



KIDS' CITY CAMPUS DIRECTOR

A Kids' City Campus Director is responsible for recruiting and developing leaders and artists to implement the Kids' City mission and strategy at a CCC campus location and for partnering with the KC Champion on Kids' City initiatives.

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 CCC'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 DOES A WIN LOOK 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, CCC 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 CCC 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 the CCC 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).

KIDS' CITY CAMPUS DIRECTOR

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?
6. How can I pray for you?

PROGRESS TOWARD 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/Club 45	1:12		

3 C QUESTIONS

CELEBRATE

- ▶ What is God teaching you while reading His Word?
- ▶ What has God been saying to you lately in prayer?
- ▶ How are you being challenged through participation in Celebration services?

CONNECT

- ▶ How are you experiencing Biblical community in your small group?
- ▶ How are you being cared for? What needs can be met?
- ▶ What have you been learning through Leadership Community?

CONTRIBUTE

- ▶ Are you tithing? What steps do you need to take in the area of generosity?
- ▶ Which spiritual gifts are you enjoying using the most? What is an area you would like to explore?

EVALUATION

GREEN LIGHT - What are you doing the best at in your role? Write it below and CELEBRATE IT!

RED LIGHT - What area do you need to focus on?

EVALUATION DATE



EVALUATION DATE



EVALUATION DATE

