

## **Campus Pastors Only**

ALDEN ELLIS

1 Chronicles 28: David knows they need to build a temple but he wasn't supposed to do it. Solomon was supposed to. He gives him the vision.

### **Being a Campus Pastor REQUIRES you to FULLY SUBMIT to authority**

"And you, my son Solomon, acknowledge the God of your Father, and serve him with wholehearted devotion and with a willing mind, for the Lord searches every heart and understands every motive behind your thoughts. If you seek Him, he will be found by you; but if you forsake him, he will reject you forever." —1 Chronicles 28:9

God, Senior Pastor, Other Leaders—God places layers of leadership in your life. Are you going to be able to fully submit to those?

To FULLY submit, you also must have a humble heart. Humble heart = being fully in love with Jesus!

If you do not trust your senior pastor then you need to do both of you a favor and step aside. Get out and do him a favor!

### **Be CALLED**

"Consider now, for the LORD has chosen you to build a temple as a sanctuary."  
—1 Chronicles 28:10a

Your calling will be the only thing that will sustain you at times...I think calling gets tested in the bad storms. Write down when you were called and keep it in your desk because you will need to be reminded that YOU WERE CALLED!

I think a litmus test would be, 'Are you willing to still be a part of the church, even if you were not in a campus pastor role?'

### **Work HARD**

"Be strong and do the work." —1 Chronicles 28:10b

Hard work awaits you!

Are you willing to work hard?

Understand that you are there to serve people and NOT have people serve you. You cannot have a sense of entitlement.

In the campus pastor role you are always going to feel the weight of everything that happens at your campus even if you do not have control of everything. The only thing you don't do is preach each week.

Also as a campus pastor, you need to be the greatest servant on the campus, which is equal to doing the most work, (many times that work is mental more than anything).

WHAT MATTERS IS THAT PEOPLE MEET JESUS!

### **Carefully manage DISCOURAGEMENT**

"David also said to Solomon his son, 'Be strong and courageous, and do the work. Do not be afraid or discouraged, for the LORD God, my God, is with you. He will not fail you or forsake you until all the work for the service of the temple of the LORD is finished.'" 1 Chronicles 28:20

God is with you until the work is done.... Our work will never be finished! As long as there are lost people, we have work to do.

Focus on the wins, learn from losses, but remember your wins are eternal... Know what a win is. Can you define a win in your organization?

Encouragement - The work is not finished until Jesus comes back, so....God will NEVER fail you.

Psalms 78, God gets really mad when the people "forget" what He did, and the result is they lose focus of who He is.

Building a campus takes time, and the greater the fruit the longer it takes to grow and then get ripe. (Shared stories about how each campus is different. No youth ministry in Columbia. Do I expect my 9 month old to carry on a full conversation with me? No, it takes time and growth!)

Most campus pastors are held to the standard of what the original campus is doing now, even though that itself did not happen overnight. If not properly put into perspective, that can be highly discouraging.

**CELEBRATE THE WINS!**

## **Realize you are NOT ALONE**

"The divisions of the priests and Levites are ready for all the work on the temple of God, and every willing man skilled in any craft will help you in all the work. The officials and all the people will obey your every command." 1 Chronicles 28:21

Being a Campus Pastor is a LONELY place, but if God called you, you are not alone...find encouragement. Connect with other campus pastors in your area. Bottom line if you know Jesus you are not alone.

Example of Brotherhood for NewSpring CP's--- You guys know the weight of your job.

Shared the story with Michael preaching a funeral. You have to support each other.

When you reach out for encouragement....Don't stalk them! Send an email. These relationships take time to build but you have to see the value in it.

David gave the vision and Solomon implemented it. We hold Perry's arms up by holding Jason's arms up because we submit to authority. Think of a Chick-Fil-A. We wouldn't change the chicken sandwich, we manage the people.

## **Q&A**

All of NewSpring's Campus Pastors participated in the Q&A. Here is a list for reference:

Jon McDerment, Anderson Campus

Michael Brown, Florence Campus

Howard First, Greenville Campus

Andy Green, Charleston Campus

Alden Ellis, Columbia Campus

You mentioned on your prelaunch looking back...what do you wish you had thought about?

