**“Success” Questions**

**FIND GOD**

* How is your relationship with God?

**FIND FRIENDS**

* How is your marriage/family?
* How are your other relationships?

**FIND YOUR MISSION**

* How are you giving to the Kingdom? (service, tithing, etc.)
* Are you still hearing from God regarding your mission/call?

**Coaching Questions**

1. How are you?
2. What are you celebrating?
3. What challenges are you facing?
4. How will you tackle those challenges?
5. How can I help?
6. How can I pray for you?

**WHAT SUCCESS LOOKS LIKE**

Some of this will be hard to measure, but we want to give a basic premise to begin the evaluation process for the Campus Pastor.

**FIND GOD (Holy Spirit and Worship):**

* Weekend Attendance is consistently growing.
* Newcomer Welcomes, ALPHA, Beginnings, Holy Spirit Nights, and Baptisms are celebrated regularly.
* Holy Spirit Ministry time is a regular weekend practice, where people are being prayed for and stories are being shared.

**FIND FRIENDS (Community and Authenticity):**

* Small group attendance is growing in total connected and percentage of attenders connected.
* Opportunities for our church family to connect are maximized at every event and follow-up processes are in place to promote relationships outside of the church facility.
* Church life is characterized by a natural, relaxed, simple, vulnerable, honest style that is free from hype and manipulation. We are wounded healers that extend grace and support to one another.

**FIND YOUR MISSION (Everyone Gets to Play and Compassionate Ministry):**

* Oversees the Campus Leadership Team to ensure all teams (Weekend Experience, Community Life, Compassion, Family Life, and Operations) are maintaining excellence while promoting the Vineyard DNA.
* Identifies, recruits, trains, deploy, monitor, and nurture (IRTDMN) new leaders at all levels.

**SPIRITUAL QUALIFICATIONS**

**Character**

* Born again believer and water-baptized.
* Have a life that both reflects the teachings of Jesus (as recorded in the Sermon on the Mount Matthew 5-7 and the rest of the gospels) and produces the Fruit of the Spirit (Galatians 5).
* Be devoted to the basic disciplines of the faith: worship, prayer, tithing (10% to TVC), etc.

**Commitment**

* Have personal ownership/commitment to the vision and values of the Vineyard.
* Be devoted to the lead pastor, the team and the church family.
* Be focused on excellence and hard work.

**Giftedness**

* Be filled with the Holy Spirit.
* Be self motivated and organized.
* Have a working competency with current technology.

**SUCCESS MEASURED (start) 1st review 2nd review**

|  |  |  |  |
| --- | --- | --- | --- |
| PEOPLE |  |  |  |
| LOST |  |  |  |
| SICK |  |  |  |
| POOR |  |  |  |
| LEADERS |  |  |  |
| FINANCES |  |  |  |
|  |  |  |  |
|  |  |  |  |

**KEYS TO SUCCESS**

The Campus Pastor is responsible for overall leadership of the campus facility and campus teams, along with the implementation of the creative content developed by Vineyard’s Ministry and Business Office Teams. The Campus Pastor is the:

**FACE WITH THE PLACE:**

* Connects with people, as the “Face With The Place”, at the local campus, which means that he/she has a prominent, public role in each weekend service.
* Maintains a welcoming presence for all attenders.
* Emcees weekend services for continuity, as well as alignment of the vision and values.
* **Key Question:** **Am I making myself available and known to attenders and leaders?**

**CHEERLEADER:**

* Looks continually for people doing something right: genuinely affirming volunteers, staff, and even newcomers to the church.
* **Key Questions: Am I a model for others of saying “thank you” to contributors and leaders? When is the last time I sent a “thank you” note?**

**STRATEGIC PLANNER:**

* Leads the campus team to accomplish a unified vision: one church, one staff, one vision idea, with many locations.
* Leads the campus team to develop and implement campus-specific initiatives and objectives to further the mission of The Vineyard Church.
* **Key Question: Am I (my team) keeping in mind the Vineyard vision when making decisions for the Campus?**

**TEAM LEADER:**

* Serves as the primary leader, developer, encourager, and caregiver for campus staff.
* Manages and leads Campus Leadership team to develop, implement, and measure progress towards campus key objects and initiatives.
* Casts vision and measures progress of the campus and ministry teams.
* **Key Question(s): Where is my team winning and what challenges can I help/pray about? How are we progressing?**

**TALENT SCOUT:**

* Challenges individuals to lead…encouraging the use of spiritual gifts, talents, and abilities that God has created within them to be maximized for God’s glory and identifies the call they have on their lives.
* **Key Question: When was the last time I sat down with a staff member, leader, or attender to say ICNU?**

**QUALITY MANAGER:**

* Partners with ministry champions and business leads to ensure standards of excellence are in place and implemented.
* Balances the desire for consistent excellent quality with developing adequate numbers of leaders and volunteers.
* Maintains a level of excellence campus wide while overseeing the campus budget, marketing programs, attendance and giving goals.
* **Key Question(s): When was the last time I met with champions/leads to discuss/review standards of excellence? What’s the balance between achieving quality and developing new leaders and volunteers?**

**MEASURES OF SUCCESS**

**PEOPLE:** \_\_\_\_\_ attending

**LOST:** \_\_\_\_\_ salvations

**SICK:** \_\_\_\_\_ healings

**POOR:** \_\_\_\_\_ impacted

**LEADERS:** \_\_\_\_\_ released

**FINANCES:** \_\_\_\_\_ monthly offrng