



## Multi-campus

### **PERSONNEL:**

- Vetting and prequalifying new staff
- Role development
- Job descriptions with lead pastor
- Staff assessments
  - Directors

### **PROGRAMMING:**

- Core branding
  - Logo
  - Programming elements
  - Ministry look and feel
- New initiatives
  - Multi-campus (Lead)
  - Campus (Support)
- Curriculum content (Lead)
- Program assessment (Lead)
- Budget (Influence)

### **FACILITIES:**

- Physical environment
- Guidelines, oversight, and compliance

### **VOLUNTEERS:**

- Training/development strategy
  - Philosophy
  - Plan
  - Frequency
- All-campus events

## Campus

### **PERSONNEL:**

- Recruiting and hiring
- Personal development
- Job descriptions with M/C Director
- Staff assessments
  - Directors
  - Ministry staff

### **PROGRAMMING:**

- Creative/local expression
  - Specific campus implementation
  - Ministry R&D/Betas
- New initiatives
  - Campus (Lead)
  - Multi-campus (Influence)
- Curriculum content (Influence)
- Program assessment (Influence)
- Budget (Lead)

### **FACILITIES:**

- Physical environment (Local look and feel)
- Modification and enhancements
- Space usage/calendar

### **VOLUNTEERS:**

- Recruiting and training implementation
- Campus-specific events





The role of the Multi-Campus Director is to lead out in the five ways listed below. The leadership posture of the Multi-Campus Director should be one of service, collaboration, facilitation, and development. The purpose of the multi-campus team is to leverage the insight of campus staff in order to maximize the effectiveness of our local churches.

## **1. MINISTRY STRATEGY DEVELOPMENT**

- Programming and content creation
- Ministry evaluation (with lead pastors)
- Environment design (in the context of the local church's design strategy)
- Event planning and execution
- Resources and export

## **2. SKILL DEVELOPMENT AND COACHING**

- Ministry orientation and first-year strategy
- Skill development
- Department Director coaching (one-on-ones, annual reviews, etc.)

## **3. MINISTRY ADVOCATE**

- Multi-campus/campus budget parameters
- Equipment needs/refreshes (with lead pastors)
- Environment updates/refreshes (with lead pastors)
- Staffing

## **4. STAFF RECRUITING**

- Recruiting strategy
- Candidate vetting for campus staff

## **5. CHURCH EXPANSION SUPPORT**

- New church launch
  - Ministry start-up strategy (with lead pastors)
  - Staff coverage during transition
- Volunteer recruitment strategy
- Environment design

