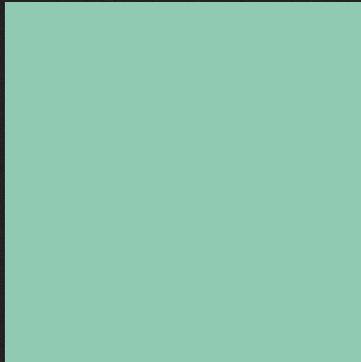


CULTURE GUIDE

# DREAM TEAM HAND BOOK



LIFEPPOINT CHURCH



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# WELCOME TO THE DREAM TEAM.



*Welcome to the team!  
We're better because you're here.*

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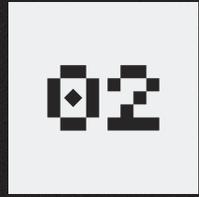
hello!



# INTRO TO GUIDE

Here at **Lifepoint**, we believe that a vision can never advance beyond the health of the culture that carries it. We understand that culture is created by the collective beliefs and behaviors of its people. Because culture is created, it can be strategically shaped. Rather than allowing our own preferences, hangups, or histories define us, we intentionally pursue a culture reflective of God's Kingdom. This book is your guide to our unity: the mindsets, attitudes, and commitments we embrace.

# OUR WHY, WHAT, & HOW



## OUR WHY -

### The Mission Statement

- + We exist to lead people far from God into a full life in Christ.

## OUR WHAT -

### The Spiritual Pathway

- + **Know God** (lost people are saved)
- + **Find Freedom** (saved people are pastored)
- + **Discover Purpose** (pastored people are discipled)
- + **Make a Difference** (discipled people are deployed)

## OUR HOW -

### The Method

- + **Worship Experiences** (Know God) *We create worship experiences that both the churched & unchurched love to attend.*
- + **Small Groups** (Find Freedom) *We create small groups where people can experience community, find freedom in relationship, and take next steps.*

- + **Growth Track** (Discover Purpose) *We create a simple pathway through Growth Track for people to learn how their personality and spiritual gifts inform their purpose.*

- + **Dream Team** (Make a Difference) *We create simple pathways where people can activate their purpose & make a difference on the Dream Team.*

## NEXT GEN EXPRESSIONS -

### Youth

- + **Worship Experiences & Youth Night** (Know God)
- + **Youth Group** (Find Freedom)
- + **Growth Track** (Discover Purpose)
- + **Dream Team** (Make a Difference)

### Kidspoint

- + **Kidspoint environments** (Know God)
- + **In-service small groups** (Find Freedom)
- + **KP Ambassadors** (Discover Purpose, Make a Difference)

# OUR VALUES



*These values define our culture at large, embraced by both our staff and Dream Team.*



## LOVE GOD

**Principle: INTIMACY IS PRIORITY**

**Description:**

- + Our relationship with God is the most important thing about us.
- + We abide in the Spirit to bear supernatural fruit.
- + We commit to prioritizing and cultivating spiritual disciplines.

**Principle: CHARACTER OVER TALENT**

**Description:**

- + Who we are is more important than what we can do.
- + Our integrity is produced through our intimacy with Jesus.
- + We give our all with pure motives.

**Principle: CONFIDENT IN CALLING**

**Description:**

- + We are called by God to sacrificially love others.
- + Our assignment will change but our calling remains secure.
- + Our confidence comes from God's love; we have nothing to prove.

## LOVE PEOPLE

**Principle: CHOOSE HONOR**

**Description:**

- + We perceive everyone as treasured by God.
- + We honor ourselves, our peers, our leaders, and those we serve.
- + We look to give honor away rather than receive it.

## Principle: **LIVE GENEROUSLY**

### Description:

- + Freely we have been given, and so freely we give.
- + We live open-handed with our resources: time, energy, talents, and finances.
- + We live open-hearted with our love: people are the point.

## Principle: **DEVELOP LEADERS**

### Description:

- + We are developers, not doers: we bring people along.
- + We look for potential, create opportunities, and empower purpose.
- + We measure success by the value we add to others, not the value we get.

## BE LIFE GIVING

## Principle: **MY SPIRIT, MY CHOICE**

### Description:

- + Choices lead, feelings follow: we choose joy.
- + We are the thermostat, not the thermometer.
- + We do hard work with light hearts.

