

Team Captain Responsibilities

Why do we exist?

To create a place people love, so they can experience a loving God.

What do we do?

We help people Know God, Find Freedom, Discover Purpose, and Make a Difference

How do we behave?

We love God, love people, pursue excellence, and choose joy.

THE 4 C's OF A LEADER'S RESPONSIBILITIES

1. CARE for your team members personal and spiritual needs.

“People don't care how much know until they know how much you care.” – John Maxwell

Lead Spiritually

- Pray for each of your Team Members on a daily basis. Praying for them will develop a deep sense of care for them.
- Share scripture, devotionals, articles or other spiritually uplifting messages with your team.
- Get a pulse for each team members spiritual maturity level and find ways to encourage growth.
- Take time to pray for each other in your weekly huddle.

Lead Relationally

- Get to know your people! Learn about their family, life, walk with God, and dreams for the future.
- Connect personally with your team weekly through text messages and phone calls.
- Create a communication group (Facebook, GroupMe, Slack, etc.) where Team Members can encourage one another, share needs and celebrate together.
- Create times throughout the year for your team to be together in a casual setting.
- Rally the team around a Team Member going through crisis or life event.

2. CELEBRATE the wins together.

“Celebrations infuse life with passion and purpose.” - Terrence E. Deal

Celebrate Publicly

- Celebrate individual acts of service and team results that have made significant impacts.
- Make certain to publicly affirm those team members and leaders who are doing well.

Celebrate Values

- What gets rewarded, gets repeated. Connect Team Members' positive behavior to the leadership values of our church. Love God, Love People, Pursue Excellence, Choose Joy.
- Always point your team's success to God. Some plant, some water, but the Lord brings the increase.

Be Flexible

- Standards of excellence are important and the essentials must be firm, but non-essentials need some flexibility. If the focus is on what is most important, *reaching the lost for Jesus*, while maintaining established team expectations, the outcome will always produce desired results.

3. COMMUNICATE with your team early and often.

“Overcommunication is not in the dictionary. Therefore it cannot be done.” - Pastor Adam

Start With Why

- Always lead with the “why” behind the “what”. Team Members must be inspired not just instructed.
- Vision is the great motivator. Keep the vision at the front of every conversation, ever huddle, and every meeting.

Follow With What

- Communicate clear expectations to your team about their role and responsibilities. The gap between expectation and reality is where frustration lives.
- Ask your leaders and team for feedback and be open to making changes. Your openness alleviates fear and creates trust.
- Provide timely feedback to Team Members so they know whether or not they are meeting the expectations. Don't assume their behavior will change on it's own.

The Lord is in the Details

- Never assume that your Team Members know what's happening, have heard about changes, or don't need to know. Giving details prevents them from filling in the gaps themselves.
- Captains are responsible to schedule Team Members four weeks in advance.
- Communicating the details shows Team Members that you care about them and value them. Make sure they know about meetings, times, curriculum, deadlines, changes, opportunities, and obstacles.

4. COACH your team to greatness.

“A good coach can change a game. A great coach can change a life.” - John Wooden

Set a Great Example

- Be motivated, enthused, energized, and passionate! Your leaders/team will serve to the level of enthusiasm you model for them.
- Lead the way in worship. Sit down front. Give generously. Serve humbly. Be positive.

Recognize Leadership Potential

- Recruit. Recruit. Recruit. Bring in motivated, enthusiastic people who fully embrace the vision and are ready to serve.
- Look for individuals who have a proven circle of influence, who have already shown faithfulness in some ministry capacity, and who possess a love for God and people that is contagious.
- Once the potential is recognized, simply conduct a leadership interview. Get to know them, their gifts and passions and skillsets, and their heart for serving the Lord.
- The goal is to release the full potential in an individual, not simply fill a leadership slot on your team.

Train, Empower and Release

- You Do It - They Watch.
 - Clearly explain the roles and responsibility of the position. Establish standards of excellence, and fully train them in the skills necessary to succeed.
- They Do It - You watch.
 - This is pivotal to ensure the right person is in the right position. Serve alongside them; watch until you are confident in releasing them fully. Make corrections, affirm them, use teachable moments, and give honest feedback.

- They Do It!
 - Releasing a leader is not subtraction- it's actually multiplication. By letting go, you exponentially increase Kingdom impact through multiplication of vision, heart, and ability.

Create Opportunities for Growth

- Regular Leadership Meetings – bring your team together to cast vision, address issues, build community, and set spiritual foundation through prayer.
- Continuing Education Courses – create re-training moments in order to keep both the mission and responsibility of the ministry in front.
- Spiritual growth – ensure that your team is participating in Small Groups, First Wednesday, 21 Days of Prayer, Conferences and events to challenge and grow their faith throughout the year.
- One-on-One Interactions – connect personally with Team Members to continually train, develop and affirm.

MEASURE WHAT MATTERS

In setting measurable goals for each of these four principles, team health and leadership ability is confirmed.

CARE

Ask: Have you been praying for your team? Do you know what is going on in their lives? Has anyone fallen through the cracks?

Ask: What is your team turnover rate? Has anyone recently left your team? Why?

CELEBRATION

Ask: What great things has God done through your team recently? Who on your team has exhibited the leadership values in an impactful way?

COMMUNICATION

Ask: Have your schedules been created on time? Have you been leading with “why”?

Ask: What are you doing to keep your Team Members looped in to what's happening on your team?

COACHING

Ask: Who am I targeting for leadership? Who is on my leadership bench? Who have I taken through the leadership interview?

Ask: How much time do I invest in training new leaders? How competent are the leaders I have released?

Ask: Who are you coaching and in what capacity? How many potential leaders did you bring to the Dream Team Leader meeting?

ADDITIONALLY

All Dream Team Captains are required to be at the monthly Dream Team Leader meeting hosted by Pastor Adam. This allows for you to be *inspired* with vision, *informed* on what's happening, and *involved* in leadership conversations.