

Time Commitment

- FT for every 12 Directors / PT for every 6 directors
- New Thing Events/Conferences (as scheduled)
- Leadership Community (1x/ month)
- 1:1's with Campus Pastors as needed
- 1:1's with Directors 1-2x/month
- Serve as a resource for New Thing Affiliates as needed
- Visiting various campuses with regular frequency (
- Consistent time for developing vision and direction

What a Win Looks Like

PHILOSOPHY

- Developing, maintaining and ensuring that the CCC "brand"/culture of ministry is being implemented at all locations.
- Networking with New Thing Affiliates to develop a reproducing culture.
- Developing and implementing ministry descriptions and direction.

PERSONNEL

- Collaborating with Campus Pastors to hire, equip and develop ministry staff.
- Partnering & developing ministry-specific training with Campus Directors for their staff and leaders.
- Investing "front-end" time into new staff who need development.
- Creating and supplementing leadership pipeline and developing apprentice staff.

PROGRAMMING

- Sharing best ministry practices within CCC and New Thing.
- Collaborating with Campus Pastor to accomplish campus Key Objectives.
- Collaborating with Campus Directors to accomplish Ministry Key Objectives.
- Providing direction in executing Big Idea creative content.
- Developing ideas and strategies for Leadership Community.

Qualifications

- Committed to the mission of helping people find their way back to God.
- Committed to living out CCC Leadership Expectations.
- Provides strong expertise in their area of ministry.
- A high-capacity leader.
- Ability to equip others effectively so that they can be more successful.
- Vision casting capabilities and ability to provide direction.
- Collaborative

Keys to Winning

RELATIONALLY LEADING

- Looking for people doing something right: genuinely affirming volunteers, campus directors, and even newcomers to the church.
- Intentionally developing a strong partnership with Campus Pastors.
- Providing feedback to Campus Pastors and Directors
- Meet regularly with Campus Directors to cast vision and provide direction.

STRATEGICALLY INFLUENTIAL

- Leads team to develop, implement and measure progress towards campus key objectives and initiatives.
- Provides expertise to the Campus Pastors in decisions regarding philosophy, personnel, and programming.
- Provides expertise in equipping and developing Campus Directors and other ministry staff so that they can be more successful and perpetuate the reproducing culture.
- Researches and networks with recognized ministry leaders to keep abreast of current trends and latest developments in ministry.
- Regularly seeking out and sharing best practices of Campuses and New Thing Affiliates with each other.

PROVIDING VISION AND DIRECTION

- Consistently meet with Campus Directors to provide accountability, knowledge, expertise and influence in reaching the Campus Key Objectives.
- Learning and developing new strategies to accomplish campus goals and ministry specific Key Objectives.
- Devising new ways of measuring and evaluating progress towards Key Objectives and the reproducing culture of CCC.

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?

Progress Towards Winning

RELATIONALLY LEADING: Am I a model for others of saying "thank you" to contributors and leaders? When was the last time I sent a "thank you" note?

STRATEGICALLY INFLUENTIAL: '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?

PROMOTING VISION AND DIRECTION: "Am I and my team keeping in mind the big picture and vision of CCC when setting out our Key Objectives?

The 3C's

Celebrate

- Are you and your family attending regularly?

Connect

- Are you in a small group? Do you need help finding one?

Contribute

- Are you finding fulfillment in this ministry?
- Are you tithing?

Evaluation

WHAT ARE YOU DOING BEST IN YOUR ROLE?

WHAT AREAS DO YOU NEED TO FOCUS ON?
