**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 Revolution and Velocity Director.

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 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 campus pastor, the team and the church family.
* Servant-leader 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 heart for students and Christ-centered student ministry.

**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 volunteers?
3. What are you celebrating?
4. What areas you working on?

**REVOLUTION & VELOCITY DIRECTOR DESCRIPTION:**

The ministry director will focus on leading the students and Revolution/Velocity volunteers at their campus into a closer relationship with Jesus. Directors will meet and communicate regularly with their Campus Pastor as well as the Revolution and Velocity Champion. They will recruit, train and release volunteers as they set ministry standards, give input and support, and hold them accountable to a high standard of leadership. Their responsibilities will include:

• Recruiting Revolution and Velocity adult and student volunteers and provide them with direction and support

• Assisting with problem solving as issues arise

• Meeting regularly with the Revolution/Velocity Champion

• Communicating regularly with the Campus Pastor

• Keeping Vineyard standards current and relevant

• Meeting with students and/or their families and volunteers as needed

• Attend and bring students/volunteers to all retreats (leadership, fall and winter)

• Attend and bring students/volunteers to other events as allowed (conferences, mission trips, etc.)

• Training an Assistant Director(s) who can step in as needed

• Keeps the Revolution/Velocity ministry within its budget

• Serves at part of the Campus Leadership Team and regularly attends its meetings

**KEYS TO SUCCESS**

**TALENT SCOUNT/RECRUITING**

* Watch for possible coaches, leaders, volunteers and student leaders for every area of Revolution/Velocity.
* Approach those you believe God is calling to serve in Revolution/Velocity.
* Ensure those desiring to serve fill out a job commitment form and application/CANTS form.
* Check with the Revolution/Velocity Champion to ensure the person desiring to serve has their background check and reference letters completed.
* Place volunteer into desired position and follow up with training.
* Be available to answer any questions the new volunteer may have.
* **Key Question: Who am I currently training up to oversee different areas of the ministry (assistant directors, worship, teaching, small groups, ministry, etc.)?**

**CHEERLEADER**

* Pray for all volunteers on a regular basis. Use a prayer list if necessary.
* Show your appreciation to all volunteers (thank you notes, small gifts, leader Christmas party, etc.)
* Be available to meet with volunteers as needed and show an interest in their personal lives.
* **Key Questions:** **When was the last time I prayed for my leaders? Am I meeting with them regularly?**

**STUDENT SUPPORT**

* Pray regularly for small group leaders and encourage the group leaders to pray regularly for their students.
* Acknowledge all guests with a small gift and a way of contacting you.
* Show an interest in the lives of the students and follow up with them about key events happening in their lives.
* 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 praying for and caring for the needs of my students?**

**JACK-OF-ALL-TRADES**

* Ensure all small groups have a leader and are prepared for each lesson
* Maintain the Revolution/Velocity Budget
* Look for opportunities for students to serve within the church and outside of the church.
* Give at least one week’s notice to Central Support for all supply/print requests.
* **Key Question: Do I have enough volunteers to grow this ministry?**