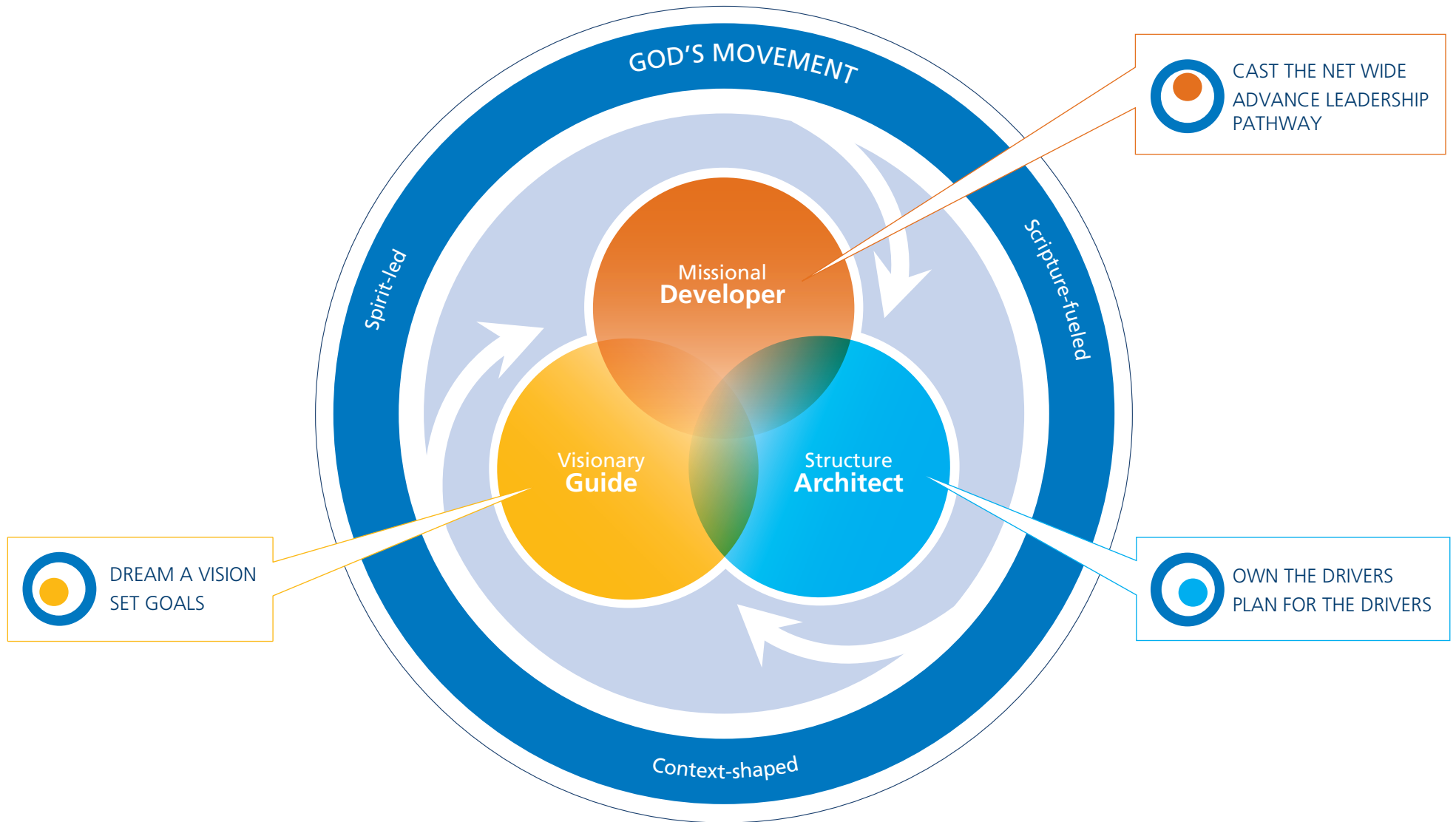


## THE ROLE OF STAFF IN

# Growing Witnessing Communities

is to shape a strong growth culture by aligning vision,  
structure and people for momentum





## Visionary Guide

### VISION

#### 1 DREAM A VISION

Prayerful dreaming starts the vision and goal-setting process. Staff and students become part of God's movement on campus when they cultivate their own dreams which are aligned with God's dreams for ministry.

These dreams are then expressed in a vision statement that staff and students can articulate. A compelling vision draws others into missional activity.

#### 2 SET GOALS

Goals bring clarity to the vision. They remind staff and students that growth matters and steps need to be taken to accomplish it. Numerical goals are a way to express hope in God in a tangible way. Begin with a view of reality, and then set goals that will stretch faith—neither over the top nor too easy to achieve. These goals help staff co-create plans for growth with students.



Goal Tool



## Structural Architect

### STRUCTURE

#### 1 OWN THE DRIVERS

Drivers are momentum builders that help drive the ministry forward. They keep the vision on the forefront of the chapter and help meet the goals.

##### FOUNDATIONAL DRIVERS

**NSO:** Creative all-campus campaigns with a proxie outreach, fun events to build community, attractive opportunities to gather new Christian students; and efforts to launch small group communities.

**Follow Up:** We recommend three face-to-face connections so that follow up is relational, incarnational, consistent, timely and accountable.

**Planting Missional Small Groups:** Create a vision and plan to multiply small group ministry into more corners of the campus over the course of every year.

##### OTHER DRIVERS

Regions may have one or two other Drivers identified for their context. (Ex: conferences, Veritas, outreach week, etc.)

#### 2 PLAN FOR THE DRIVERS

Drivers that are well-planned create momentum in the chapter, demonstrate the vision and help to meet the goals. Writing plans in partnership with students is a refining process. Written plans allow for editing, accountability and better evaluation for future plans.



VSP planning framework for each driver  
Year-at-a-Glance



## Missional Developer

### PEOPLE

#### 1 CAST THE NET WIDE

We long for every student to have the opportunity to become a follower of Jesus and experience the joy of being a part of God's movement on campus.

#### 2 ADVANCE LEADERSHIP PATHWAY

Use the Discipleship Cycles to move people along the leadership pathway

**Apprentices:** Every student is invited to consider being part of an apprentice community where they learn to follow Christ. They receive top-notch leadership training and given experiences in evangelism.

**Leaders:** Training more apprentices significantly increases the pool of leaders. Every leader has apprentices. Every leader either plants a new small group or helps cast vision for someone else to plant a new small group.

**Leader of Leaders:** A leader of leaders coaches and trains leaders, casts vision, and develops structures for mission.



Developmental Pathway  
Discipleship Cycle Template



**Lead Momentum** • Shape a strong growth culture so that vision, structures and people align for momentum.