

New Campus Start Up Guide



COMMUNITY
CHRISTIAN CHURCH



Expectations for Reproducing Campuses



How to reproduce more and much faster

PHASE I

PRIVATE

- Initiate Prayer Team
- Campus Team identifies Campus Pastor (ELI assessment)
- Campus Pastor Apprenticeship / NewThing Leadership Residency
- Identify location (community)
- Identify meeting place (school, theater, etc)
- Identify key influencers for launch team
- Identify a “whisper” launch date
- Develop high level budget and launch plan
- Buy-in from the staff of the sending campus

— Assessment (by Community Strategic Team / CPAC) —

— Present to Leadership Commission —

PHASE II

PUBLIC

- Continued development of launch team
 - Minimum of 100 people (kids, students, adults)
- Fundraising with lead gifts
 - Minimum of \$60,000 in commitments – payable over 9-month pledge period

— Assessment (by the Campus Team of the sending campus – progress update) —

PHASE III

PUBLIC

- Public phase fundraising with launch team
 - Minimum \$40,000 in commitments (in addition to \$60,000 lead gifts above)
- Public phase fundraising with sending campus, partnering businesses, church planting organizations (STADIA, CDEA, etc)
 - Minimum \$100,000 (in addition to \$100,000 launch team total above)
- Select launch date and develop launch plan
- Execute Campus Launch Plan

GO!

DOLLARS BREAKDOWN – TOTAL OF \$200K*

Launch Team – total of \$100k
\$60k – Lead gifts
\$40k – rest of launch team

Sending Campus / Partnering Businesses/
Church Planting Orgs
\$100k

* The sending campus will get to ‘count’ these dollars within its campus dollar goals.

The Three C's



At Community, everything we do revolves around the 3Cs: Celebrate, Connect and Contribute. We believe these are three key experiences that give you the optimal journey toward a growing relationship with Jesus. We invite you to explore what these core commitments mean and find out how you can participate in them along with other Christ followers at Community.

CELEBRATE: Gather with others to celebrate what God is doing in and through us

Celebrating is the way we remind ourselves of how God is at work in our lives and in our church. We celebrate on our own daily as we read the Bible, reflect on it, and pray asking God to direct our every move. We also celebrate together with others as we gather weekly in our celebration services for a unique and creative worship experience based on a specific, biblical, and life-changing principle called the Big Idea.

CONNECT: Join with others for on-going growth and encouragement

Connecting is the way we travel on our spiritual journey as we grow closer to God and other Christ-followers through biblical community. At Community, we connect together weekly in small groups to grow spiritually, emotionally, and relationally. This happens as each group explores the truths of Scripture, prays for one another, encourages each other, and applies God's Word to their lives. Our small groups are open – anyone can join at any time and reproducing – leaders are developed to lead new groups.

CONTRIBUTE: Use your time, talents, and resources to impact our world

Contributing is the way we impact our world by using our time, talents, and resources. At Community, we help you discover your God-given talents and provide opportunities for you to contribute in the church, in our local communities, and in the world. We need every Community attender and small group to contribute in these ways if we are to fulfill our vision of reaching the 67% of people who live outside of a relationship with Christ and the 20% who live in extreme poverty both locally and globally.



GOD

We believe there is one divine being who has existed eternally. He exists and reveals Himself to man in three distinct, equally divine persons - Father, Son, and Holy Spirit. While we cannot fully comprehend His divine nature, it is possible for people to know Him. At the beginning of time, God created the entire universe and all its creatures. He continues to exercise His supreme power to sustain His creation. Throughout history He has expressed His desire to be our God and to have a personal, eternal relationship with us. We believe that God loves us and wants what is best for us.

JESUS

We believe that Jesus is the eternal divine Son of God. He chose voluntarily to be made in human likeness and was conceived by the Holy Spirit and born of a virgin. Although He lived a sinless life He allowed Himself to be executed by crucifixion. His death paid the penalty for the offenses of mankind against God. However, as prophesied, He rose from the dead three days after His execution. After appearing to witnesses on a number of occasions for forty days, He ascended into heaven where He now serves as the Mediator between God and man. We believe that at the end of time He will again visibly return to earth to complete His eternal plan.

THE HOLY SPIRIT

The third person of God is the Holy Spirit. We believe the Holy Spirit dwells in every Christ follower. His indwelling presence gives spiritual life to believers and distinguishes them as children of God. The Holy Spirit guides Christ followers in understanding and applying God's principles and values. Through the work of the Holy Spirit, Christ followers are empowered to live Christ-like lives. The Holy Spirit also equips Christ followers with talents and abilities for the purpose of building up God's kingdom.

MAN

God created mankind to live in relationship with Him. However, the first man and woman were deceived by Satan. They rebelled and chose to be wrongfully independent from God. Their decision alienated them from God. Every human being since that time has suffered the consequences of that rebellion. We all fail to please God and are open to Satan's deception. Our failure to please God, unless a relationship is re-established with Him, results in condemnation under God's judgment and would cause us to spend eternity in hell. Furthermore, there is nothing we can do on our own to re-establish our relationship with God.

THE BIBLE

God divinely inspired human authors to write the sixty-six books of the Bible. He communicated through these writers the values, principles, and ideals which please Him and are in our best interests. We believe the Bible is entirely accurate, complete, and reliable. We look to the Bible for the revelation of the character of God and the final authority on all matters of faith and conduct.



A RELATIONSHIP WITH GOD

Our inability to re-establish our relationship with God leaves us dependent on God's mercy. God graciously provided the means to reconcile this relationship through faith in Jesus Christ. Our relationship is re-established when we make a commitment to accept Jesus as God's son and our Savior and Lord. Through faith in Jesus Christ, our sins are forgiven, and we receive the gift of the Holy Spirit and eternal life. Practically speaking, this acceptance is demonstrated through both a private and public commitment. We demonstrate our commitment privately by faith (acting upon our belief that God has the power to save us) and repentance (turning back to God and depending on Him to control our lives). At the same time, we publicly express our commitment by confessing our acceptance of God's salvation and submitting ourselves in Christian baptism.

THE CHRISTIAN LIFE

Once our relationship is re-established with God, we naturally want to spend time with Him and know Him better. The Holy Spirit enlightens us as we read God's Word, the Bible, as we communicate with Him in prayer, and as we enter into loving relationships, Biblical community, with other Christ followers. In this way we begin to know God more intimately. As we become acquainted with God we desire to be like Him and please Him. This process of spiritual development motivates us to seek ways to serve God and prepares us to spend eternity in fellowship with Him.

