

### Time Commitment

- 30 hours + Celebration Services for a campus of 500+ attenders.
- 40 hours + Celebration Services for a campus of 1,500+ attenders.

### Qualifications

- Meets COMMUNITY’s Leadership Expectations.
- Passion for helping people find their way back to God.
- Spiritual gifts that build up the church along the lines of Leadership, Apostleship, Teaching, Prophecy, etc.(1 Cor. 12).
- Leads well on the home front.
- Humble
- Strong Communicator
- A Person of Action
- Competent, Confident and Above Reproach
- A person of encouragement
- Spirit-led

### What a Win Looks Like

Much of what takes place in a healthy and thriving campus aligning with God’s Spirit cannot be easily measured—things like life change, genuine community, and people growing closer to the heart of God. The following “wins” are celebrated regularly in a thriving campus:

#### Celebrate

Weekend attendance is consistently growing.

Baptisms are celebrated each month.

Equip groups are consistently offered and move people towards regular celebration of God in their every day lives.

#### Connect

Small group attendance is growing in total connected and percentage of attenders connected.

Small groups are consistently reproducing new leaders and groups.

Examples and stories of life change are coming out of small groups.

#### Contribute

More people are contributing with their time/talents by serving on teams.

People are growing towards tithing and beyond in their financial contributions.

People are actively involved in serving and relationship building with the under-resourced through Community 4:12 and campus specific initiatives.

#### Reproducing

The campus is reproducing leaders, artists, and small group leaders.

Additional celebration services are being reproduced.

The campus is moving towards reproducing another campus.

### 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 you?
6. How can I pray for you?

### The 3C’s

#### Celebrate

Are you and your family attending regularly?

#### Connect

Are you in a small group?

#### Contribute

Are you finding fulfillment in this ministry

Are you tithing?

### Keys to Winning

The Campus Pastor is responsible for overall leadership of the campus teams and implementation of the creative content developed by COMMUNITY’s Catalyst teams.

#### Face With The Place

- Maintains a welcoming presence for all attenders.
- Emcee’s celebration services for continuity, alignment of the BIG IDEA and to challenge all to take the next step as a 3C Christ-follower.
- Ensures all ministries are set for success by doing what it takes in all areas and at all levels from set up and tear down to leadership oversight.

*Key Question: Am I making myself available and known to attenders and leaders?*

#### Cheerleader

- Always looking for people doing something right: genuinely affirming volunteers, staff, and new attenders.
- Key Questions: Am I a model for others of saying “thank you” to contributors and leaders? When is the last time I sent a “thank you” note?*

#### Strategic Planner

- Leads the campus team to accomplish a unified vision: one church, one big idea, one staff, with multiple locations.
- Leads the team in developing, implementing and measuring progress of the campus key objectives and initiatives to further the mission of hpftwbTG and growing 3C Christ followers.

*Key Questions: Am I and my team keeping in mind the big picture and vision of CCC when making decisions at a Campus level?*

#### Team Leader

- The campus pastor is the primary leader, developer, encourager and caregiver for campus staff.
  - Leads campus participation in Leadership Community by casting vision and measuring progress.
- Key Questions: Where are my teammates winning and what challenges can I help/pray about? How are we progressing with our key objectives? What events or holidays require vision casting and follow up?*

#### Talent Scout

- Adventurously challenges individuals to lead. Encourages the use of spiritual gifts and talents that God has placed within them to be maximized for God’s glory.

*Key Question: When was the last time I sat down with a staff member, leader or attender to say ICNU?*

#### Quality Manager

- Partners with ministry champions and catalysts to ensure standards of excellence are in place and implemented.
- Continually balances the desire for consistent quality while developing adequate numbers of leaders and artists.
- In the moment, leads the campus team to modify creative content to ensure the desired outcome.

*Key Questions: When was the last time I met with my champion/catalyst to review/discuss the standards in excellence? What’s the balance between achieving consistent quality and developing leaders and artists?*

**What are you doing best in your role?**

**What area do you need to focus on?**

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