



# DREAM TEAM

#### **Dream Team Manual Outline**

#### 1. Welcome to the Dream Team

- Bible Fellowship's Vision & Mission
- What It Means to Serve on the Dream Team
- Our Core Values as Servant Leaders

### 2. Discovering Your Purpose in Ministry

- The Bible Fellowship Purpose Experience Overview
- Understanding Spiritual Gifts & Strengths
- Identifying Your Ministry Fit

#### 3. Dream Team Culture & Expectations

- How We Live with Excellence, Honor, & Passion
- The Commitment of a Dream Team Member
- Practical Guidelines for Serving

### 4. Leadership Development

- The Role of a Dream Team Leader
- How to Lead Others in Discovering Their Purpose
- Conflict Resolution & Team Unity

## 5. Next Steps & Training

- How to Get Plugged Into a Ministry Team
- Ongoing Development & Training Resources
- Final Encouragement & Prayer

## Step 1:

## **Establishing the Dream Team Vision & Culture**

#### **Mission Statement**

"We exist to connect generations and lead people into a legendary life in Jesus Christ through servant leadership."

#### **Dream Team Core Values**

- We Serve with Excellence Everything we do is an act of worship. (Colossians 3:23)
- We Lead with Honor We respect and uplift one another. (Romans 12:10)
- **We Love Like Jesus** Every interaction reflects His grace. (John 13:34-35)
- **We Grow in Community** We are better together. (Acts 2:42-47)
- We Walk in Purpose We align our service with God's calling. (Ephesians 2:10)

#### What It Means to Be on the Dream Team

- Serving is an opportunity, not an obligation
- Every role is significant in God's Kingdom
- Ministry is more than a task-it's about transformation

# Step 2: Discovering Your Purpose in Ministry

The Bible Fellowship Purpose Experience Overview At Bible Fellowship, we believe that every person was created on purpose, for a purpose. The Bible Fellowship Purpose Experience is designed to help you discover:

- ✓ Your Past Experiences How God has been shaping you
- ✓ Your Core Values What drives your passion and decisions
- ✓ Your Spiritual Gifts The unique abilities God has given you

## **Understanding Spiritual Gifts & Strengths**

#### **Key Scripture:**

"We have different gifts, according to the grace given to each of us." – Romans 12:6 (NIV)

As a Dream Team member, you will complete a Spiritual Gifts Assessment to help identify the ways you can serve most effectively. Here are some common gifts that shape ministry roles:

**Spiritual Gift Assessment** 

**Teaching** Small groups, Bible studies

Leadership

Team coordination, mentoring

Serving

Hospitality

Guest services, welcome team

Logistics, event setup

**Encouragement** Prayer ministry, care team

Next Steps: Complete the assessment and discuss your results with a ministry leader.

## Step 3:

## **Dream Team Culture & Expectations**

## How We Live with Excellence, Honor, & Passion

Serving in God's house is an honor, and we approach it with **intentionality** and **joy**. As Dream Team members, we commit to the following:

- ✓ Excellence in All We Do We bring our best effort because God deserves our best.
- ✓ Honor in Our Words & Actions We uplift and encourage one another.
- ✓ Passion for People & Jesus Everything we do points others to Christ.

#### The Commitment of a Dream Team Member

As a Dream Team member, I commit to:

- Showing Up Ready to Serve Consistency and preparation matter.
- 2. **Leading by Example** Whether on stage or behind the scenes, my attitude and actions reflect Jesus.
- 3. Embracing a Servant's Heart I serve with joy, not obligation.
- 4. **Praying for My Team & Church** Ministry is spiritual, and I seek God's strength in all I do.

## **Practical Guidelines for Serving**

- Arrive on time and be prepared.
- Treat everyone with respect and kindness.
- Be flexible and willing to step in where needed.
- Maintain a spirit of unity and teamwork.
- Always be representing Christ and Bible Fellowship well.