THE CHURCH

We believe the church represents Jesus Christ to a needy world. The Bible speaks of the church as Christ's body. It compares it to a living organism, where Jesus is the head. God arranges the parts of the body, Christ followers, just as He wants them to be. He gives each Christ follower special functions to perform for the good of the body. To remain healthy, the body's members must work together. Each part contributes to the growth and maturity of the body. God works through the church to reconcile a lost world to Himself through Jesus Christ. For this reason it is important for Christ followers to regularly gather together for the purpose of celebration. During celebration, Christ followers are equipped, built up, and encouraged through teaching, fellowship, prayer, and communion. Celebration in this way enables believers to serve one another and the un-churched people in their sphere of influence.



Adult Ministry - Small Groups

PHILOSOPHY

1. **hpftwbTG:** Every strategy and decision within Adult Ministry – Small Groups must ultimately align with the mission of helping people find their way back to God.
2. **3C's: Adult Ministry** – Small Groups cultivate an environment for Adults to continue to grow in each of the 3C's. This happens as the group matures and challenges one another through relationship to grow in celebrate (journaling, prayer, baptism, etc.), connect (spiritual friendships, inclusiveness, etc.) and contribute (apprenticing, generosity, missions, etc.)
3. **Big Idea:** We will empower Small Group leaders through the product of the Big Idea Adult Discussion Guide. This is not a required product, but highly recommended. The Big Idea strategy creates alignment among adults, students, and kids each and every week in age-appropriate environments.
4. **Reproducing:** We will champion the reproducing movement by constantly encouraging and working to help new campus launches and church plants. This will happen through the relentless development of apprentices and strong coaching. We will continually be involved in the work of reproducing leaders and artists.

PRODUCT

1. Each Campus will provide an Adult Ministry – Small Groups table to promote existing and new small groups.
2. Each Campus will provide an Adult Ministry – Small Groups Connect Guide that lists all groups that available to that Campus attender.
3. Each Campus will update their Small Groups Connect Guide via 3CMS which will in turn impact the printed and web version of his/her Small Groups Connect Guide.
4. Each Campus will support the Big Idea Adult Discussion Guide by providing feedback to the Big Idea Adult Discussion Guide team, promoting the content throughout each series, casting vision to his/her leaders about the value of having one Big Idea and commit to using the guide themselves multiple times throughout the ministry year.
5. Each Campus will be diligent about creating consistent “entry points” utilizing these products: Apprentice Field Guide, Coaching Field Guide, Leadership Expectations, Ministry Role Descriptions (see your Champion for details).
6. Each Campus will launch with an expectation to group no less than 50% of its average adult attendance with a goal to reach 65% by the first year.
7. Each Campus will embrace the core practices of Adult Ministry – Small Groups: connecting the unconnected, developing 3C Christ-followers, and reproducing groups and leaders.
8. Each Campus will create multiple types of groups in order to reach people where they are: men's groups, service groups, young adult groups, women's groups, neighborhood groups, support and recovery, etc.



Adult Ministry - Small Groups

PERSONNEL

1. Each Campus will provide the following structure at launch:
 - Campus Director (0.5 FTE to 1.0 FTE)
 - Coaches (1:3-5 ratio)
 - Leaders (1:10 ratio)
 - Apprentice Leaders (1:2 ratio – min. 50% of groups have apprentice)
2. Each Campus should strive to create a coaching structure that supports each affinity (e.g. women's small groups coach for women's small group leaders).



Student Community

PHILOSOPHY

1. **hpftwbtG:** Every strategy and decision within Student Community must ultimately align with the mission of helping people find their way back to God.
2. **3C's:** Student Community's mission is to help students become growing 3C Christ-followers. We will do this by providing quality 3C experiences for Junior High and High School students.
3. **Big Idea:** We will empower parents to be the primary agents of spiritual formation by implementing the Big Idea strategy where adults, students, and kids are all learning the same Big Idea each weekend in age-appropriate environments.
4. **Reproducing:** We will champion the reproducing movement by constantly encouraging and working to help new campus launches and church plants. We will always ask "Is this reproducible?" when making ministry decisions. We will continually be involved in the work of reproducing leaders and artists.

PRODUCT

1. Each Campus will provide excellent 3C Experiences Junior High and High School students in alignment with the StuCo Stages of Development Model.
 - Campus Start Up – Junior High Small Groups During Weekend Services
 - Within 1st 3 Months – Add Contribution opportunities for students throughout the campus.
 - Within 1st 6 Months – Add High School Small Groups
 - Campus Size: 500 – Create Combined JH and HS Celebration Service
 - Campus Size: 1000 – Create Separate JH and HS Celebration Services
2. Each Campus will use the Catalyst-provided Big Idea Curriculum for the StuCo Small Groups and StuCo Celebration experiences.
3. Each Campus will provide a student-friendly environment that is safe, inviting, and fun. Environmental graphics should align with the approved StuCo Logo and brand.
4. Each Campus will provide information on All StuCo events such as Blast, CIY, and JH Camp to their students and parents. Campus directors will also help provide product support to help create these events.
5. Each Campus will attend and help produce a centralized training event for leaders. Campuses should also attend Leadership Community each month and plan the huddle time for their leaders.

PERSONNEL

1. Each Campus will provide the following structure at launch:
 - Small Group Coach (1 for every 3-5 Leaders)
 - Leaders (1 for every Small Group)
 - Apprentice Leaders (1 for every Small Group)



Student Community

As the Campus grows the following should be added to the structure:

- Campus Size 500:
 - Student Campus Director (Part-time)
 - Campus Size: 1000
 - Student Campus Director (Full-time)
 - Student Arts Director (Quarter-time)
 - Campus Size: 2000
 - Associate Campus Director (part-time staff)
2. Each Campus will provide the appropriate leader to student ratio as follows:
 - Junior High Small Group – 1:6
 - High School Small Group – 1:8
 - Student Celebration Services – 1:10
 3. Each Campus will complete Criminal Background Checks on all Student Community Leaders and Contributors.
 4. Each Campus will keep an updated database of their Leadership within 3cms.
 5. Each Campus will track attendance and report it by Tuesday noon for the previous weekend or mid-week service.



