

COACHING

PLAYBOOK

What it takes to WIN as a Coach at River Valley Church

Letter from the Connections Team

Thank you so much for taking the time to review this Coaching Playbook. Over the next several pages, you will better understand why and how we do coaching at River Valley Church.

It all begins with our church's mission statement, which is ***to lead people into an authentic, life-changing relationship with Jesus Christ.***

Becoming a coach is one of the best and most impactful ways of participating in this mission.

Moreover, with our church's vision to continue to plant life-giving churches all across the world, your coaching will help Lifegroup and Lifeteam leaders multiply their groups and teams so that many others can find authentic connections, grow spiritually, and develop as world-changers.

Over the next several pages, this packet will present the vision, the purpose, and some of the basic details necessary for coaching at River Valley Church. Typically, it should take about 15-20 minutes to review.

As River Valley Church continues to grow, it is important that more and more people take on the privilege of coaching. So, again, thank you for taking the time to learn more about coaching at River Valley.

The Connections Team
leadership@rivervalley.org

Part 1

The Big Picture

I. WHY IS COACHING IMPORTANT AT RIVER VALLEY?

We ask one thing of every new attender of River Valley: **BE CONNECTED!**

The vision of our church is to lead people into an authentic, life-changing relationship with Jesus Christ. We are all on a journey of transformation with Jesus, and it is our hope that coaches will spur on, encourage, and champion the growth and transformation that happens in the lives of leaders so that we can more effectively fulfill our mission and vision as a church.

We see value in coaches for the following reasons:

- 1) They care for leaders.
- 2) They catalyze growth.
- 3) They champion church health.

QUESTION TO CONSIDER:

What are the specific benefits that have come from coaches or coaching relationships in your own life?

II. WHAT IS A COACH?

What comes to mind when you hear think of a Coach:

1. One who trains (as in athletes and teams)?
2. One who gives private instruction (as in acting or singing)?
3. One who prepares a student for an examination?
4. One who is available to offer situational advice?

Word history: Coach used to mean “a tutor” or “a trainer” in allusion to the speed of stagecoaches and railway coaches. In the days before automobiles and airplanes, ***the fastest method of travel was by coach*** – at first horse-drawn and later steam-powered.

In other words, a coach is someone who leads others along at the fastest possible rate.

SOME KEY DEFINITIONS RELATED TO COACHING:

Disciple: This term occurs in both the Old Testament and New Testament:

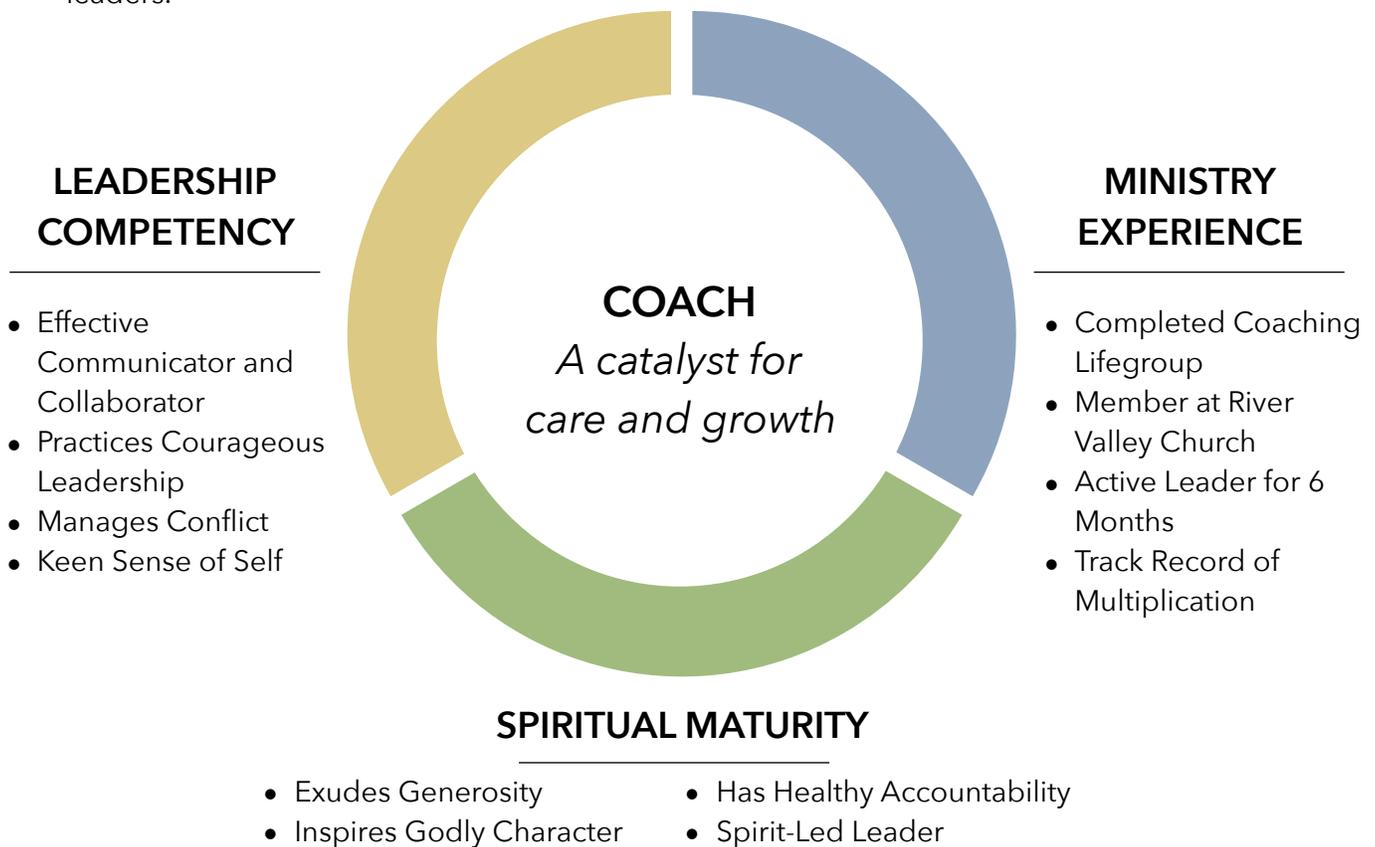
- In the Old Testament the Hebrew word *limmudone* indicates instructed or taught. [ref. Isaiah 8:16; 50:4; 54:13]
- In the New Testament the Greek word *mathetes* indicates learner, and occurs frequently. The meaning applies to one who professes to have learned certain principles from another and maintains them on that other's authority. If is applied principally to the followers of Jesus (Matt 5:1; 8:21; etc.); sometimes to those of John the Baptist (9:14) and of the Pharisees (22:16). It is used in a special manner to indicate the twelve (10:1; 11:1; 20:17).

