

# -----PLAYBOOK FAQs-----

**1. Q: What is the PCC Playbook, and why is it important?**

**A:** The Playbook is the answer to 6 questions that form the basis for how we make decisions at PCC. Having everyone on the same page ensures that we are good stewards with the resources entrusted to us, that we are a healthy team, and that there is no confusion about these critical questions in the church.

**2. Q: Who is the Playbook for?**

**A:** The Playbook is for anyone serving at PCC in any position at any level in any capacity, whether serving on a team, in leadership, on the staff, or on the Steering Team.

**3. Q: When will PCC start using the PCC Playbook?**

**A:** We will begin incorporating the Playbook into PCC 101, initial meetings with new servers, and our staff hiring process immediately. Staff members will review the playbook with team leaders and ask team leaders to review it with their teams in the coming weeks so that every person who serves at PCC will be exposed to it.

**4. Q: How are the Playbook values different from the values we previously presented in PCC 101?**

**A:** The Playbook in its entirety incorporates ALL of our previously-named values, but in a repackaged, more clear and concise format.

**5. Q: How is the Playbook structure different from how we currently operate as a church?**

**A:** PCC's original, ministry structure served well when it had only a single campus. When PCC became a multi-site church, however, completely separate groups of people worshipping in completely separate locations and serving in completely separate ministries potentially put the unity of PCC at risk. The new structure works to ensure that not only is the PCC experience across campuses unified, but also that all of PCC's ministries operate the same and work together across multiple campuses.

**6. Q: Why is it important that ministries be consistent at each campus?**

**A:** We are ONE Church in multiple locations. Regardless of the campus you attend, you get the same experience. We have a culture and DNA that has proven effective for fulfilling our mission.

**7. Q: Are we going to continue having a single person fill multiple roles?**

**A:** When necessary, yes. Our staff is highly committed to doing whatever it takes to ensure critical roles are filled until...

**8. Q: Will all of the positions on our new structure chart be paid?**

**A:** We believe that God created every person with gifts to be used in the church - to do the work God called us to do. Serving is part of how we respond to God, and it's a gift to every Christ follower to be part of the church through serving. Since we will never have enough money to pay for all of the positions in our new structure chart, we rely on, count on, and thank God for those people who sacrifice and give their precious time for the cause of the mission entrusted to us. This structure, as well as every aspect of our church, will always rely heavily on people like that.

**9. Q: Can you further explain the Reach and Guide Pastor positions?**

**A:** As we developed the Playbook, it became easy to center everything we do around the two primary parts of our mission: "...to reach...and guide... ." As we built our structure, it was natural to point our cross-campus teams into one of these two areas. Therefore, the Reach and Guide Pastor positions, once filled and functioning, will hold our different ministry teams accountable for reaching people who have been untouched or unaffected by traditional churches (Reach Pastor and associated teams) and guiding them to become fully devoted followers of Jesus Christ (Guide pastor and associated teams). We are really excited about how these two positions coach teams to maintain a laser-like focus on fulfilling our mission!

**10. Q: What is the role of the Blue Team?**

**A:** The Blue Team is PCC's senior leadership team, which focuses on the strategic and operational decision-making for the church. Examples of items that the Blue Team would be responsible for are oversight and management of Thematic Goals, regular review of operational metrics and associated planning, and discussion of new campus launches and timing.

**11. Q: What is the role of the Steering Team?**

**A:** The Steering team is PCC's senior spiritual leadership body and is primarily responsible for four things:

1. Leading strategically- strategic decisions aren't left to the Blue Team alone, but ultimately are a joint effort, often beginning with and fleshed out by the Blue Team, but refined and approved by the Steering Team.
2. Approving policy
3. Managing the Senior Pastor
4. Navigating crises

**12. Q: What is the difference between a Coordinator and a Director?**

**A:** For the sake of clearly identifying campus-specific roles versus cross-campus roles, we refer to those positions leading at the campus level as “Coordinators.” “Directors” will operate at a cross-campus level, coaching and influencing Coordinators and ensuring consistency via cross-campus teams.

**13. Q: Who is handling the responsibilities of vacant roles until they are filled?**

**A:** At each campus, until a vacant role is filled, responsibilities will fall to the Campus Pastor. If the Campus Pastor is unable to fulfill a role, he will work with other staff members to distribute responsibilities until the role is filled.

**14. Q: What is a Campus Pastor Intern?**

**A:** Frequently, we will have someone explore a position as an intern. Often, these are people who are interested in a career path or ministry calling, but want to get some exposure to it on a more intense level. Usually, an intern will have a covenant, a supervisor and a working arrangement with the church. Often, internships are unpaid. The Powhatan Campus Pastor Intern is unpaid; PCC agreed to the internship with Jerimy Ford and entered into the covenant arrangement with him for a season of mentoring and training.

**15. Q: How can I access the Playbook?**

**A:** Following the final presentation of our Playbook at our Core Meeting on February 17, 2013, the playbook, including our new org chart, will be available at [pccwired.net](http://pccwired.net) under Media → Resources. You may also obtain a copy via email or a printed hardcopy by calling the church office at 804.598.1174.