Kids' City

PHILOSOPHY

1. **hpftwbTG:** Every strategy and decision within Kids' City must ultimately align with the mission of helping people find their way back to God.
2. **3C's:** Kids' City's aim is to help families raise growing 3C Christ-followers. We will do this by providing quality 3C experiences for kids and families.
3. **Big Idea:** We will empower parents to be the primary agents of spiritual formation by implementing the Big Idea strategy where adults, students, and kids are all learning the same Big Idea each weekend in age-appropriate environments.
4. **Reproducing:** We will champion the reproducing movement by constantly encouraging and working to help new campus launches and church plants. We will always ask "Is this reproducible?" when making ministry decisions. We will continually be involved in the work of reproducing leaders and artists.

PRODUCT

1. Each Campus will provide excellent 3C Experiences for ages birth through 5th grade divided into the following Zones:
 - WiggleWay (Infants-2 years)
 - JumpStreet (3 years – Kindergarten)
 - Uptown (1st – 3rd Grade)
 - Club 45 (4th – 5th Grade)
2. Each Zone will use the Catalyst-provided Big Idea Curriculum for the KC Small Group and KC Celebration experiences .
3. At launch, the Campus will provide KC Small Groups for ages birth through 5th Grade and KC Celebration for ages 1st-5th Grade. The Kids' City Campus Director will then work to add additional 3C Experiences as the Campus grows. All 3C Experiences offered should align with the following strategy:

	Celebrate	Connect	Contribute
Kids	Kids' City Celebration <i>(Uptown, Club 45)</i>	Kids' City Small Groups <i>(WiggleWay, JumpStreet, Uptown, Club 45)</i> Small Group Zone Events	Kids' City Teams <i>(Uptown, Club 45)</i>
	Equipping Leaders Leadership Community Appreciation Events	Kids' City University	Coaching Relationships

Ministry Constants



	Celebrate	Connect	Contribute
Family	DIVE Family Class Family Services	StuCo Move-Up Event Family Zone Events	Family Service Opportunities <i>(Partnership with Community 4:12)</i>
	Equipping Parents Big Idea Family Resources Core Courses (Child Dedication)		

4. Each Campus will provide clearly marked Check-In and Wayfinding signage to help families easily navigate the Kids' City areas. This signage should align with the approved KC Transportation themed brand.
5. Each Campus will provide a kid-friendly environment that is clean, safe, and inviting. Environmental graphics should align with the approved KC Logos and City themed brand. Toys, rugs, and furniture should be in good condition. The amount of toys and supplies in a small group should be adequate for the amount of children participating.
6. Each Campus will use the standard KC Check-In and security procedures (currently a number-badge and name tag system).

PERSONNEL

1. Each Campus will provide the following structure at launch:
 - Campus Director (half or full time staff)
 - Leaders (1 for every KC Small Group)
 - Apprentice Leaders, Contributors (per ratios)
 - Artists (Producers, Worship Leaders, Communicators, Tech)
 - Welcome & Security Contributors
 - Curriculum Prep Contributors

As the Campus grows the following may be added to the structure:

- Coaches (1 for every 3-5 Leaders)
 - Service Coordinators (5-hour/week Staff)
 - Arts Coordinator (5-10 hour/week Staff)
 - Associate Campus Director (part-time staff)
2. Each Campus will complete Criminal Background Checks on all Kids' City Contributors. In addition, a Kids' City Application and 2 Reference Forms must be on file for every Contributor.
 3. Each Campus will provide the appropriate Contributor : Child ratios as follows:
 - WiggleWay Infants 1:2
 - WiggleWay Toddlers/2 years 1:4
 - JumpStreet 1:8
 - Uptown 1:12
 - Club 45 1:12
 4. Campuses will keep updated records of Coaches, Leaders, Apprentices, and Contributors in 3CMS.
 5. Campuses will promote and participate in an annual centralized training event.



Creative Arts

PHILOSOPHY

1. **hpftwbTG:** Every strategy and decision within the Arts must ultimately align with the mission of helping people find their way back to God.
2. **3C's:** Our mission is for the artists to Contribute in creating inspiring, God honoring, Celebration services, but it is just as important for those artists to be Connected in a small group.
3. **Big Idea:** We will tell God's story in a relevant and engaging way, utilizing the artistic gifts of those in our church to their greatest level of excellence.
4. **Reproducing:** We will apprentice and reproduce at every position of music, art and tech. Our teams will strive to always have apprentices in place, so that we can launch new large group services as God allows. The church doesn't wait for the artists to be ready. We are ready when God moves.

PRODUCT

1. Each Campus will provide teams in the following area:
 - Rhythm Section
 - Worship Leader / Vocalists
 - Tech and Production
2. Each Campus will utilize the Catalyst-provided Big Idea products for the Celebration Experiences.
3. Each Campus MUST use catalyst provided CCC Logos, Series Graphics and Message Content (including Message Reinforcement Media.)
4. At launch, the Campus will provide a fully functioning Celebration Service from Day 1. After launch, the Arts Director will be responsible to develop and reproduce those teams, adding leadership and coaching as the teams grow.
5. Each Arts Director will assemble the correct audio and video systems in a timely manner before launch. Those systems will be assembled and the volunteers will be trained well before launch. That system will have the following minimum requirements:
 - FOH sound system appropriate for the Celebration space
 - Stage monitoring system
 - Video projector and Screen
 - Dedicated Video Computer and Software
6. Each Arts Director will create and distribute the following resources to their artists:
 - Music
 - Recordings of each song
 - Charts for each song
 - Tech
 - Data DVD of Video content (or pre-loaded product)
 - Cue Sheets for Entire Service Team



PERSONNEL

1. Each Campus will provide the following structure at launch:

- Arts Director (half or full time staff)
- Worship Leader
- Producer
- Media Tech
- Sound Tech
- 2 Guitars
- Bass Guitarist
- Drummer
- Background Vocalist

As the Campus grows the following should be added to the structure:

- Each area and position continually reproduces
- Worship Leaders are added and trained
- Coaches (1 for each area (Band, Vocal, Tech) Multiple for any area with 3 Leaders or more.)
- Leaders (1 Tech Leader for each area of Tech, 1 Rehearsal Leader for each week of the month, 1 Vocal Leader for every 10 vocalists, etc.)