## Step 4:

## Leadership Development

#### The Role of a Dream Team Leader

Leaders on the Dream Team are not just managers—they are **mentors** and **disciple-makers**. Their role includes:

- Helping others discover their purpose.
- Creating a healthy and unified team culture.
- Developing new team members through encouragement and training.

#### How to Lead Others in Discovering Their Purpose

- 1. **Have one-on-one conversations** with new team members about their gifts.
- 2. **Encourage participation in The Purpose Experience** to explore their calling.
- 3. Match people to roles that align with their strengths—maximize your gifts and add value to the Kingdom.
- 4. **Celebrate progress**—small wins in ministry lead to big Kingdom impact.

## **Conflict Resolution & Team Unity**

Even in church, conflicts arise. We resolve issues by:

- Praying before reacting Seeking God's wisdom.
- **Speaking directly & respectfully** Addressing issues with grace.
- **Encouraging open communication** Unity comes from mutual understanding.
- **Keeping the mission first** We focus on the greater purpose, not personal opinions.

**Key Principle: We fight for unity, not against each other.** (Ephesians 4:3)

## Step 5:

## **Next Steps & Training**

## **Getting Plugged Into a Ministry Team**

Once you've completed Spiritual Gifts Assessment, it's time to **get involved!** 

## Ministry Team Role Examples

Welcome Team
Greeting, guest follow-up
Worship Team
Vocals, musicians, tech
Kids & Youth
Teaching, mentoring
Prayer Team
Intercessory prayer, altar ministry
Logistics & Events
Setup, teardown, security

## Your Ministry Leader will help you get connected. Ongoing Development & Training

As part of the Dream Team, you will receive:

- ✓ Quarterly team training to sharpen skills & spiritual growth
- Leadership development opportunities
- A community of support & encouragement

"For I know the plans I have for you," declares the Lord, "plans to prosper you and not to harm you, plans to give you hope and a future." – Jeremiah 29:11 (NIV)

## **Dream Team Leadership Structure Overview**

#### 1. Dream Team Director

■ Role: Oversees the entire Dream Team, provides vision, leadership, and alignment with Bible Fellowship's mission.

## Responsibilities:

- Ensures each ministry team is supported and wellequipped.
- Provides training and development opportunities for leaders.
- Facilitates team-wide communication and collaboration.
- Works closely with pastoral leadership to align ministries with church vision.

## 3. Team Leaders (Lead individual ministry teams)

Role: Provide hands-on leadership, training, and scheduling for their teams.

## Responsibilities:

- Train new team members and ensure they are wellequipped.
- Coordinate schedules and assign serving roles.
- Maintain team morale and encourage a culture of excellence.
- Report to Ministry Coaches with updates and needs.

## **Examples of Team Leaders:**

- Welcome Team Leader (Oversees greeters and guest services)
- Worship Team Leader (Oversees vocalists and musicians)
- Kids Ministry Leader (Oversees children's ministry volunteers)
- Media Team Leader (Oversees screens, slides, and livestream)

## 4. Dream Team Members (Serve in their designated ministry roles)

Role: Faithfully serve within their assigned team, using their gifts to build God's Kingdom.

## Responsibilities:

- Arrive on time, ready to serve.
- Follow team guidelines and expectations.
- Maintain a positive and servant-hearted attitude.
- Grow in their faith while contributing to the church's mission.

## **Dream Team Leadership Flowchart**

- 📌 Pastoral Leadership
  - ŧ
- Dream Team Director
- 1
- ★ Ministry Coaches (Oversee multiple teams in a ministry area)
  - 1
- ★ Team Leaders (Lead individual ministry teams)
- 1
- ★ Dream Team Members (Serve in their assigned roles)

## **Why This Structure Matters**

- Encourages clear communication and accountability.
- ✓ Helps prevent burnout by providing multiple levels of leadership.
- Ensures that everyone is equipped and supported in their role.
- Creates a culture of growth—allowing members to move into leadership roles over time.