Alden: One thing I am glad we did is we didn't get heavy in the marketing of things. We used twitter, emails, phone calls, and Perry pushed it from stage. That was the best thing we did. We had a grass roots effect. That is how you want your church to grow. I wish we would have looked at the ordinances a little better. We are dealing with a noise ordinance issue in Columbia. It is a small thing that Satan has tried to use to distract me from loving people. I came to the realization that I was fearful and God has used this to teach me. Pray through location, pray through leader, and pray through a timeline. By praying through things, God leads each step differently.

Michael: We are different because we are spaced out. I am 200 miles away in Florence. We have a different set up with distances. No one drove from Florence to Anderson each

Sunday for church. We are in different spaces. Semi-permanent and portable leased facilities.

Did all campuses do the same thing with marketing? Even in Florence when you were far away and people didn't know about it?

Michael: I had 150 of people who were interested. So that is how it started. Lots were Clemson students that moved back home. We never really did a lot of marketing. We did a series driven billboard but it didn't even have our name on it. We really do use word of mouth.

Andy: Time line strategy and being open to the Holy Spirit to lead us to know how to open each campus individually. It will be different for every location and when you ask God what He wants.

All of you felt called to be a campus pastor?

Alden: I thought they were crazy when they asked me. Howard this is a great one for you.

Howard: I was in business background. We were plugged in as a volunteer and Perry took me to lunch. He knew of my location. Do you think NewSpring would work in Greenville? I kept telling him yes and convincing him and then he asked if I would. God spoke my call through him as my leader and after 3 days without sleeping I felt the call. God changed my heart to see people as needing Christ instead of just dollar signs. The 'feel good' feelings regarding being called and being CP came throughout the next few months.

You are all the same church but there has to be different identities. How do you be cohesive and have your own identity?

Michael: We are unified on the vision. We want to have the NewSpring feel. We are not trying to be a different church. It feels similar across the board. The way we use volunteers is somewhat the same but different in the ways you get there. The vision behind what we do is the thing that unifies us.

Alden: All of us are able to submit to authority. We don't have our own agenda. We are all listening to the same voice. Perry gets the vision from God and we hear his voice and trust where he is leading us.

How did you learn to submit to that authority?

Jon: I have been here since the church started and was in a volunteer role until 4 years ago. I know Perry. You can't think in combat tactics. In my heart I am sinful and most of my stuff is self-righteous. All of my ideas that are wrapped up in why are calling others out without looking at ourselves. I am trying to call out their sin instead. God help me to see my sin- help me. Thank you Lord that I can see it all. See your own sin. If it is not against God's word or unethical why make a big stress about it. Jason and Perry's character over time has shown that they are led by God. In the end God will be praised.

Michael: It is easy to submit when you trust and know that they are in the word and they have a relationship with God.

Howard: God clearly pointed me to Romans 13. It was a spiritual issue in my life. I can say that I trust but I have to prove that with my actions. It was in me. Whenever I would feel that rub I would know that there was more work to be done on my end.

For a portable campus do you have to deal with the comparing you to the original campus?

Michael: For me a lot of them haven't been to Anderson but they see it on the web and might ask. We remind them that we are only a year old. We remind them of the life change that we see every week. We talk a lot about the facility not being the church. We are the church! It is not about the building it is about the body.

Howard: We opened with a semi-permanent facility and 9 months into it God saw it fit to take that away. So we were being compared to ourselves. God quickly reminded me that to

who much is given much is required. Having the vision behind why we do church! If you have people that ask, it is not about their neighbor it is about their comfort.

How did you make the transition from Perry to a campus pastor? How did you make that change in structure?

Jon: Perry has a Senior Management Team that meet and make sure that vision can be given to the rest of the staff. We then become a manager of the staff at the different campuses. So SMT has to make sure that it gets passed down. Perry does vision casts, preaching, and teaching. This was the model from the beginning. We are not direct reports to Perry.

How do you celebrate your wins?

Alden: One on one with my volunteer leaders. I spend time one on one with him casting vision. Telling them can you believe last week? This happened.. This many people were saved... Use Facebook and Twitter. Getting it out there is the key. Letting them know what has happened. Also encourage them to tell someone else.