2. Each artist will be given specific opportunities to develop and grow.

3. Each staff member will lead their team in the use of 3CMS and Planning Center for artist tracking and service flow.

4. As growth drives, an associate Arts Director or Tech Director should be added.

Community 4:12

PHILOSOPHY

1. **hpftwbtG:** Every strategy and ministry within Community 4:12 ultimately has the goals of helping people find their way back to God and then helping people demonstrate their love for God by loving the poor and people of all racial and cultural backgrounds.
2. **3C's:** Community 4:12 provides 3C opportunities (celebrate, connect, and contribute) with the poor and across racial and cultural barriers.
3. **Community Impact:** Community 4:12 is committed to community development in under-resourced communities or communities in severe economic decline. Starting with charitable ministries and progressing to empowerment and development ministries, Community 4:12 seeks to address systemic community needs.
4. **3R's:** Community 4:12 provides opportunities for people to engage in ministry with the poor by practicing the 3 R's:
 - Developing a personal **relationship** with someone of a different culture and someone living in poverty locally or globally.
 - **Redistributing** financial and material resources to reduce poverty locally and globally.
 - **Relocating** to an under-resourced community temporarily (through service trips, immersion experiences) or permanently (by moving into an under-resourced community for maximum impact).
5. **Reproducing:** Community 4:12 develops strategies & programs that aim to eradicate poverty one village or neighborhood at a time in a way that can be reproduced in other under-resourced communities.

PRODUCT

Each campus will:

1. Support an existing Local and Global Community 4:12 ministry by promoting and participating in events and programs and providing resources to support Community 4:12 Glocal Initiatives.

OR

2. Work with Community 4:12 Glocal Team to develop a new ministry. Resources needed to develop a new ministry:
 - Dedicated leader/champion who will serve on the Campus Team and work closely with the Community 4:12 Director and serve on the Community 4:12 Team
 - Specific under-resourced Local Community to target development efforts or Global Community plagued by extreme poverty.
 - Key partnering schools, churches, and/or organizations in targeted community—nothing from scratch.
 - Strategic planning to develop Community 4:12 programs in the target community.
 - Financial resources.
 - Commitment to launch a campus in targeted community or partner with an existing church.

PERSONNEL

1. Community 4:12 Campus Coordinator (starting at 5 – 10 hours/week, progressing to half time).
2. Coaches, leaders, apprentice leaders, and volunteers.

RESPONSE TO POVERTY ISSUES LOCALLY AND GLOBALLY		
Level 1 Response Charitable	Level 2 Response Investment and Empowerment	Level 3 Response Development and Justice
most common form of response	less common form of response	very uncommon form of response
meet basic needs through "hand-outs"	equip people in need to meet their own needs by providing a "hand-up"	advocacy and community and economic development
can be done from a distance	requires building a relationship	requires addressing societal systems/ structures and injustices
immediate results short-lived no significant long-term impact	results take longer to achieve longer lasting impact limited to individuals	incremental results that effect significant long-term change for an entire community
Examples: food and clothing drives; serving at soup kitchens; home makeovers; providing free Christmas gifts; disaster relief; global feeding ministries	examples: tutoring; job, parenting, and life skill training; operating food co-ops, Christmas Gift Mart; clothing resale shop, child sponsorship; equipping a community with clean drinking water or health care	examples: micro-finance loans for start-up businesses; Advocacy for equality in schools (Millennium Development Goals abroad & school finance reform at home); creating living-wage jobs; home ownership & higher education initiatives

The Difference Between Charity and Justice

"What will be the instrument of the church in effecting change? Not simply charity but also justice. Charity is episodic, justice is ongoing. One brings consolation, the other correction. One aims at symptoms, the other at causes. One changes individuals, the other [changes the world]." –Harvie Conn, Westminster Theological Seminary

Service with and to "the 20%" Aligns With Helping People Find Their Way Back to God

Only when the church walks alongside "the 20%," the poor, the vulnerable and the underprivileged, as Jesus did, does the church embody the full message of Christ. This "Good News" message cannot be accomplished through charity alone. But when the body embraces both works of mercy and those of justice--setting this world right, "on Earth as it is in Heaven," the church reaches its full impact. When a church can also measure its outcomes and impact by reduced poverty, crime, un-employment and drop-out rates, the church becomes a relevant force for ALL aspects of society and to ALL members of a community thereby allowing more people to find their way back to God.

Recommended Reading List

Compassion, Justice, and the Christian Life: Rethinking Ministry to the Poor – Robert Lupton
A Framework for Understanding Poverty – Ruby Payne
Glocalization – Bob Roberts, Jr.

Advanced Reading List

Rich Christians in an Age of Hunger – Ron Sider
The Next Evangelicalism – Dr. Soong-Chan Rah



ONE CHURCH - 10 CAMPUS CONSTANTS

1. **Mission** – Helping People Find Their Way Back To God.
2. **Strategic Vision** – To grow a movement of reproducing churches committed to “the 67 & the 20”:
67= percentage of the world’s population that lives outside of a relationship with Christ
20 = percentage of people worldwide living in extreme poverty both locally and globally.
3. **3 C’s** – Celebrate, Connect and Contribute will serve as the foundation for spiritual growth.
4. **Big Idea** – One Big Idea for adults, students and children will be executed weekly.
5. **Teaching Team** – The teaching team will set the teaching schedule and will serve as the primary communicators either in person or by video cast at least every week but one on a monthly basis.
6. **Leadership Structure** – One leadership structure with Coach, Leader and Apprentice Leader.
7. **Leadership Community** – Monthly gatherings of leaders for vision, skill and huddle will take place at a central location.
8. **Financial Model** – 70/20/10 with each campus operating on 70% or less of its offerings within 5 years of a launch. 20% or less of campus offerings will be used to support the catalyst organization & 10% will be used for new church-wide endeavors.
9. **Web** - One centralized web site for the church representing all locations. One centralized web-based database (3CMS) for people, groups, events and finances will be used to measure our 3C status.
10. **Central Services** – One centralized process or system for business services: banking, staffing, payroll, benefits, capital expenditures, lease agreements, etc.



Leadership Expectations



COMMUNITY's leaders are called first and foremost to be servant leaders who model and encourage others in becoming a 3C Christ Follower (celebrate, connect, contribute). Leaders will serve as catalysts in COMMUNITY's mission of *helping people find their way back to God* through a commitment to growing and reproducing 3C Christ followers and leaders. A leader will be a personal example of what it means to be a 3C Christ follower. The following are COMMUNITY's expectations for leaders in each of the experiences of celebrate, connect, and contribute.

