**“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?

**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 Kingdom Kids Champion.

FIND GOD (Holy Spirit and Worship)

* Kids are encountering the living God.
* Kids are praising God through worship.
* Kids are coming to know God for the first time (salvations).
* Kids are hearing from God (words of knowledge).
* Kids are consistently being baptized.
* Kids are learning to give and tithe.

FIND FRIENDS (Community and Authenticity)

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

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

* Kids get to participate (worship, sharing words of knowledge, tech, prayer, etc.).
* Kids are empowered and equipped to continue Jesus’ ministry in their everyday lives and relationships.
* Adults have many opportunities to serve (check-in, greeter, teacher, speaker, worship leader, etc.)
* Parents are involved in serving.

**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.
* Attends an adult worship service each week.

**Giftedness**

* Filled with the Holy Spirit.
* Self-motivated and organized. Gifted in the areas of leadership, administration, and strategy.
* Has a heart for children and Christ-centered children’s ministry.

**SUCCESS MEASURED (start) Month 1 Month 2 Month 3 Month 4 Month 5 Month 6**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| PEOPLE (KIDS) |  |  |  |  |  |  |  |
| LEADERS |  |  |  |  |  |  |  |
| VOLUNTEERS |  |  |  |  |  |  |  |

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 are you working on?

**KINGDOM KIDS DIRECTOR DESCRIPTION:**

The ministry director will focus on leading the children and Children’s Ministry volunteers of their campus into a closer relationship with Jesus. Directors will meet regularly with each coordinator, set ministry standards, give input and support, and communicate current information to the Vineyard Campus Pastor and Champion. Their responsibilities will include:

• Recruiting Children’s Ministry volunteers and provide them with direction and support.

• Assisting with problem solving as issues arise

• Meeting regularly with Vineyard Champion and keeping open communication with the Campus Pastor.

• Keeping Vineyard standards current and relevant

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

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

• Keeps the Kingdom Kids ministry within its budget

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

**KEYS TO SUCCESS**

**TALENT SCOUT/RECRUITING**

* Watch for possible coordinators/leaders/check-in/behind-the-scenes volunteers, everywhere.
* Approach those you believe God is calling to serve in the Kingdom Kids area.
* Ensure those desiring to serve fill out a job commitment AND application/CANTS form.
* Make sure that background checks have been run and references checked for all volunteers prior to service.
* Provide initial and ongoing training and supervision to all Kingdom Kids volunteers.
* Is available to answer any questions that volunteers may have.
* **Key Question: When was the last time I recruited a Kingdom Kids volunteer?**

**CHEERLEADER**

* Pray for all volunteers on a regular basis using a prayer list if necessary.
* Acknowledge all volunteer birthdays with a card, small gift or phone call.
* Show your appreciation to all volunteers with special small treats on holidays and the appreciation/training meal that happens quarterly.
* Be available to meet with them as needed and show an interest in their personal lives.
* **Key Question: When was the last time I prayed for my leaders/others?**

**CHILDREN SUPPORT**

* Pray for KK leaders on a regular basis and encourages leaders to do this for the chilren. Use a prayer list if necessary for specific issues.
* Acknowledge children’s birthdays with a small treat and simple card.
* Acknowledge all guests with a guest bag, a smile, and a way of contacting you.
* Appreciate the children on holidays with small treats or activities (ie: a special snack on Easter Sunday)
* Show an interest in each child’s life and in their families’ lives as well.
* **Key Question: When was the last time I prayed for the Kingdom Kids children?**

**JACK-OF-ALL-TRADES**

* Ensure all positions are filled for the weekend or be prepared to combine classes/lead.
* Makes sure that activities are prepared for the weekend.
* Look for opportunities to gather the Kingdom Kids families together for events outside of the weekend service.
* Give at least one week’s notice to Central Support for all supply/print requests.
* **Key Question: Do I have enough volunteers to help the weekend go smoothly?**