## **Dream Team Development Path**

The Dream Team is not just about serving—it's about **growing** as a leader and disciple of Christ. Below is the **development** pathway for those who want to deepen their impact and step into leadership.

## Step 1: Serve on the Dream Team

- ✓ Complete The Purpose Experience.
- Find your fit based on your spiritual gifts and passions.
- Get trained and serve consistently in your ministry area.

## Step 2: Become a Team Leader

- ★ Who is this for? Dream Team members who want to step into leadership.
- ☑ Display **commitment**, **character**, **and competency** in their role.
- **☑** Be recommended by a Ministry Leader or Coach.
- Complete a **Leadership Training Session** to learn how to lead a team.

## Step 3: Become a Ministry Coach (Oversees multiple teams in a ministry area)

- **Who is this for?** Experienced leaders who are ready to coach others.
- ✓ Show strong leadership skills and spiritual maturity.
- Assist in training and mentoring new team members.
- Attend **advanced leadership workshops** and Dream Team planning meetings.

## Step 4: School of Discipleship (For Teaching & Discipleship Roles)

- ★ Who is this for? Those who want to teach, lead small groups, or take on deeper leadership roles.
- Completion of **School of Discipleship** is **required** for all teaching positions.
- ✓ Provides biblical foundations, ministry training, and discipleship principles.

Prepares leaders to **effectively teach, mentor, and shepherd others**.

#### **Key Scripture:**

"Let the wise hear and increase in learning, and the one who understands obtain guidance." – Proverbs 1:5 (ESV)

Discipleship is not a passive experience. The process of learning, maturing, and submitting to God's work of transformation is an all-in commitment. The discipleship class shouldn't be passive either.

Participants need to pray, think deeply, and process what God is asking of them in this unique spiritual season.

#### Plan of Study

#### Module 1 - Foundational Elements

- 1.1 Welcome to the Family
- 1.2 Our New Life
- 1.3 Grace to Overcome
- 1.4 Fellowship with God
- 1.5 The Body of Christ
- 1.6 Sharing Our Testimony

#### Module 2 - Transformative Elements

- 2.1 Communication
- 2.2 Relationships
- 2.3 Faithfulness
- 2.4 Emotional Stability
- 2.5 Alignment (Accountability)
- 2.6 Stewardship

#### Module 3 - Doctrinal Elements

- 3.1 The Bible
- 3.2 The One True God
- 3.3 The Gospel
- 3.4 The New Birth
- 3.5 The Church
- 3.6 Last Things

#### Module 4 - Lifestyle Elements

- 4.1 The Motivation for an
- Apostolic Lifestyle
- 4.2 Separated from the World
- 4.3 Practical Holiness
- 4.4 In Step with the Spirit (Fruit of
- the Spirit)
- 4.5 Separated for a Purpose

## Final Encouragement to the Dream Team

Dear Dream Team,

You are not just volunteers—you are **kingdom builders**. Every handshake, every prayer, every song, every moment of service is a seed sown into eternity. **What you do matters**. "God is not unjust; he will not forget your work and the love you have shown him as you have helped his people and continue to help them." – **Hebrews 6:10 (NIV)** 

You are part of something bigger than yourself. Together, we are creating an environment where lives are changed, families are restored, and people encounter the love of Jesus.

When you show up, you make a difference.
When you serve, you reflect the heart of Jesus.
When you lead, you help others discover their God-given purpose.

There will be moments when serving feels ordinary, but **never underestimate the impact of your faithfulness**. The little things—your smile, your kindness, your commitment—is shaping the spiritual journey of those who walk through our doors.

So keep going. Keep serving with joy. Keep believing that **God** is using you in ways you cannot yet see.

"Therefore, my dear brothers and sisters, stand firm. Let nothing move you. Always give yourselves fully to the work of the Lord, because you know that your labor in the Lord is not in vain." – 1 Corinthians 15:58 (NIV)

From the bottom of our hearts—**thank you** for being a part of the Dream Team. We love you, we believe in you, and we are standing with you as we build God's kingdom together.

