

 **Conference**
2026

CAMPUS PASTOR CONNECT

Logan Ketterling

PEOPLE ARCHITECTURE

**PEOPLE
ARCHITECTURE**
Organizational Design

LEADERS OF LEADERS

LEADERS OF OTHERS

INDIVIDUAL CONTRIBUTORS

STAFF TIERS

ARCHITECTURE	TEAM	STAFF TIER
LEADERS OF LEADERS	Senior Leadership Team	Chief Officers
	Leadership Team	Lead Team
LEADERS OF OTHERS	Department Heads	Campus Pastors
		Department Directors
	Manager Team	Department Leads
		Associate Campus Pastors
INDIVIDUAL CONTRIBUTORS	Ministry Team	Associate Department Directors
		People Managers
		Pastors
	Specialist Team	Ministry Leads
		Associate Pastors
		Managers
	Support Team	Specialists
		Coordinators
Assistants		
		Custodians
		Childcare Associates

PEOPLE STRATEGY

PEOPLE STRATEGY

The 4 C's

CHARACTER

Staff and Leadership Covenants

CULTURE

The River Valley Way

CONTRIBUTION

Goals and Performance

COMPETENCIES

Abilities, Skills, Traits, Knowledge, Behaviors

PEOPLE STRATEGY: **COMPETENCIES - SUMMARY**

EVERYONE	EMERGING LEADERS	LEADERS OF OTHERS	LEADERS OF LEADERS
Functional Skills	Includer	Conflict Management	Organizational Vision
Self Development	Teachable	Coaching Skills	Courageous and Decisive
Buoyant	Problem Solver	Team Development	Spirit-Led Shepherd
Personal Accountability	Communication Skills	Approachability	Influential Presence
Time Management Skills	Organizational Knowledge	Delegation	Business and Financial Acumen
Strong Work Ethic	Capacity to Carry More	General Management Skills	Culture Champion
Biblical Ethics & Integrity	Emotional Intelligence	Performance Management	Grounded and Steady
Mission-Focused	Finisher	Collaboration	Consistent & Congruent