

Team Lead Job Description

Role Summary

The Team Lead is responsible for leading and caring for a team of Dream Team members by fostering relational connection, spiritual health, and consistent ministry execution. This role serves as the first level of leadership, helping team members thrive spiritually and practically while supporting the vision and direction of the Ministry.

The Team Lead leads by example and influence, remaining actively involved in serving while developing others.

Key Responsibilities

- **Lead Team Gatherings & Check-Ins:** Facilitate brief, consistent team check-ins or pre-service moments to encourage, align, and prepare team members. These moments focus on connection, clarity, prayer, and readiness to serve.
- **Support & Encourage Team Member:** Provide relational leadership and encouragement to team members through regular communication, availability, and presence. Help volunteers feel known, valued, and confident in their role.
- **Spiritual Care & Shepherding:** Invest in the personal and spiritual growth of team members. Pray for them, check in on their spiritual health, and encourage healthy spiritual rhythms and Christ-centered living.
- **Problem Solving & Relational Support:** Address minor challenges, questions, and relational tensions at the team level. Promote unity, clarity, and a healthy team environment, escalating issues to the Coach when appropriate.
- **Develop Future Leaders:** Identify team members with leadership potential and encourage growth. Help move potential leaders into our R.A.I.S.E. process
- **Recruit and multiply team members:** Identify and invite potential team members into the ministry. Train team members to identify and recruit new team members to the team.
- **Communicate with the Coach:** Maintain consistent communication with the Coach regarding team health, attendance, wins, challenges, and opportunities for growth. Support the Coach by providing timely insight from the team level.

Core Competencies

- **Self-Leadership:** Models faithfulness, humility, teachability, and personal spiritual growth.
- **Relational Leadership:** Builds trust, creates connection, and leads with care and encouragement.
- **Servant Leadership:** Leads by example while actively serving alongside the team.
- **Spiritual Awareness:** Leads with prayer, discernment, and dependence on the Holy Spirit.

- **Team Engagement:** Creates an environment where volunteers feel supported, valued, and motivated to serve.

Leadership Scope

- Leads: Team Members (volunteers)
- Reports To: Coach
- Leadership Focus: People care, consistency, and execution
- Decision Authority: Team-level needs and support

What Success Looks Like

- Team members feel known, supported, and spiritually encouraged
- Team Members show up prepared, engaged, and consistent
- Ministry execution is reliable and smooth at the team level
- Potential leaders are being identified and encouraged
- Coach is informed, supported, and freed to lead leaders
- Team culture is healthy, unified, and Christ-centered

Work Rhythm & Environment

- Regular service participation and team presence
- Brief team huddles or pre-service moments
- Informal check-ins and relational touchpoints
- Ongoing communication with the Coach
- Commitment to personal spiritual and leadership growth