

SURFACE TO SOUL

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Forming High Impact Vision Teams

"A Visioning Team is a small, cohesive group within an organization that provides leadership throughout the transformation process. It's guided by a capable leader who builds a positive, proactive team, positions its members for maximum impact, monitors progress, reflects on results, and celebrates short-term wins."

The purpose of a strategic Vision Team is to inspire a shared vision around God's preferred future of your faith community that encompasses home and congregational life as well as online settings and engagement with the local and global community. Vision Teams keep the vision process in front of the congregation by sharing stories, learnings, and next steps through the lens of the review, rethink, and reinvent visioning process.

What do Vision Teams look like?

- Typical teams are 4-7 people in size, comprised of lay leaders that represent various age groups and perspectives. The pastor should be part of the team but usually doesn't serve as chair.
- Most teams meet for 1 year, or until the work they oversee is integrated into the church's structure.
- They gather 6-8 times a year to develop a compelling vision, create a ministry road map, celebrate the progress being made, and identify next steps for living into the vision. They stay in contact with each other through face-to-face gatherings, texting, emailing, and Zoom sessions.
- Teams are commissioned during worship when their term of service begins and provide progress reports to the congregation on a quarterly basis. Progress reports are often shared at monthly/quarterly leadership meetings.

Criteria for selecting team members.

- They should be active participants in the mission and ministries of the church.
- They should be positive, proactive, prayerful, team players who possess a "growth-mindset".
- They must be accessible by phone, text, and email, and respond to correspondence in a timely manner.
- They have a track record of following through on commitments and responsibilities.
- They are well connected and have a strong network of relationships at and beyond the church.
- They are respectful of the church's history and traditions yet open to new approaches to ministry.

What do individual members do?

In addition to participating in team meetings, each member may be asked to oversee or manage a specific phase, stage or project related to the team. Listed below are some common tasks that are assigned to team members.

- **Chair** - Convene Vision Team meetings, build meeting agenda, and coordinate efforts with VFM coach.
- **Report Compilers** - Create and share reports based on data compiled by listening coordinators.
- **Listening Coordinators** - Engage members in surveys/focus groups to gather church & community data.
- **Communicator** - Share updates on the visioning process using all available communication platforms.
- **Retreat Coordinator** - Coordinate vision retreat logistics for staff, Board, and other leaders.
- **Email Manager** - Maintain an email distribution lists that includes all congregational leaders; send updates.



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