CELEBRATE: ME: GOD

Gather with others to celebrate what God is doing in and through us

Celebration of a Personal Relationship with Jesus Christ

God's offer of salvation through Jesus Christ calls for a response of faith. That response is demonstrated throughout the New Testament by repentance, acceptance of Jesus Christ as Lord and Savior, and baptism by immersion. Repentance involves a change of heart and mind that causes us to want to put Jesus first in our lives. When we commit our lives to Christ, we put our faith in Him to receive forgiveness of sins, eternal life, and the gift of the Holy Spirit. Baptism is the public demonstration by which a believer is identified with Christ, His body the church, and a life of followership. The act is one done in faith and submission to the Lordship of Christ. (Mark 1:9 - 11, Acts 2:38, Romans 6, Colossians 2:12)

How are you growing in: 1) belief that Jesus is Lord and Savior, 2) confession of sins, 3) repentance (daily choosing to turn back to God) and 4) believers baptism? Explain.

Celebration of the Word

Key to growing in followership is a better understanding of the principles found in Scripture. A leader will continually seek to increase his/her understanding of Scripture and model this value through daily time spent in the Bible. (II Timothy 2:15) A leader will seek to apply the principles learned from God's Word in his/her every day life, as well as encourage and exhort others to do the same.

What is God teaching or challenging you while reading His Word? Explain.

Celebration of Prayer and Other Spiritual Disciplines

In order to grow in a relationship with Jesus Christ, a leader will begin to incorporate specific disciplines into his/her life. No relationship can grow without communication. As much as we need to communicate with our heavenly Father, He desires to communicate with us. In fact, He created us to fellowship with Him. The growing spiritual life of the leader will include disciplines such as regular prayer, Bible reading, and meditation on the Word. (James 5:13-16, I Thessalonians 5:16-18). And may include others such as journaling, fasting, sacrificial giving. . . .

What have you been talking to God about lately? What has He been saying in return? Explain.

Leadership Expectations



Celebration Through Corporate Teaching, Praise and Worship

Growing and developing our relationship with Jesus Christ and His church includes continuing fellowship and worship with other Christ followers (Hebrews 10:25). This is not only beneficial to the personal spiritual life of the leader, but it is also an encouragement to other Christ followers. COMMUNITY offers Celebration Services weekly and Commitment Celebrations monthly as opportunities for corporate praise and worship. A leader will communicate the value of these events and his/her commitment to the church through consistent participation in these celebration services.

How are you growing in relationship with God through participation in Celebration Services? Explain.

CONNECT: ME: THE CHURCH

Join with others for on-going growth and encouragement.

Connecting Through Small Groups

A leader will have a commitment to the type of genuine Biblical community seen in Acts 2: 41-47. At COMMUNITY, we believe this Biblical community is best experienced in the context of small groups. A leader will have a commitment to small groups modeled by personal weekly participation. They will serve as catalysts to connect others into groups.

How are you experiencing Biblical community in small group? Explain.

Connecting for Care and Spiritual Growth

The leader's role is to spiritually grow and develop 3C Christ followers at COMMUNITY. Leaders accept the responsibility to provide care for the individuals to whom they are ministering (I Peter 5:1-4). The leader is not personally responsible to provide all care for individuals, but rather to facilitate care by connecting Christ followers to care for each other.

How are you being cared for? What needs can be met? Explain.

Connecting Through Apprenticeships

The apostle Paul modeled for us the importance of apprentice leadership (II Timothy 2:2). One of the most effective ways to reproduce and maximize ministry impact is to be committed to doing ministry in pairs, a leader developing an apprentice leader. In order for the body of Christ to continue to make a difference, each leader must take upon himself the responsibility of leadership development. A main priority for leaders will be to invest themselves in developing apprentices as the future generation of leaders, so ministry can be multiplied.

Where do you need further opportunities for development? Explain.

Leadership Expectations



Connecting Through Leadership Training

A characteristic of a growing 3C Christ follower is to be teachable. This is also true for the leader. A leader will model a teachable spirit through consistent participation in monthly Leadership Community as well as other developmental opportunities. COMMUNITY is dedicated to providing excellent leadership training and equipping opportunities. Similar to participation in celebration services and small groups, participation in these leadership training opportunities benefits not only the leader personally, but also encourages COMMUNITY's body of leaders.

What have you been learning through Leadership Community? Explain.

CONTRIBUTE: ME: THE WORLD

Use your time, talents, and resources to impact our world.

Stewardship of Finances — (moving toward 10%+)

The Old Testament teaches the principle of tithing — giving to God the first 10% of everything you have. Giving God the first 10% of everything you have is endorsed in the New Testament by Jesus but goes even further as we see a shift toward total stewardship of one's life and resources. God expects us to live conscious of the fact that everything we have belongs to Him. We are simply stewards/managers of the resources He gives to us while we are on earth. With this in mind, certainly contributing 10% of our income to God would be a minimum expectation for many people. For others, it would be a goal to work toward. A leader will seek to align him/her self with Biblical principles and model God - honoring stewardship to those who follow them. (Luke 12:13-21; 18:18-30; 21:1-4; Matthew 23:23, 25:14-28).

Where might God be challenging you in the area of stewardship and generosity? Explain.

Stewardship of Gifts

God gives every Christ follower spiritual gifts and talents to be used to benefit His body, the church. A leader will model the value of weekly contribution. A leader will seek to discover how God has gifted him or her, and be accountable to the church for where/how to serve in ministry. The leader will encourage other Christ followers to follow his/her example, discover their own gifts and talents, and use them in ministry for building up the body of Christ at COMMUNITY, and helping people find their way back to God. (I Corinthians 12, Romans 12, Ephesians 4).

Which spiritual gifts do you enjoy using the most? Explain.

Leadership Expectations



Stewardship of Home and Family

A priority commitment for every leader is to his/her family. While the demands of church ministry can become great, it should never be at the expense of one's relationship to his/her spouse or children. COMMUNITY is committed to building strong families. A leader will model a God-honoring commitment to his/her family; an example that is consistent in the home, in the church, and to a watching world. (Ephesians 5 & 6).