Let's serve with passion. Let's lead with excellence. Let's love like Jesus.

🚀 Dream big. Serve well. Change lives.

**With gratitude,**Bible Fellowship Leadership Team

# Dream Team Volunteer Commitment Agreement

Welcome to the Dream Team! We believe that serving in God's house is a privilege, and we are so excited that you have chosen to be part of what God is doing at Bible Fellowship. By signing this commitment agreement, you acknowledge that serving is an opportunity to grow spiritually, lead with excellence, and reflect Christ in all that you do.

## Dream Team Commitment & Expectations As a Dream Team member, I commit to:

## Live a life that honors Christ.

- I will strive to live in a way that reflects Jesus in my actions, words, and lifestyle.
- I will prioritize my relationship with God through prayer, Bible study, and church participation.

## Uphold the values of Bible Fellowship.

- I will support the mission and vision of our church.
- I will actively participate in the Dream Team community and maintain unity among my team members.

### Serve with excellence.

- I will arrive on time and be prepared for my assigned role.
- I will follow through with my responsibilities and communicate with my leader if I am unable to serve (24hrs. if possible)

## Be a team player.

- I will treat my fellow team members, leaders, and church family with respect and encouragement.
- I will resolve any conflicts in a biblical manner and seek guidance if needed.

## Commit to ongoing growth.

- I will take advantage of training opportunities and leadership development.
- If I desire to move into a teaching role, I understand that completing the **School of Discipleship** is required. (Sign up on the Church Center App for the next available semester.)

🖈 I have read and agree to abide by this commitment as a
Dream Team member.
Signature:
Date:

### SPIRITUAL GIFTS ASSESSMENT

"We exist to connect generations and lead people into a legendary life in Jesus Christ."

This assessment is designed to help you discover the spiritual gifts God has placed in you so that you can serve effectively in His Kingdom. Answer each statement honestly using the following scale:

- 0 Not at all true of me
- 1 Rarely true of me
- 2 Sometimes true of me
- 3 Often true of me
- 4 Consistently true of me

Write the number that best represents you next to each statement.

## **Spiritual Gifts Assessment Questions**

1. Leadership (Romans 12:8)
I enjoy organizing people and resources to accomplish ministry goals.
People often look to me for guidance and direction.  I feel confident in making decisions that affect a group.  I like to motivate others to serve and fulfill their calling.
2. Teaching (Romans 12:7, Ephesians 4:11)
I love studying the Bible and explaining it to others in a clear way.
<ul> <li>I feel energized when I share biblical insights with a group.</li> <li>People often tell me they learn a lot from my teaching.</li> <li>I enjoy mentoring or discipling others in their faith.</li> </ul>
3. Evangelism (Ephesians 4:11)  I naturally share my faith with others.  I get excited when I see someone accept Christ.  I feel a strong burden for those who don't know Jesus.  I look for opportunities to invite people to church or a small group.
4. Serving (Romans 12:7)
I enjoy doing practical things to help others.
I find fulfillment in behind-the-scenes work that supports the ministry.
I willingly do tasks that others may avoid.
People appreciate my reliability and willingness to serve.
5. Mercy (Romans 12:8)
I am deeply moved by people who are hurting or in need.
I naturally empathize with those who are suffering.
I often take action to care for the sick, lonely, or hurting.  People often seek me out for comfort and encouragement.

