**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 Assimilation Champion.

FIND GOD (Holy Spirit and Worship)

* Guests feel warmly welcomed and a consistently followed up on by their campus.
* New attenders are connecting with their campus through key events like Newcomer Welcome and/or Beginnings.
* New believers are entering into their life in Christ and life of the church in real, life-giving ways.

FIND FRIENDS (Community and Authenticity)

* New attenders are getting plugged into the life and relationships of the church through small groups.
* People completing ALPHA or other entry point ministries are getting involved in small groups.

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

* New attenders and members are discovering their God-given gifts and talents and using them in Christ’s body.
* Members are being equipped to grow in Christ and moving into their God-given callings.
* Members are passionately continuing the ministry of Jesus—hear, near and far away.

**“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 (+/-)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| New Members |  |  |  |  |  |  |  |
| New Disciples |  |  |  |  |  |  |  |
| Healings Reported |  |  |  |  |  |  |  |

1. How are you maintaining the DNA of the Vineyard for your ministry?
2. Are you supporting and equipping all campus pastors and directors in your areas?
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

* Envisioning campus pastors and leaders to warmly welcome each guest.
* Helping each campus pastor and welcome team director understand and remove the barriers to warmly welcoming first-time guests.
* Collaborating with campus pastors and directors to shape assimilation and equipping systems to enfold people and mobilize them in ministry and mission.
* **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

* Together with the campus pastors and other key individuals, develops the path and tools for enfolding new people and moving them into body life, ministry and mission.
* Continues to develop and improve tools, events and systems for enfolding guests.
* Develops and improves tools for discipleship for new believers, and provides training for their use.
* **Key Questions:** **Where are my teammates winning and what challenges can I help/pray about? How are we progressing with key objectives? Are our welcome and equipping systems working better than ever?**

Pastor

* Meet with key Welcome Team and Healing Ministry leaders in all of our campuses regularly for evaluation and prayer.
* Pray for and help campuses solve problems related to their welcome and discipleship systems.
* **Key Question: Am I caring for the needs of the Welcome Team and Discipleship Directors in the campuses?**

Administrator/Quality Manager

* Ensure that each campus has a welcoming atmosphere.
* Find or develop resources for assimilation and discipleship.
* Ensure a strong emphasis and equipping for strong healing prayer ministries on each campus.
* **Key Question: When was the last time I met with campus pastors for reviewing standards of excellence?**