Where are you enjoying relationships on the home front? Explain. Which relationship would you like to see change? Explain.

Stewardship of Speech

As a leader, what we say has great influence. It is expected that a leader's speech will be a positive example to those who follow him/her. The Bible speaks of our tongue as having tremendous power — both for good and evil (James 3). A leader is expected to guard his/her speech carefully, being positive and encouraging, building up the body — always "speaking the truth in love" (Ephesians 4:15). A leader is also to be known as one whose speech and actions have earned them a good reputation in their community. (Titus 2: 6-8)

Where you using your speech to encourage others? Explain. Who needs to hear words of encouragement from you? Explain.

Stewardship of Personal Testimony

A leader will seize opportunities to communicate the meaning and significance of a personal relationship with Jesus Christ. This will encourage the believer and challenge the unbeliever. It is important that a leader is able to clearly and concisely communicate a Gospel message within the context of his/her own spiritual journey. A leader will be able to support his/her story with Scriptural teaching as a valuable tool for personal evangelism. (Matthew 28:18-20, 1Pet. 3:15)

Who needs to be encouraged/challenged through hearing your own spiritual journey? Explain

Time Commitment

- 20 hours + Celebration Services for Campus of 500 or fewer attenders.
- 30 hours + Celebration Services for Campus of 1,000+ attenders.
- 40 hours + Celebration Services for 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 Corinthians 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.

Growth guide classes have consistent attendance 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.

Keys to Winning

- Know how many new artists have joined the ministry each month in each serving area.
- Follow up when artists or techs do not show up to rehearsal, come unprepared, or a break down in communication occurs between the artist and their leader.
- Be aware of how many leaders and artists to are 3C Christ-Followers and help those that aren't get there.
- Encourage every staff, coach and leader to be developing an apprentice.
- Meet 1-on-1 with top level coaches and leaders once a month.
- Follow up with campus arts leaders on any mistakes that occurred during the weekend services.
- Report any broken or damaged equipment quickly so it can be repaired or replaced in a timely manner.
- Review the campus Arts schedule to make sure it is full and includes new artists who are apprenticing.
- Meet with leaders and cast the vision of recruitment and reproducing to prepare for reproducing of a service or campus.
- Central catalyst BIG IDEA products are executed every week at the campus level.
- Be informed and up to date on the BIG IDEA product for the week and communicate that to the Campus Team.

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

RECRUIT AND DEVELOP ARTISTS

- Have you found new artists? How can I help you find new artists?
- How are you encouraging your leaders to recruit?
- What new pools could we draw artists from?

FILL AND MAINTAIN THE CAMPUS ARTIST MATRIX

- What challenges do you see coming up with next month's schedule?
- Where do you need help this week?

DEVELOP LEADERS AND COACHES

- Who are the new possible leaders that you see potential in?
- Do you have an apprentice?

EXECUTE THE BIG IDEA

- Tell me about the Big Idea next week. What do I need to know?
- What is the next step for our campus to take excellence to the next level?

DEVELOP AND MAINTAIN TECH

- What equipment issues have we had lately and how are we dealing with them?

OTHER KEY QUESTIONS

- How are you developing in your non-speciality arts?
- Are you feeling successful? How can I help you feel successful?
- What are you dreaming for our campus right now?
- Looking at the Campus Matrix, what goals do you think we should set for artists?

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?



Kid's City Campus Director Ministry Role Description

Time Commitment

- Meet 1-1 twice a month with your Campus Pastor.
- Meet 1-1 at least once a month with the Kids' City Champion.
- Meet twice a month with your Campus Staff Team.
- Meet twice a month with the Kids' City Staff Team.
- Monthly participation in Leadership Community.
- Huddle with your Kids' City Staff Team once a month.
- Meet 1-1 at least monthly with each of your Coordinators.
- Attend the weekly Catalyst Meeting.
- Attend All-Staff meetings and retreats.
- Attend Campus and Kids' City planning retreats

Qualifications

- Commitment to COMMUNITY's philosophy of ministry and mission of helping people find their way back to God.
- Commitment to Kids' City's philosophy of ministry and mission of helping families raise growing, 3C Christ-followers.
- Campus Directors are moving towards maturity in the 3C's: Celebrate, Connect, Contribute.
- Experience in developing and training adult leaders.
- Experience in leading and working with children.
- Campus Directors must have a completed application, background check, 2 reference forms, signed Kids' City Leader covenant, W-4 Form, and direct deposit form on file.

What a Win Looks Like

- The Campus Director is recognized as the visible leader of kids and family ministry at the campus.
- Kids' City is offering quality 3C experiences for kids and families at the campus location (KC Small Groups, KC Celebration, KC Teams, Family Baptism Class, Zone Events, Family Service Opportunities, etc).
- Kids' City is playing a vital role in the overall campus strategy for outreach to the community.
- Service and Arts Coordinators feel cared for, equipped, and connected to the Campus Director.
- Every Kids' City Leader is cared for, equipped, and served by a Coach.
- New contributors are added to the Kids' City team on a consistent basis.
- New families receive personal attention to help them feel welcome and to get connected.
- Operational systems and procedures are running smoothly to support the 3C experiences.
- Kids' City environments are safe, kid-focused, and inviting.
- Kids' City is operating within the approved campus budget.

Keys to Winning

- Model Christ-like leadership to kids, families, Kids' City contributors, COMMUNITY co-workers, and the church.
 - Communicate passionate vision for Kids' City.
 - Champion the kids and family perspective on your campus staff team.
 - Take advantage of visible leadership opportunities (i.e. campus pastor moments, core classes).
 - Greet and build relationships with COMMUNITY families.
 - On the weekends, visit every Kids' City room as often as possible to greet, connect with, and affirm every Kids' City contributor.
- Work with your key leaders, coaches, coordinators, Campus Pastor, and KC Champion to determine next steps in implementing and improving 3C experiences.
- Build meaningful relationships with and develop your Service and Arts Coordinators.
- Meet 1-on-1 monthly with your Coordinators.
- Connect weekly with your Coordinators through phone calls, e-mail, or 1-on-1 meeting.
- Pray consistently for your Coordinators .
- Develop and implement a strategy for identifying and recruiting new coaches, leaders, apprentice leaders, and contributors.
- Develop and implement a strategy for reaching out to families in the community to help them find their way back to God and get connected into COMMUNITY.
- Develop and implement a strategy for grouping kids in consistent Small Groups and for enrolling elementary kids in Kids' City Teams.
- Build contributor teams to accomplish important operational tasks (i.e. curriculum supply, data entry, toy/supply replacement).