## Principle: **CELEBRATE INTENTIONALLY**

### Description:

- + We praise each other's efforts and successes.
- + We party on purpose (and as often as possible).
- + We express gratitude freely.

## Principle: **BE RESILIENT**

### Description:

- + We recognize that spiritual warfare requires endurance.
- + We take things to heart, but not personally.
- + We expect challenges, embrace change, and remain flexible.

# PURSUE EXCELLENCE

**Principle:** **STAY SHARP**

**Description:**

- + We develop our anointing through spiritual disciplines.
- + We are committed to and hungry for growth.
- + We take personal ownership of our development.

**Principle:** **WE ARE OWNERS, NOT RENTERS**

**Description:**

- + We edify the Church and are committed to its advancement.
- + We are sons/daughters: we have trust and permission.
- + This is our house, our legacy: we care for every part.

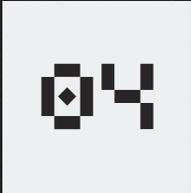
**Principle:** **ONE TEAM, ONE FIGHT**

**Description:**

- + We choose collective purpose over personal preference.
- + We pursue accountability and feedback in order to grow.
- + We are interdependent: collaboration is key.



# CULTURAL LANGUAGE



*We know that words create worlds; therefore, we are intentional about the language we choose. Below is a list of things we say often and sayings we avoid.*

<b>INSTEAD OF SAYING...</b>	<b>WE SAY...</b>
<b>MAIN CAMPUS</b>	<b>BROADCAST CAMPUS</b>
<b>VOLUNTEER</b>	<b>DREAM TEAMER</b>
<b>BAND / SINGERS</b>	<b>WORSHIP TEAM</b>
<b>MY TEAM</b>	<b>OUR TEAM</b>
<b>I HAVE TO</b>	<b>I GET TO</b>
<b>MY JOB / I WORK</b>	<b>MY ROLE / I SERVE</b>
<b>THE ___TEAM DOES THAT</b>	<b>HOW CAN I HELP?</b>
<b>CHILDCARE</b>	<b>KIDSPPOINT</b>



# OUR SOUNDS



*It takes two to tango, but you'll have to bite the bullet. Ever been confused by an idiom you didn't know? We have a few of those around here, called our "sounds." Our sounds are birthed through powerful leadership teachings and are commonly expressed expectations.*

## **Choices lead, feelings follow:**

Feelings are good indicators but poor decision-makers. Our feelings follow a will that is submitted to God.

## **We are spiritual tour guides:**

No matter the role we play, our primary responsibility is to lead people in their next steps along the spiritual pathway.

## **We're a battleship, not a**

**cruise ship:** We do not exist for the comfortability of those who know God. We are in a spiritual war, embracing the critical nature of our mission to reach those far from God.

## **We won't take this for**

**granted:** We understand that what we are a part of is uncommon, and that serving God's Church is a privilege; we maintain a posture of gratitude.

## **The only constant is change:**

We stay flexible as the Spirit leads; we embrace change as we continually develop who we are, what we do, and how we do it.

**Do for one what you wish you could do for many:** We go above and beyond to anticipate and meet the needs of the person in front of us.

**One team, one dream, one fight:** We are united in relationship, we are united in vision, and we are united in mission.

## **Tell me how to get to "yes":**

Rather than saying "no" based on current constraints, communicate the cost of getting to "yes" (time, money, and people). Allow your leader to make a calculated decision.

**Leaders are learners:** As leaders, we understand the necessity of growing ourselves as we grow others.

**Clarity is kindness:** Clear communication defines expectations and is the foundation for collaborative decision making. Nobody can win in ambiguity—clarity is kind!

**Give your last 5%:** To operate in unity, transparency and authenticity is required. We need 100% of your feedback—not 95%. No holding back!

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# STANDARDS

*Standards are specific values played out in how we do ministry. These stem from strong expectations that keep our culture in sync. Provided is the context, statement, and explanation of each standard.*

## **ENVIRONMENTS -**

### **Distraction-free**

- + We keep attention at a maximum by keeping distractions to a minimum.

## **HOSPITALITY -**

### **People over policy**

- + We never allow a policy to stand in the way of what's best for a person.

## **ENGAGEMENT -**

### **Come early, sit close**

- + We are expectant and attentive in our attitude and posture.

