

Vision Team Profile

The Vision Team for your church will be instrumental in helping create a strategic plan and fulfilling your purpose as a church.

In some cases, the Vision Team will serve as “first generation builders” as they help identify and put language to the church’s mission, vision and values. This will be the case in the context of a *church plant* or *church restart*. In a season of *expansion* or *revitalization*, the Vision Team may be more like “second generation contributors,” whereas the church already has an established identity and culture. In this case, the Vision Team will work to streamline systems and structures that enable missional momentum. And, in some cases, there may be a need to identify areas for necessary cultural change to be more effective in missional efforts.

The Lead/Senior Pastor is the leader of the Vision Team. He may already have a sense of direction from God in many of the areas necessary for the church’s mission. The role of the Vision Team is to serve as a support and sounding board for the Pastor as he discerns the best way forward for the church.

The Six Team Players

VISIONARY LEADER

The Visionary Leader takes responsibility for the direction and future of the church. He develops vision, inspires and leads the team and church to work together to accomplish that vision. He will typically have a strong apostolic gift. He is entrepreneurial. He is not afraid of risks. He is optimistic. His spiritual gift of faith will be strong. The Visionary Leader may also be a Gatherer or a Shepherd, but not likely both. His DISC profile will likely be high “D” and may also have a strong “I”. Everything will usually move too slowly for this person, which is why he needs the rest of the team to keep him grounded and balanced.

GATHERER

This person is a “people magnet.” They are natural at building relationships. The Gatherer is probably an extrovert whose presence gives others a sense of excitement. They are more natural in groups settings than one-one-one. This person mobilizes people. They are constantly bringing in new people and encouraging people to move from one place to another in the church. They are always bringing someone new and are encouraging the team and church to do the same. The Gatherer will likely have a wide but shallow relational influence. They are likely to have strong spiritual gifts in hospitality and/or evangelism. Their DISC profile is likely a high “I”.

SHEPHERD

The Shepherd cares for the spiritual and emotional needs of the people. People in the church know and feel that they are loved and cared for because of this person. They are highly empathetic, nurturing and merciful. They are most comfortable in smaller groups or one-on-one settings. They enjoy listening to others and helping them solve problems. Their relational influence

is typically narrow but deep. They cannot let the needs of the people go unmet. The Shepherd will likely be a high "S" on the DISC profile but will likely also have a notable "I".

TEACHER

The Greek word for those with the spiritual gift of teaching is *didaskalos*. From the root of this word we get our English word, "didactic." The word *didasko* means to teach, instruct, instill doctrine, explain, and expound. Those with the spiritual gift of teaching love in-depth study the Bible. They hate when Scripture is misused or used out of context. The Teacher is not necessarily the "preacher" in the church, but a member of the team whose priorities always include Word-based spiritual formation and discipleship. This person is able to help the church understand doctrine and biblical instruction. People live out the truth because of the Teacher's influence.

ADMINISTRATOR

The spiritual gift of administration is identified by someone who naturally guides and directs a group of people toward a goal or destination in an organized and thoughtful way. This person creates and manages systems and structures to organize the church. They work with the visionary leader and the team to break down the goals to practical, achievable steps and make sure the church is orderly and all the systems and teams are working well in the church. This person is goal or task oriented and is concerned for details and organization. They like checklists and they like rules and they love it when people follow the checklists and the rules. The Administrator will live by the calendar. The DISC profile for an Administrator is usually a high "C". This is likely the most risk-averse person on your team.

TRANSLATOR

One of the most important nuances in reaching your community is having the ability to communicate in language that your neighbors understand. It would be foolish to go into a foreign mission field without having spent some time learning some basic phrases and attempting to learn the culture of the people you are trying to reach. We often underestimate how different our church culture (or Christian culture) is from the culture we are trying to reach. We need a team member who has the ability to help us communicate in a way that is culturally relevant and can help us filter our actions and language to ensure that we are drawing people in rather than pushing them away. Your team's translator will help you see how yourself and the way your unchurched neighbors see you.

Assembling Your Team

The six distinct roles as we have defined them does not necessarily mean that you need six different people. In some cases, you may find that individuals may have a combination of gifts. Your Shepherd may also be your Teacher. Your Visionary Leader may also be a Gatherer. Nonetheless, the more people you include on your team, the more buy-in you will have as you lead your church forward.

As you evaluate these roles and invite others to join your team, it is important that you give them a clear vision for the Vision Team and define their role.