**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 Worship Champion.

FIND GOD (Holy Spirit and Worship)

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

FIND FRIENDS (Community and Authenticity)

* Weekend attendance is growing.
* People are consistently becoming new members.
* People are consistently being baptized.

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

* We are producing new worship leaders.
* We are training new musicians and technicians.
* We are training new ministry and welcome team members.

**“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, 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 |  |  |  |  |  |  |  |
| LEADERS |  |  |  |  |  |  |  |
| BUDGET |  |  |  |  |  |  |  |

1. How are you maintaining the DNA of the Vineyard for your ministry?
2. Are you supporting and equipping all campus worship directors?
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 process with the Campus Pastor for Worship Directors/Leaders at all campuses.
* Communicate with Campus Pastors or Worship Directors/Leaders weekly about the vision for worship.
* Make sure that each campus has the same worship 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?**

Strategists

* Provide themes and plans for the worship service.
* Communicate upcoming leader development opportunities.
* Provide a weekly worship communication to all campuses.
* **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 Worship Directors/Leaders in all of our campuses regularly for evaluation and prayer.
* Help Worship Director/Leaders in all campuses deal with difficult leaders and situations.
* **Key Question: Am I caring for the needs of the Worship Directors/Leaders in the campuses?**

Administrator/Quality Manager

* Develop processes for Worship Directors/Leaders to manage technical needs at all campuses.
* Manage online worship resourcing.
* Consistently encourage Worship Directors/Leaders recruit and train new leaders, musicians, and techs.
* Help provide Worship Directors/Leaders and techs for church-wide special events (like the Leadership Rally).
* **Key Question: When was the last time I met with Worship Directors/Leaders for reviewing standards of excellence?**