6. Encouragement (Romans 12:8)
I enjoy inspiring others to grow in their faith.
I naturally speak words of encouragement to those who are
struggling.
People tell me that I help them stay strong in difficult times.
I love to celebrate and uplift people when they do well.
7. Wisdom (1 Corinthians 12:8)
I often have insights that help others see the bigger picture.
People come to me for advice when making important decisions.
I can discern the best course of action in difficult situations.
I often see biblical principles at work in everyday life.
8. Faith (1 Corinthians 12:9)
I trust God even when circumstances look impossible.
I believe in God's promises and step out in faith without
hesitation.
Others are inspired by my faith and confidence in God.
I remain hopeful even in challenging situations.
9. Giving (Romans 12:8)
I love to give financially to support God's work.
I am generous with my time, resources, and talents.
I feel called to help meet the needs of others.
I experience joy in giving and do so cheerfully.
10. Hospitality (1 Peter 4:9-10)
I enjoy opening my home to others.
I make people feel welcomed and comfortable in new
environments.
I often host or organize gatherings.
Llove to create a warm and inviting atmosphere

l1. Administration (1 Corinthians 12:28)
I enjoy managing details and organizing tasks.
I excel at making plans and seeing them through to completion.
Others rely on me to keep things structured and running
smoothly.
I can effectively coordinate multiple people and projects.
12. Healing (1 Corinthians 12:9)
I pray with faith for healing and restoration in people's lives.
I have witnessed God work supernaturally through my prayers.
I feel a strong compassion for those suffering physically or
emotionally.
People seek me out when they are in need of prayer for healing.
13. Prophecy (1 Corinthians 12:10, Romans 12:6)
I feel compelled to share messages that I believe are from God.
I often sense what God is saying in a particular situation.
Others confirm that what I speak aligns with Scripture and truth.
I am bold in declaring God's Word even when it's not popular.
14. Discernment (1 Corinthians 12:10)
I can sense when something is spiritually off or not from God.
I have an awareness of spiritual battles in certain situations.
I can quickly recognize false teaching or deception.
People trust my spiritual insight and seek my guidance.

## **Scoring Your Assessment**

Total the scores in each category.

Write your scores for each category below.

The highest scores indicate	your primary spiritual gifts	!
Spiritual Gift		
Leadership	Faith _	
Teaching	Giving .	
Evangelism	Hospitality	
Serving	Administration	
Mercy	Healing	
Encouragement	Prophecy	
Wisdom	Discernment	
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## **Bible Fellowship Ministry Profile**

"We exist to connect generations and lead people into a legendary life in Jesus Christ."

Name:
Preferred Phone: Preferred Email:
Profession / Occupation:
Spiritual Gifts & Passions
<ul> <li>Have you completed a Spiritual Gifts Assessment? (Circle) Yes / No</li> <li>If yes, what are your top three spiritual gifts?</li> </ul>
What are you passionate about? (List up to three in order of preference)

## **Ministry Involvement**

involving minors.)

Check all areas where you currently serve or are interested in serving.

Smail Groups & Discipleship
□ Small Group Leader (Age group:)
☐ Small Group Apprentice Leader (Age group:)
□ Other Small Group Worker (Age group:)
□ Discipleship Course Leader
☐ Assist with Vacation Bible School (Age group:)
Family & Student Ministries
□ Student Ministry (Teens)
Back-to-School Bash
Youth Event Volunteer
Host In-Home Bible Study
Chaperone Events
□ Children's Ministry
Children's Event Volunteer
Greeter at Check-In Station
☐ Preschool Ministry
<ul> <li>Volunteer in Preschool Worship Rotation</li> </ul>
Special Events Preschool Volunteer
Greeter at Preschool Check-In
(Note: Background check & training required for all ministries

## **Worship & Creative Arts Ministry**

#### □ Music

- · Adult Choir
- Worship Team
- Play Musical Instrument (List: )

#### □ Creative Arts

- Drama/Acting
- · Set Design & Painting
- Sewing Costumes

#### ☐ Production & Media

- Sound Technician
- Multimedia Presentations
- Video Technician
- Computer Graphics

## **Prayer & Missions**

## ☐ Intercessory Prayer Ministry

- Prayer Group
- · Prayer Chain Participant

### ☐ Care Team Ministry

- · Coordinating Meals
- Responding to Families in Times of Need

### ☐ Missions & Outreach

- Deliver Hope (Disaster Response)
   Community Functor (City of Review)
- Community Events (City of Revival)
- Short-Term & International Missions

## **Dream Teams (Volunteer Teams)** ☐ First Impressions Team Greeter Host for First-Time Guests · Parking Team ☐ Hospitality & Events · First Wednesday/Family Fun Nights Fall Festival Special Events Setup □ Facilities & Security · Building & Maintenance Landscaping/Lawn Care · Decorating for Special Events Security Team ☐ Administrative & Support Roles Church Office Volunteer Assist with Men's Ministry · Assist with Women's Ministry Other Areas of Interest (List any other ways you'd like to serve that are not listed above.)