Jon: VIP- Vision, information, prayer

Are most of the positions you have filled with staff or volunteers?

Howard: Staff layout was 11 staff positions including myself. 2 production, 2 children's ministry, worship leader, a campus pastor assistant, campus pastor, 1 youth leader, 1 volunteer coordinator

Michael: I started with 3 staff people. 1 Children's ministry, campus pastor, youth leader. We were slow to put people in volunteer roles because everyone was new to the church. We were slow to hand off volunteer responsibilities. We wanted them to get the vision behind NewSpring.

Alden: 3 staff: Worship Leader, Campus Pastor, and Children's Ministry. I was slow to hand out volunteer leader roles because I wanted them to see the vision and get the vision behind NewSpring. If you get the right volunteers in place you don't necessarily have to hire more and more staff. Don't view having a higher staff as your next step. View training up and leading volunteers to take on roles.

What was your staff like on Day One?

Howard: No clue at first. Asked 12 weeks before - if you plan on being a part of the campus, let us know. Found out we had about double that number. We had 11 staff - production, staff, etc. We tried quickly to get together volunteers to make ministry happen.

Michael: About 3-4 months before, we hung out and asked people to be involved and volunteer. Had 3 staff (worship, children and me) we met (beta) service every other week. Officially launched with 50-60 volunteers had 300 visitors. Now have volunteer leaders. We were slow to put volunteers in leadership role because everyone was new and didn't know them. Had to be very careful who you put in leadership roles. Just now a year later feel like we have good leadership in place.

Alden: Had 20 volunteers first day and over 500 our first day...overwhelmed. Had to be sure volunteers and leaders knew the vision. Just now putting volunteer leaders into place. Put and be sure you have the right volunteers and leaders in place that will serve them and let them serve before you hire staff. We have grown to about 60 volunteers over 5 months but still have 3 staff. (worship, children, me).

Do you do strategic things for the people under you to have the same brotherhood that you guys share?

Michael: Our staff meets up with people that share job titles over our campuses. Ultimately the campus pastor is responsible for their staff.

Alden: Conference calls, iChat, Google chat. The technology is out there to talk and communicate effectively.

Are each of your campuses self sufficient?

Alden: We are one church. With finances, it all goes into one pot. We try to make sure we are covering ourselves. When I think I need to add a staff person, I go to Jason Wilson and he challenged me on a few things. I went back, tried those, and later on down the road he said go ahead with that position. As your campus matures where their treasure is that is where their heart is. So it takes time.

Where are you guys on denomination?

Michael: We are in the Southern Baptist Convention. I think what Perry meant by that is that we are following a vision from God not a denomination.

Alden: Southern Baptist helped us and we are a part of them. Every church is autonomous so there is no conflict of leadership or authority. Denominations actually helped us get incorporated and have helped us. Ultimately, we serve Jesus.

Howard: I was called into ministry whether or not I was ordained. It is not about that. I was called to serve and if Perry told me CP was absolved I would say no problem. Where can I volunteer.

When do you implement small groups?

Alden: We will launch groups at different times but we don't want to tell people what community they need to be in. It doesn't have to be organized by NewSpring. We take opportunities to provide those but we don't do that every time. We do hand out some studies but we do not have that as a staff position on the Columbia Campus. If you have a great volunteer then you hand that off to them.

Howard: On our campus we do not have a staff role for that. We just launched a series and we have about 40-50 groups now.

Jon: Here is the cliff notes on groups- We have tried lots of things. We have a discipleship pastor here that is moving to a central team that he will be able to communicate information when groups do arise to all campuses. We will always be changing this process and hopefully by the end of this

We are a multi-cultural church. We are looking to have 2 different pastors one Caucasian, one African American. Have you guys ever had a dual role?

Alden: Two headed monster...one has to die.

Who is responsible for those new hires on each campus?

Alden: I am ultimately responsible for the people that I hire on my campus, but I get all of their input on it. We have multiple interviews, usually around 4. We trust each other and want to get others input. We get other staff members from other campus involved and a SMT Member always meets with the prospective person. We don't hire on the spot. We want to have as many people involved. It is protection for us because we want our leadership in on it and we trust them.