

Everybody Gets To Play

The goal of this document is 1. to create structure to develop gifts/leaders and 2. use language that brings clarity for what people mean when they say "leader, teacher, etc." The hierarchy is not one of "worth," but rather of responsibility, investment and calling. Responsibility does not mean that the individual does all the work, but rather makes sure the work gets done. For instance, Pastors may need to step into Director, Leader, Administrator or Trainer roles when necessary. Leaders may also take on administrative or teaching roles for the groups/teams they lead.

At the Vineyard, Leaders and Apprentice Leaders are deployed by Staff Pastors. Existing leaders help identify, recruit, train, monitor and nurture Assistant Leaders with input and coaching from the Vineyard's Pastors and Directors. (This depends on understanding the Vineyard's process for developing leaders: IRTDMN) Specific responsibilities will be listed in the individual's job description.

Staff Pastors

Pastors are responsible to equip Directors, Leaders, Teams, Partners, Attenders and Guests to do the work of Jesus and build up the church, the body of Christ. This will continue until we all come to such unity in our faith and knowledge of God's Son that we will be mature in the Lord, measuring up to the full and complete standard of Christ (Ephesians 4:12). Staff Pastors are accountable to the Lead Pastor(s). The Lead Pastor(s) is accountable to the Board of Trustees.

Directors

Directors are leaders of leaders. They oversee specific arenas in similar way that pastors are responsible for the church at large. This role may be filled by a pastor. Directors can be either paid staff or unpaid volunteers.

Leaders

Leaders lead people. Leadership is synonymous with influence, not to be confused with delivering content, facilitating conversation/worship or administration (although leaders can do those things). Leaders are faithful, imitable and teachable (FIT). They are also people of *character*, fit our *culture* and are *competent* (3 Cs). In action, they demonstrate the 4 Cs:

1. **Commit:** Leaders are expected to live out the Vineyard's Leadership Commitment.
2. **Communicate Vision:** While the pastors articulate the big picture vision for the church, leaders are expected to hone that vision for the people they are leading and communicate it regularly. Vision should be shared with the overseeing director or pastor.
3. **Care:** Every leader has a pastoral role. In a real sense, leaders take responsibility to nurture the people they lead. This likely means checking in with people when the group gathers. It might mean meeting with people occasionally, sending texts or making the occasional phone call. Make yourself available when people are going through a rough patch. Leaders are expected to understand and set healthy boundaries. Crises should be communicated to the pastor or director that leads your ministry area.
4. **Connect (Invite/Recruit):** Every leader is expected to gather people. This means that they have their eyes open for people they see as being a good fit to join the team/group they lead. It also means they seek out new participants and make sure they feel included. Finally, they help identify and train future leaders by bringing them to the attention of their director or pastor.

Assistant Leader

Apprentice Leader's serve the vision of the leader. They are under the authority of the leader and should display the characteristics listed above. Leadership Commitment is required.

Administrators

Administrators serve the group/team by handling scheduling, communication and other details. All planning should be done in coordination with and approved by the leader they serve.

Teachers/Facilitators

Teachers and trainers help others understand, grow and learn through the presentation of content and development of skills. Content should be prepared in coordination with and approved by the leader they report to. Partnership Commitment is required.

Teams/Group Participants

At the Vineyard, everybody gets to play! Pastors, Directors, Leaders, Administrators and Teachers will do their best to equip and release you into the gifting God has given you as we all grow to love like Jesus!

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