

## **Responsibility of the Pastor to Empower Vision Team Leaders**

- Take responsibility for developing other leaders in the transformation process.
- Model the attitude and behavior that will lead to personal and congregational transformation.
- Express enthusiasm for the process and belief in the team approach.
- Make sure team members are clear about their roles and responsibilities.
- Create an environment of trust—give others a voice. We usually say, “During table talks, pastors speak last.”
- Share your wisdom and knowledge. Be honest about challenges, expectations and team progress.
- Recognize and affirm the gifts and contributions of each team member, both publicly and privately.
- Encourage individuals to work with excellence and reach their full potential.
- Allow team members to lead, without micro-management, within their areas of strength and influence.
- Stay engaged throughout the process.
- Express gratitude for leadership commitment.
- Celebrate group and individual accomplishments.

## **Responsibility of the Vision Team Members to Grow as Leaders**

- Take personal responsibility for growing as a ministry leader.
- Put aside personal preferences for the greater purpose of team leadership.
- Learn to embrace change.
- Adopt the mission and values of the church and learn how to become a vision carrier.
- Display a positive attitude and express enthusiasm for congregational initiatives.
- Take advantage of opportunities to sharpen gifts, abilities and skills.
- Accept feedback and counsel from others.
- Participate in training and invest in resources related to leadership development.
- Follow the leading of the pastor and other proven leaders.
- Express confidence in personal experiences and strengths, yet demonstrate a willingness to learn new things.
- Celebrate the gifts, skills, and accomplishments of others.