playbook**

CHANGE





DREAM TEAM MANUAL PURPOSE



At Change Church, we believe servant leadership is a calling. Clarity is what fuels confidence, excellence, and impact. When servant leaders clearly understand both what they can expect from the church and what is expected of them, they are empowered to lead and serve with passion, purpose, and power.

This manual is designed to equip and inspire you as a vital part of the Dream Team. Within these pages, you'll discover the heart behind our structure, the strategy that drives our ministry, and the expectations that keep us aligned and operating in unity and excellence.

We are a church that is building, growing, and advancing. As Change Church continues to expand its reach, this manual serves as your foundation and guide - empowering you to lead boldly, serve faithfully, and help change lives.

VISION AND MISSION

Our church is built on two powerful, life-changing convictions: God wants to change your life, and He wants to use your life to change the world.

From the very beginning, we have witnessed thousands of lives touched, restored, transformed, and made whole by the incredible grace of God - and we believe with expectation that this is only the beginning.

Our mission is clear and compelling: To help as many people as possible live, love, and lead like Jesus, so they can change the world.

This is more than what we believe - it's who we are. And together, we're just getting started.





At Change Church, our core values are more than statements - they are the culture we live, lead, and serve from every single day. They define who we are, shape how we operate, and keep us aligned with God's calling on our church.

These seven principles guide our decisions, influence our environment, and unify us 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.

These values aren't optional - they are essential. They are the standard that unites us and the culture that drives us forward.

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.

WHAT IS THE DREAM TEAM?

The Dream Team is made up of passionate servant leaders who use their unique gifts and passions to build and advance Change Church. 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 role is significant.

Together, the Dream Team plays a vital role in advancing the Kingdom of God, helping to transform lives through intentional, passionate, and excellent service.



DREAM TEAM STANDARD: BREATHTAKING

“Breathtaking” defines the level of excellence we pursue in every detail of ministry. This standard is inspired by 1 Kings 10, where the Queen of Sheba encountered the wisdom, order, and excellence of Solomon’s kingdom - and was left in awe. Every detail she witnessed reflected intentionality, honor, and excellence, leaving her literally breathless.

In the same way, we strive to create environments and experiences that reflect God’s excellence so powerfully that they impact every person who walks through our doors.

The Queen of Sheba recognized this excellence in three key areas:

- Attitude – How we serve, our spirit, and the way we carry ourselves
- Appearance – How we present ourselves and steward what God has entrusted to us
- Actions – What we do and how we execute with intentionality and excellence

Serving isn’t just what we do - it’s who we are. Jesus led by serving, and we follow His example by using our gifts to impact both the church and our community.

In 1 Kings 10, excellence and order revealed something greater. In the same way, how we serve should reflect God - through passion, unity, and excellence that inspires others.

We don’t serve out of obligation, but from purpose. Every role matters. Every moment matters. Every person matters.

We show up, step up, and serve like Jesus - so lives are changed and the world is transformed.

Ways to express concerns:

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 you have a concern, issue, or offense, first speak with your Captain. If you’re unable to do that, connect with your Campus Pastor. 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 COMMITMENT

Here at Change Church, we say, “Leaders go first!” Being a part of the Dream Team means saying “yes” to growth, community, and excellence. Your commitment is designed to help you stay connected, equipped, and spiritually strong as you serve and lead.

The Commitment Includes:

- **Change Track** – Completing Change Track
- **Onboarding** – Participating in onboarding and training to be equipped, trained, and prepared to serve
- **Scheduling** – Ensuring the team leaders are aware of your availability and when things change
- **Rally** – Attending pre-service Rally to align, prepare, and build team unity
- **Monthly Meetings** – Participate in monthly meetings for vision, updates, and training
- **Team Night** – Participate 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 commitment - 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.





CHANGE
lifechange.org