

## **New Church Specialties**

### **Choosing the Refocus/Vision Team**

This is a key responsibility for the lay leaders on this team. Working with the coach, it is this team that will carry out the process of developing the church action plan. So this team is critically important. Here are some guidelines for picking this team:

1. The pastor in consultation with the governing board appoints 7-14 lay leaders to serve as the ReFocus/Vision Team
2. The team may contain some individuals from the current leadership, but attention should be given to including others as well.
3. The church should strive to achieve some balance on the team with both men and women represented on the team.
4. It is also helpful if there are some younger as well as older people on the team.
5. If possible, appoint lay leaders to the team that are both newer people to the church as well as some who have been at the church for awhile.
6. The more influential the leaders in the congregation, usually the faster the church will move forward.
7. It can be very helpful in during the planning process with the coach if both “big picture” people as well as “detailed oriented” people are represented on the team.
8. It will be helpful to make sure there is a balance of personalities included on the team. A personality inventor may be helpful here to assure balance of personalities.
9. All potential team members should attend New Church University and the final decision to become part of the team be made after the training.