## **INCLUSIVITY -**

### **You can belong before you believe**

- + We make room for everyone and our love testifies of Jesus.  
\*Some DT roles are limited to mature believers.

## **RELATIONSHIP -**

### **Fill the gap with trust**

- + Always assume the best of people and situations.

## **LEADERSHIP -**

### **We set the tone**

- + We are the thermostat and not the thermometer or our environment.

## **HEALTHY CONFLICT -**

### **Talk with people, not about them**

- + We don't gossip.

## **ACCOUNTABILITY -**

### **Inspect what you expect**

- + We don't lead from a distance; we provide observation, feedback, and coaching.

## **PRAYER -**

### **We pray until something happens**

- + We believe in the power of prayer and the God who answers.



# LEADERSHIP FRAMEWORK

*Developing people is a value of our team, and we take that work to heart. We've created a Leadership Framework with nine components, containing the primary areas we focus on when adding value to others.*

We like to use the mental model of a train when thinking about our Leadership Framework. The nine components are broken up into two “tracks:” Character and Competency. The “train” itself is fueled by consistent feedback on how we are developing, given by our supervisors and peers.

The **Character** track consists of our Values: Love God, Love People, Be Life-Giving, and Pursue Excellence (see Values section).

## **THE COMPETENCY TRACK CONSISTS OF FIVE ABILITIES:**

### **1. Cast Vision**

- + Communicate the mission
- + Connect people to the mission
- + Inspire people to join the mission

### **2. Communicate Clearly, Often, and Honestly**

- + Create clear expectations
- + Provide consistent feedback
- + Give your last 5%

### **3. Create Opportunity**

- + Bring others with you
- + Look for potential
- + Empower people

### **4. Cultivate an Environment of “We”**

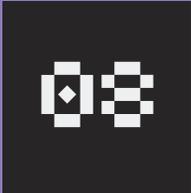
- + Be loyal to the team
- + Embrace collaboration
- + Love sacrificially

### **5. Convey an Attitude of Hunger**

- + Never stop evolving
- + Pursue innovation
- + Ask questions



# ORGANIZATIONAL LEADERSHIP STRUCTURE



As part of the Dream Team, it's important for you to understand the basic leadership structure of our organization.



## SENIOR PASTORS

## DIRECTIONAL LEADERSHIP TEAM

## STAFF

## DREAM TEAM SENIOR COORDINATOR

*The leader of an entire department on a campus. (Ex: Loretta is the Culpeper location's Senior Coordinator, overseeing Kidspoint and Youth).*

## DREAM TEAM COORDINATOR

*The leader of multiple teams within a given ministry (Ex: Josh is the Culpeper location's Dream Team Coordinator of Kidspoint, overseeing Nursery, Pre-K, and Elementary).*

## DREAM TEAM COACH

*The leader of a specific team, overseeing its Team Leaders and all service times. (Ex: Jamicah is the Culpeper location's Dream Team Coach over the Nursery environment).*

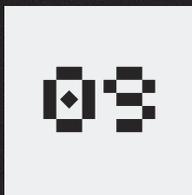
## DREAM TEAM LEADER

*The leader of one service time for a specific team. (Ex: Wanda is the Culpeper location's Dream Team Leader for its Nursery environment during the 9:30 service time).*

## DREAM TEAM MEMBER

*A person who has discovered their purpose and is making a difference on the Dream Team.*

# I AM A LEADER



I am a leader.

A force to be reckoned with.

An influencer.

An atmosphere lifter.

A life speaking, people encouraging, team builder.

There is no problem too great to overcome. I am the solution.

My attitude is positive.

My outlook is hopeful.

And my resolve is strong.

I take responsibility for my spirit.

I lean in, full of faith, and happy in my grace.

I am hungry for more.

I place purpose over preference.

I carry a big vision, and I am in this heart and soul.

I make things better.

Excellence is in me because it's in the heart of my God.

I love people.

I believe in their potential.

And create opportunities for them to grow.

I'm in love with Jesus.

Filled with the Holy Spirit.

And His renown is my reward.

Today I will make a difference—the kind of difference that will cause hell to tremble and heaven to rejoice.

I am a leader.







**LIFEPOINT CHURCH**

**WE'RE  
HAPPY  
YOU'RE  
HERE.**