



Vision Partner Leadership Model



Welcome

Welcome to the Vision Partner Leadership Model. The VPLM Model is designed to make serving in leadership at Faith Chapel effective, efficient and fun by providing a leadership framework that each ministry can follow.

The VPLM Model includes the following leadership roles:

- Team Coach
- Trainer
- Team Leader
- Admin Support

For a detailed description of each role visit <http://www.faithchapel.net/ministries>

While each of these roles supports the ministry in a different way, they are all essential and work together to support the leadership needs of the ministry.

In this document, we will outline how to begin implementing the VPLM Model in your ministry.

Let's get started!

Ready, Set, Go!

Implementation of the VPLM Model is simple! As a leader, it is important to always seek to identify those with leadership qualities within your ministry and provide opportunities for them to grow and strengthen these skills.

When a volunteer is interested in applying for a leadership, the Vision Partner will:

1. visiting the Vision Partner Hub page at <http://www.faithchapel.net/visionpartners> , and click on the Vision Partner Leadership Model.
2. Once they have selected Vision Partner Leadership Model, they will then be directed to the Vision Partner Leadership Application page. Here they will download the application and complete it.
3. The completed application is submitted by giving it to a Next Steps Representative or emailing it to vpadmin@faithchapel.net.

Once an application is received, the ministry leader is notified, and an interview is scheduled. The interview panel should consist of the Staff Ministry Leader, Volunteer Leader and Volunteer Coordinator (or appointed person).

Making the Decion

During the interview process each panel interviewer is provided with a copy of the applicant's application as well as the interview questions. It is recommended that the questions be divided amongst the interviewers. When interviewing it is important to keep the interview informal. The applicant should be made to feel comfortable and like it is more of a casual conversation than an interview.

Once the interview is completed and the applicant is dismissed, the panel can then begin discussion, sharing thoughts and/or asking any questions. Each person on the panel should complete the interview questions form along with their recommendation. The completed interview questions form should be submitted to vpadmin@faithchapel.net.

Next Steps

The VPLM model will not look the same in every ministry. While the basic structure will exist, it is not designed to be a “cookie cutter” model.

Once a leadership position is filled, it is imperative that the new leader be empowered in their role. Empowering the leader will require educating them on the VPLM model and specifically what their role looks like within the specific ministry.

This will involve training.

A good training model to follow is to:

1. Show the volunteer leader how to lead in their role. This is them observing the role in action seeing what it will take to be successful in their role.
2. Observe the volunteer leader. Once they have seen what to do, allow them to do it while being observed with assistance available if needed.
3. Let go! Once the volunteer leader has shown that they are comfortable fulfilling the requirements of the role, they are released to serve independently in the leadership role. It is normal for occasional questions to arise but overall this person has a grasp of what needs to take place and knows how to do it.
4. Encourage leadership development. Leadership is an ongoing learning experience. When your leaders are encouraged to grow as a leader, they become better and so does the ministry. Leadership growth opportunities could include attending the Faith Chapel School of Leadership, listening to one of Pastor’s teachings on leadership or reading a book on the topic. To have a healthy ministry, you must have healthy leaders. To have healthy leaders you must have leaders that are growing!

Questions?

Should you have any questions or need assistance with implementing the VPLM Model in your ministry, please contact the Volunteer Coordinator by phone at 205-785-9673 or email at vpadmin@faithchapel.net.