Thank you for being a part of **Bible Fellowship Church!**Our mission is to **connect generations and lead people into a legendary life in Jesus Christ** through serving, discipling, and reaching our community for His Kingdom.

# DREAM TEAM FAQ: FREQUENTLY ASKED QUESTIONS

#### WHAT IS THE DREAM TEAM?

The Dream Team is what we call our volunteers that serve on Sundays and throughout the week at Bible Fellowship Church. Dream Team members serve all around church life from prayer to outreach to small group leaders.

## WHAT ARE THE REQUIREMENTS TO SERVE ON THE DREAM TEAM?

Every person who serves on the Dream Team completes **Next Steps Partnership** and is a "member" of the church. Some special teams may require a background check or other special requirements (i.e., First Responders who must have a current medical license).

#### **HOW OFTEN DO PEOPLE SERVE?**

Most of our Sunday team members serve every other week. On the Sundays they do serve, we encourage a "worship one, serve one" approach. This means they attend and participate in one worship service, then serve during the other service. This way, they can both be refreshed spiritually and make a difference by serving others.

#### What system do you use to schedule Dream Teamers?

We currently use planning center. Team Leaders communicate with their specific teams throughout the week using group text.

#### Can people serve on more than one team?

Yes! But only a maximum of two teams and not on the same weekend. Your spiritual growth and health are important to us.

#### Do you have a time commitment to serve on a team?

No, if someone joins a team and it isn't a good fit, we encourage them to find the team that is. When someone has served on a team for years (or even a short time) but now feels it's time to join a new team, we celebrate their next step and help them get connected to that team leader.

### How do you train/develop Dream Teamers?

We believe that training and development are ongoing, so we take every opportunity to help team members grow.

#### Orientation

At Dream Team RALLY, everyone who is joining a new team attends a brief orientation which communicates the vision for the team and an overview of the serve opportunities for that team.

#### **First Serve**

We train new Dream Teamers through hands-on experience. For their first time serving, they are paired with an experienced team member to learn by doing and see the role in action. Afterward, the Team Leader checks in to answer any questions and provide any needed guidance.

#### **Team Huddles**

Every Sunday, each team gathers for a quick huddle to go over important updates for the day and week ahead. It's also a time to celebrate wins and reaffirm the vision, keeping everyone encouraged and focused on their purpose in serving. Lead by Director, 10 min. before serve time

## **Dream Team Party**

Once a year, in February, Pastor Brandon hosts a party as a gift for the entire Dream Team. It includes lots of fun, a gift, and fresh vision for the year.

### **Team Night**

Once a year, in August, Pastor Brandon shares vision with the entire Dream Team.

## E3 Night

A monthly gathering hosted by the staff for the Dream Team coaches at the church. The goal is to have a time of fellowship and share vision and a leadership lesson.

#### **Virtual Resources**

A private Facebook Group Videos that are made available to certain teams for their development. This is not an exhaustive list – just some of the ways we train and develop the team.

## How do you communicate with team members/team leaders?

We communicate in various ways there is not one standard. Many teams use Text groups for Sunday communication "during the serve" or throughout the week.

If a Central Team is communicating to our entire Dream Team that may be an email or mass text. Individual teams such as the 9AM Cafe Team may have a group text.

Campus Staff may communicate with Coaches/Team Leaders through Planning Center for the whole group or text or a phone call for an individual leader.