Kid's City Campus Director Ministry Role Description

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

3C Experiences

- How effective are the 3C experiences at our Campus?
- What are the next steps for implementing or improving 3C experiences at our campus?

Community Outreach

- What is Kids' City doing to build relationships with kids and families in our community?

Recruiting

- Who has joined your team in the past month?
- What recruiting conversations are you having with potential leaders, artists, and coaches?

Leadership Development

- How are you developing your Service and Arts Coordinators?
- What training do your leaders need? How will your team provide that training?
- How are you affirming and appreciating your leaders?
- What will your team be doing at the next LC?

Dashboard Indicators

- What is our average KC attendance over the past month? How does that compare to the same month last year?
- What percentage of our attendance is grouped?
- How many 3C elementary kids are at our campus?

Other Questions

- How well are we doing at making a great first impression?
- Are our KC systems and procedures running smoothly?
- Do we have adequate equipment, toys, and supplies?

Measurable Goals

- KC attendance grows by at least 10% annually.
- 80% of KC attendance is grouped.
- 60% of Uptown and Club 45 attendance are 3C Christ-followers.
- 30% of first time visitors end up grouped.
- Matrix reflects the following leader to child ratios:
 WW Infant / 1:2 WW Toddlers / 1:4 WW 2's / 1:6
 JumpStreet / 1:8 Uptown and Club 45 / 1:12

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?



Student Community Campus Director Ministry Role Description

Time Commitment

- Meet 1-1 twice a month with StuCo Champion
- Meet twice a month with your Campus Staff Team.
- Meet twice a month with the StuCo Staff Team.
- Monthly participation in Leadership Community.
- Attend the weekly Catalyst Meeting.
- Attend All-Staff meetings and retreats.
- Attend and participate in StuCo events - Jr Hi Camp, CIY, Blast etc.

Qualifications

- Commitment to COMMUNITY's philosophy of ministry and mission of helping people find their way back to God.
- Campus Directors are moving towards maturity in the 3C's: Celebrate, Connect, Contribute.
- Experience in developing and training adult leaders.
- Experience in leading and working with students.
- Campus Directors must have a completed application, background check, 2 reference forms, W-4 Form, and direct deposit form on file.

What a Win Looks Like

Overall Measurable:

- Celebrate Attendance: 10% of Campus
- Connect Attendance: 75% of Students
- Contributors: 50% of Student Population
- Measurable: 50% of groups have an apprentice leader.
- Measurable: 50% of average attendance are 3C Christ-Followers.
- Measurable: 50% of Small Groups are reproducing each year.

Keys to Winning

Create an Inviting Environment

- Develop and oversee welcome team that will make ensure that students get connected relationally through the night.
- Develop and oversee hospitality team that will provide food on a weekly basis to create further opportunity for community.
- Develop and oversee Environment Design team that will help set up and tear down the environment on a weekly basis.
- Plan monthly connecting events for students that help connect new students to community.

Establish Engaging Worship

- Recruit a team of tech artists and musicians who can execute the Big Idea weekly.
- Provide a weekly developmental opportunity for students to practice for the services.

Communicate a Relevant Message

- Prepare (yourself or someone else) a few hours each week to deliver the message.
- Use your own story/life experience to bring the message to life.
- Obtain the props necessary to do the visual illustrations in the message.
- Communicate objectives to small groups leaders so that they can drive home the message.

Facilitate Life-Changing Small Groups

- Recruit and develop a coaches for small groups. Meet 1:1 with coaches twice a month.
- Formulate strategy to connect the unconnected to small groups.
- Formulate strategy to develop 3C Christ followers in small groups.
- Formulate strategy to reproduce each small group each year.
- Help lead skill time at Leadership Community.



Student Community Campus Director Ministry Role Description

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

OVERALL ATTENDANCE:

Celebration Attendance 10/1 = _____

Celebration Attendance Now = _____

Celebration Attendance Goal = _____

INVITING ENVIRONMENT

New Students This Month = _____

New Students Connected = _____

Last Outreach Event = _____

Next Outreach Event = _____

Number of Baptisms = _____

ENGAGING WORSHIP

Recent "Win" in Big Idea Implementation

Challenge in Big Idea Implementation

RELEVANT TEACHING

How are you growing in your teaching?

Teaching Apprentice = _____

LIFE CHANGING SMALL GROUPS:

Group Multiplication:

Number of Groups 10/1 = _____

Number of Groups Now = _____

Number of Groups Goal = _____

Number of New Leaders = _____

% of Groups w/ Apprentice = _____

Last Coaching 1:1 = _____

Next Coaching 1:1 = _____

Last LC Attendance: _____ Goal: _____

Apprentice Director = _____

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?

Time Commitment

- Lead Worship or sing once a month.
- Schedule all campus vocalists monthly.
- Follow-up with vocalists after each weekend to encourage and learn from their experiences.
- Attendance at Leadership Community once a month.
- Monthly 1-on-1 meeting with Arts Director.
- Monthly 1-on-1 with Campus Pastor
- Campus Staff Meetings
- Catalyst meeting

Qualifications

- Recruit and develop artists.
- Fill and maintain the Campus artist matrix.
- Develop leaders and coaches.
- Execute the Big Idea.
- Develop and Maintain Tech.

What a Win Looks Like

- More artists are joining the Arts ministry and making it continually better.
- Every artist and technician comes to rehearsal having been properly communicated to by their leader.
- Every artist and technician comes to rehearsal having properly prepared.
- More and more campus artists are being baptized and joining small groups.
- Every staff, coach and leader has an apprentice.
- The Campus Arts Director will meet 1-on-1 with their top level coaches and leaders once a month.
- The weekend services are executed with only minor mistakes.
- All broken or damaged equipment has been repaired or replaced in a timely manner.
- The campus Arts schedule is full and includes new artists apprenticing.
- Central catalyst BIG IDEA products are executed every week at the campus level.

