**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 Small Group Champion.

FIND GOD (Holy Spirit and Worship)

* People are encountering the living God in their groups.
* People are praising God through worship in their groups.
* People are coming to know God for the first time (salvations) in groups.

FIND FRIENDS (Community and Authenticity)

* Small group attendance is growing in total connected and percentage of attendees connected.
* Small group pastors and coaches are consistently taking care of their leaders.
* Stories of people feeling more connected to the body are coming out of small groups.

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

* Small groups are consistently reproducing new leaders and groups.
* Small groups are consistently participating in service to the larger community once a trimester.
* Small groups are consistently providing pastoral care to their members.

**“Success” Questions**

**FIND GOD**

* How is your relationship with God?

**FIND FRIENDS**

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

**FIND YOUR MISSION**

* How is you 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, giving, 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 (S. Groups) |  |  |  |  |  |  |  |
| 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 best practices with Campus Pastors for the Community Life Directors to implement a process to get everyone in all of our campuses into a small group.
* Communicate with campus pastors and/or Community Life Directors weekly about the vision for the small group system.
* Make sure that each campus has the same small group 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

* Organize and communicate upcoming leader development opportunities.
* Provide a weekly small group communication (LifeLine).
* **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 Campus Pastors and Community Life Directors in all of our campuses regularly for evaluation and prayer.
* Help key leaders in all campuses deal with difficult leaders and situations.
* Organize the coaching system to provide adequate care for our leaders.
* **Key Question: Am I caring for the needs of the Kingdom Kids Directors in the campuses?**

Administrator/Quality Manager

* Help to manage our small group catalogs and online menu.
* Manage the small group website.
* Consistently help Campus Pastors recruit and train new leaders/coaches.
* **Key Question: When was the last time I met with Kid’s Directors for reviewing standards of excellence?**