**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 High School Revolution & Middle School Velocity Champion.

FIND GOD (Holy Spirit and Worship)

* Students are encountering the living God (daily quiet times, memorizing scripture, etc.)
* Students are praising God through worship (personally and corporately)
* Students are coming to know God for the first time (salvations)
* Students are hearing from God (words of knowledge, prophecy, etc.)
* Students are consistently being baptized.

FIND FRIENDS (Community and Authenticity)

* Attendance is growing.
* Students feel known, loved and cared for by their leaders.
* Students feel connected and safe at our weekend services.

FIND YOUR MISSION (Everyone gets to play and Compassionate Ministry)

* Students get to “do the stuff” (lead worship, preach, teach, lead small groups, lead ministry time, share words of knowledge, run tech, welcome team, etc.)
* Students relationally reach out to others so they are impacting their world in a relevant way.
* Adults have many opportunities to serve students (coach, lead small groups, lead worship, preach, teach, lead ministry time, share words of knowledge, run tech, welcome team, outreach, cafe, etc.)

**“Success” Questions**

**FIND GOD**

* How is your relationship with God?

**FIND FRIENDS**

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

**FIND YOUR MISSION**

* How is your giving to the Kingdom?
* Are you still hearing from God regarding your mission/call?
* What are your goals for the next 3 months?

**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?

**SPIRITUAL QUALIFICATIONS**

**Character**

* Born again believer and water-baptized.
* Has 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).
* Devoted to the basic disciplines of the faith: worship, prayer, tithing (10% to TVC), etc.

**Commitment**

* Has personal ownership/commitment to the vision and values of the Vineyard.
* Devoted to the senior pastor(s), the team and the church family.
* Focused on excellence and hard work.

**Giftedness**

* Filled with the Holy Spirit.
* Self-motivated and organized. Gifted in the areas of leadership, administration, and strategy.
* Has a working competency with current technology.

**SUCCESS MEASURED (start) Ur SU DA PX BN (+/-)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| PEOPLE (Students) |  |  |  |  |  |  |  |
| LEADERS |  |  |  |  |  |  |  |
| BUDGET |  |  |  |  |  |  |  |

1. How are you maintaining the DNA of the Vineyard for your ministry?
2. Are you supporting and equipping all campus pastors?
3. What are you celebrating?
4. What areas are you working on?

**MINISTRY CHAMPION DESCRIPTION:**

The ministry champion will focus on, and assist the directors/leaders of a ministry area at each campus. Champions will meet regularly with each director/leader, set ministry standards, give input and support, and communicate current information to the Vineyard Ministry Office Pastor. Their responsibilities will include:

• Assisting the campus pastor in the selection of the ministry director/leader

• Providing direction and support to new campus launches

• Staying current with ministry trends, concepts and ideas

• Assisting with problem solving as issues arise

• Meeting regularly with Vineyard Ministry Office Pastor

• Communicating regularly with the Campus Pastors

• Keeping Vineyard standards current and relevant

• Visiting campuses on a regular basis

Ministry Champions must be experienced in their ministry area, committed to the Vineyard vision and have a heart to develop leaders.

**KEYS TO SUCCESS**

Visionary

* Develop a strategy and process for Revolution and Velocity at all campuses.
* Communicate with campus pastors and/or Revolution and Velocity directors/pastors weekly about the vision for their ministry.
* Make sure that each campus has the same process, timetable, resources, etc. to create a consistent look and feel across the entire Vineyard Church.
* **Key Question: Am I (my team) keeping in mind the big picture and the vision of The Vineyard Church when setting out our key objectives?**

Strategist

* Supply training and materials for our mid-week programming.
* Plan and execute all campus-wide events (retreats, leadership trainings, mission trips, etc.)
* Communicate about upcoming leader development opportunities.
* Provide weekly Revolution & Velocity communication to all campuses.
* **Key Questions:** **Where are my teammates winning and what challenges can I help/pray about? How are we progressing with key objectives? What events or holidays require vision casting and follow up?**

Pastor

* Meet with key Revolution and Velocity leaders in all of our campuses regularly for evaluation and prayer.
* Help key Revolution & Velocity leaders in all campuses deal with difficult leaders and situations.
* **Key Question: Am I caring for the needs of the Kingdom Kids Directors in the campuses?**

Administrator/Quality Manager

* Create and maintain the budget for Revolution and Velocity.
* Develop and resource sites with curriculum, games, training materials, etc.
* Manage Revolution and Velocity Website.
* Process and file all security applications/CANTS forms.
* Help with oversight of special events at each campus (ie: community outreach)
* **Key Question: When was the last time I met with Kid’s Directors for reviewing standards of excellence?**