**“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?

**FIND GOD (Holy Spirit & Worship)**

* People are encountering the living God in small group
* People are praising God through small group worship
* People are coming to know God for the first time through small group
* People are hearing from God (words of knowledge, prophecy, etc.)

**FIND FRIENDS (Community and Authenticity)**

* Attendance is growing
* People feel known, loved and cared for by their leaders
* People feel connected and safe

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

* People get to “do the stuff” (lead discussion, lead worship, lead ministry time, etc.)
* People relationally reach out to others so they are impacting their world in a relevant way.

**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**

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| Small Groups |  |  |  |  |  |  |  |
| Leaders |  |  |  |  |  |  |  |
| Apprentices |  |  |  |  |  |  |  |

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?

**Small Group Direction Description:**

The small group director will focus on leading coaches and small group leaders. Directors will have regular communication and meetings with their Campus Pastor as well as the Small Group Champion. They will actively recruit, train and release leaders as well as set ministry standards, give input and support, and hold them to a high standard of leadership. Responsibilities include:

* Head coach of all small groups – Envisioning, encouraging and supporting group leaders.
* Recruit small group leaders and organize group offerings three times a year (based on the trimester system).
* Facilitate small group training at least three times a year.
* Create small group menu for each semester.
* Assist attendees in finding small groups.
* Assist with problem-solving as issues arrive.
* Meet regularly with Small Group Champion.
* Work with church leadership to keep Vineyard standards current and relevant.
* Communicate regularly with the Campus Pastor

**Keys to Success**

* Identification of possible coaches and leaders
* Meet with those you believe God is calling to serve in the area of small groups
* Organize regular training on how to lead a small group
* Encourage any interested people to attend training
* Be available to answer any questions from your leaders
* **Key Questions: Who am I currently raising up to oversee different areas of the ministry (training, etc.)?**

**Cheerleaders**

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