



WATER'S EDGE

A VISION FOR CENTRAL

CENTRAL CAMPUSES

A Framework for Success

Our goal in developing more campuses is not simply to add more locations, but to develop a new breed of leader, leading a new kind of campus to reach lost people for Jesus. Our campuses will not be structured around the popularity of a person but the power of a fully cooperating army of Christ followers committed to a holistic, missional generosity. In our strategy, personal power is secondary to the organizational power of a fully functioning Christ-centered body. It is envisioned that our campuses will connect through common vision, values, processes and shared mission that unite in a definite strategy to unleash the power of Christ often held hostage in the church. In what follows these connection points are referred to as “Campus Constants.” These constants are envisaged as white lines that keep the “mission” on track between all campuses and the Holland Campus. The constants enable campus pastors to have the structures we need organizationally, while providing the freedom for each campus to dream and build a team capable of uniquely interpreting the Central vision to fit their campus.

Campus Constants: Helping our Multi-Site Church Stick Together

1. Central’s Mission

Building redemptive bridges of influence for God’s grace to transform broken people into fully devoted followers of Jesus Christ.

2. Central’s Values

- **Worship:** because God is great
- **Scripture:** because God’s Word is true
- **Family:** because we were not meant to live alone
- **Mission:** because everyone needs the Gospel

3. Ethics Platform

- **Worship:** we will never take credit for things that give glory to God
- **Scripture:** we will never compromise our integrity
- **Family:** we will never knowingly harm
- **Mission:** we will never put our own interests above the interests of others

4. Central’s Processes

3 mission critical processes: shepherding the flock, discipleship formation and leadership development.

5. Lead Pastor

Craig Rees

6. Supporting Staff

The campus will receive specific support from the Global Lead Team consisting of Executive Pastors of Ministry (Mike) and Operations (Lynn), Discipleship Formation Pastor (TBD), Missions Pastor (Micah), Teaching Pastor (Brad), Worship Arts Director (Kim) and Next Gen pastors (Rob, Travis). These members of the Executive Team become the Global Leaders of the Central movement.



7. Teaching Model

Live teaching through the Campus Pastor.

8. Teaching Language

Native.

9. Big Idea

Local autonomy with Missional Sundays four times a year facilitated by Central International. One mandated (maximum of two) strategically important church-wide series per year with the Lead Pastor or designated teacher permitted to share sermon series from the main campus.

10. Leadership Structure

The campus will have their own leadership teams but will be pastor led and team driven.

11. Oversight

The campus pastor will be accountable to the Executive Pastor of Ministries. The evaluation will be according to the same benchmarks developed for evaluating the Holland Campus.

12. Leadership Development

Where geography permits, campus pastors will utilize the leadership development environments created by the organizational hub as a pipeline for growing healthy leaders. Regional training will occur at other locations with on site, all-together training once per year from the leadership development process team.

13. Financial model

Business practices standardized by the organizational hub. Missional generosity at local campuses with a target of a 25% invested outside the campus for Central's global endeavors.

14. Web

One centralized website for the church representing all locations – but options for personalized information for each local campus.

15. Data

Centralized (US only) databases for people, groups, events and finances.

16. Support services

Centralized (US only) processes for business services, banking, staffing, payroll, benefits, capital expenditures, agreements, Marcom, etc.