Keys to Winning

- Know how many new artists have joined the ministry each month in each serving area.
- Follow up when artists or techs do not show up to rehearsal, come unprepared, or a break down in communication occurs between the artist and their leader.
- Be aware of how many leaders and artists to are 3C Christ-Followers and help those that aren't get there.
- Encourage every staff, coach and leader to be developing an apprentice.
- Meet 1-on-1 with top level coaches and leaders once a month.
- Follow up with campus arts leaders on any mistakes that occurred during the weekend services.
- Report any broken or damaged equipment quickly so it can be repaired or replaced in a timely manner.
- Review the campus Arts schedule to make sure it is full and includes new artists who are apprenticing.
- Meet with leaders and cast the vision of recruitment and reproducing to prepare for reproducing of a service or campus.
- Central catalyst BIG IDEA products are executed every week at the campus level.
- Be informed and up to date on the BIG IDEA product for the week and communicate that to the Campus Team.

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

RECRUIT AND DEVELOP ARTISTS

- Have you found new artists? How can I help you find new artists?
- How are you encouraging your leaders to recruit?
- What new pools could we draw artists from?

FILL AND MAINTAIN THE CAMPUS ARTIST MATRIX

- What challenges do you see coming up with next month's schedule?
- Where do you need help this week?

DEVELOP LEADERS AND COACHES

- Who are the new possible leaders that you see potential in?
- Do you have an apprentice?

EXECUTE THE BIG IDEA

- Tell me about the Big Idea next week. What do I need to know?
- What is the next step for our campus to take excellence to the next level?

DEVELOP AND MAINTAIN TECH

- What equipment issues have we had lately and how are we dealing with them?

OTHER KEY QUESTIONS

- How are you developing in your non-speciality arts?
- Are you feeling successful? How can I help you feel successful?
- What are you dreaming for our campus right now?
- Looking at the Campus Matrix, what goals do you think we should set for artists?

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?

Time Commitment

- 40 hours per week
- Monthly Leadership Community
- 1:1 with Adult Ministry Director
- Monthly all-staff meeting
- Whatever it takes to get the job done!

Qualifications

- Jesus centered life (I Tim 3:1-13)
- Humble / Teachable (Philippians 2:1-4)
- Committed to the mission of helping people find their way back to God through small groups.

What a Win Looks Like

REPRODUCING LEADERS AND GROUPS:

- Up to 12 small group coaches and one apprentice director are being developed.
- Each Group Leader is launching new leaders and groups every 18-24 months.
- Coaches are meeting with Directors for monthly 1-1's and Leadership Community huddles.
- Director is directly observing their coaches in coaching activities.
- Coach feels partnered with Director to develop the groups in their huddles.
- New leaders are being equipped through Turbo Groups.
- Recruit apprentice leaders to partner with existing small group leaders.

CONNECTING THE UNCONNECTED:

- Director is inviting unconnected into groups.
- Unconnected are being connected through regular scheduled events like Connecting Point, Group Link, or similar.
- Coaches and Leaders are being equipped and encouraged to make active plans to Connect the Unconnected.

DEVELOPING 3C CHRIST FOLLOWERS:

- Leaders feel equipped to facilitate group conversations that lead to life change in group members.
- Group members are taking next steps as 3C Christ Followers (i.e. baptisms, contribute..)
- Groups show signs of growth in compassion and generosity.

Keys to Winning

REPRODUCING LEADERS AND GROUPS:

- Consistently communicate a reproducing vision to small group coaches and leaders.
- Recruit and develop small group coaches, leaders and apprentices.
- Establish coaching relationship with all coaches, meeting monthly for 1-1 and facilitating Leadership Community.
- Equip Coaches to lead Turbo Groups.
- Facilitate small group leader training as required.
- Provide input to Champion and Catalyst for best practices and leadership development content.

CONNECTING THE UNCONNECTED:

- Equip and encourage groups to invite unconnected into the small group.
- Equip and Encourage coaches to work with groups in provide a welcoming environment for new people.
- Lead grouping events designed to welcome new people (i.e. Connecting Point, GroupLink, neighborhood parties, etc.)
- Develop and execute connecting strategies to constantly increase number of people connected.

DEVELOPING 3C CHRIST FOLLOWERS

- Work through coaches to Equip and Encourage leaders in effective facilitation of small group times.
- Equip Coaches to challenge leaders in spiritual development of those in their groups.
- Provide care for small group coaches and their groups through prayer, social interaction, and care for special needs.
- Encourage group leaders to track their group's Next Steps as 3C Christ Followers in the 3CMS database.
- Participate in writing the Big Idea discussion guide for small groups on a rotating schedule with other Directors and volunteers.

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

REPRODUCING LEADERS AND GROUPS

Review Coach and Leader Progress Towards Winning

GROUP MULTIPLICATION:

Number of Groups 10/1 = _____

Number of Groups Now = _____

Number of Groups Goal = _____

% of Groups w/ Apprentice Actual = _____

% of Groups w/ Apprentice Goal = _____

% of Groups Coached = _____

Apprentice Director = _____

LAST LC ATTENDANCE _____ GOAL: _____

TURBO GROUP PLANS _____

CONNECTING THE UNCONNECTED

Review Coach and Leader Progress Towards Winning

Number Connected 10/1 = _____

Number Connected Now = _____

Number Connected Goal = _____

CONNECTING POINT OR OTHER CONNECT EVENTS

DEVELOPING 3C CHRIST FOLLOWERS

Review Coach and Leader Progress Towards Winning

Baptisms YTD: _____ Goal: _____

Core Courses: _____ Goal: _____

New Contributors: _____ Goal: _____

New Leaders: _____ Goal: _____

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

REPRODUCING LEADERS AND GROUPS

- Do small group coaches, leaders and their groups embrace the vision of being a reproducing group?
- How many groups are actively developing apprentice leaders?
- When was the last time you met with your coaches? What did you discuss?
- How are you using your Leadership Community time and other formal training events?

CONNECTING THE UNCONNECTED

- Are new people being invited into groups? Are they attending? Why or why not?
- Are your groups participating in any events designed to connect new people into the group (i.e. Connecting Point, BBQ Party, Social)? How did it go?
- How effective are your connecting events in connecting new people?
- Are the groups providing effective hospitality?

DEVELOPING 3C CHRIST FOLLOWERS

- Are small groups a place where life change is taking place?
- Are people in groups consistently taking next steps as 3C Christ Followers? Are they being tracked in the database?
- What are the groups doing to serve and reach out to others outside of the group?

Notes





COMMUNITY
CHRISTIAN CHURCH

www.communitychristian.org