Mentor: A wise and trusted teacher or counselor.

Influence: To cause a change in the character, thought or action of another.

WHAT IS A COACH AT RIVER VALLEY?

Put simply, a coach is a **CATALYST** for growth whose primary responsibility is to care for leaders.



Coaches accomplish this by supporting and developing leaders. Coaches provide encouragement, resources, awareness and understanding, while spurring action for change and growth in personal character and leadership capacity.

WHAT ARE THE QUALIFICATIONS FOR A COACH?

The following tables are given to help you understand the qualifications of Leaders and Coaches at River Valley. For more detailed descriptions of these qualifications, please reference the Glossary in the Appendix.

MINISTRY EXPERIENCE	<i>On Deck</i>	<i>Leader</i>	<i>Coach</i>
<i>Regular Service Attendance</i>	X	X	X
<i>Consistent Participant in Lifegroup/ Lifeteam</i>	X	X	X
<i>Agrees with Church's Beliefs and Practices</i>		X	X
<i>Completed NEXT</i>		X	X
<i>Engages in Building Community</i>		X	X
<i>Demonstrates Care for Others</i>		X	X
<i>Member at River Valley Church</i>			X
<i>Involved in Leadership for 6 Months in Lifegroup/Lifeteam</i>			X
<i>Track Record of Multiplication</i>			X
<i>Completed "Multiply" Lifegroup</i>			X

LEADERSHIP COMPETENCY	<i>On Deck</i>	<i>Leader</i>	<i>Coach</i>
<i>Self-Manager</i>	X	X	X
<i>Demonstrates Optimism</i>	X	X	X
<i>Building Interpersonal Skills</i>	X	X	X
<i>Resilient and Adaptable</i>		X	X
<i>Demonstrates Team-Building Skills</i>		X	X
<i>Engages Newcomers</i>		X	X
<i>Provides Valuable Perspective</i>		X	X
<i>Effective Communicator/Collaborator</i>			X
<i>Practices Courageous Leadership</i>			X
<i>Manages Conflict Well</i>			X
<i>Keen Sense of Self</i>			X

SPIRITUAL MATURITY	<i>On Deck</i>	<i>Leader</i>	<i>Coach</i>
<i>Developing Godly Character</i>	X	X	X
<i>Fosters Church Unity</i>	X	X	X
<i>Embodies Christian Values</i>	X	X	X
<i>Has Made Salvation Decision</i>	X	X	X
<i>Models Godly Character</i>		X	X
<i>Establishing Generosity</i>		X	X
<i>Heart for the House</i>		X	X
<i>Meaningful Devotional Life</i>		X	X
<i>Embedded in Biblical Community</i>		X	X
<i>Exudes Generosity</i>			X
<i>Inspires Godly Character</i>			X
<i>Has Healthy Accountability</i>			X
<i>Spirit-Led Leader</i>			X

QUESTION TO CONSIDER:

Why are these qualifications important? How can they help us in the coaching role? How do they help us inspire others in Godly character?

III. RIVER VALLEY COACH APPROVAL PROCESS

1. Apply for membership at River Valley Church
2. View the online coaching training module
3. Meet with a pastor for leader assignments
4. Start building strong coaching relationships
5. Put the Coaching Playbook to work

QUESTION TO CONSIDER:

What questions do you have about coaching?

Part 2

Your Part in the Story

I. THE CHARACTER OF THE COACH

Coaching is an opportunity to MULTIPLY our leadership by caring for leaders. It's an opportunity for our **STORY** to intersect the story of others, and together write a new story.

CHARACTER is foundational to any leadership role, and coaching is no exception. The difference though is that we want coaches at River Valley not to just be developing and modeling Godly character, we want them to inspire Godly character! Let's take a moment to look at the "qualifications" of coaches.

II. WHAT TO EXPECT IN THE COACH-LEADER RELATIONSHIP

The Coach-Leader relationship provides a dynamic **BALANCE** of care and development through a personal relationship that is empowered by trust and understanding. A successful coaching relationship is covered in prayer and guided by the Word of God and the values of River Valley Church. The successful Coach-Leader relationship results in leaders who better understand their role in God's story and taking action steps towards that purpose.

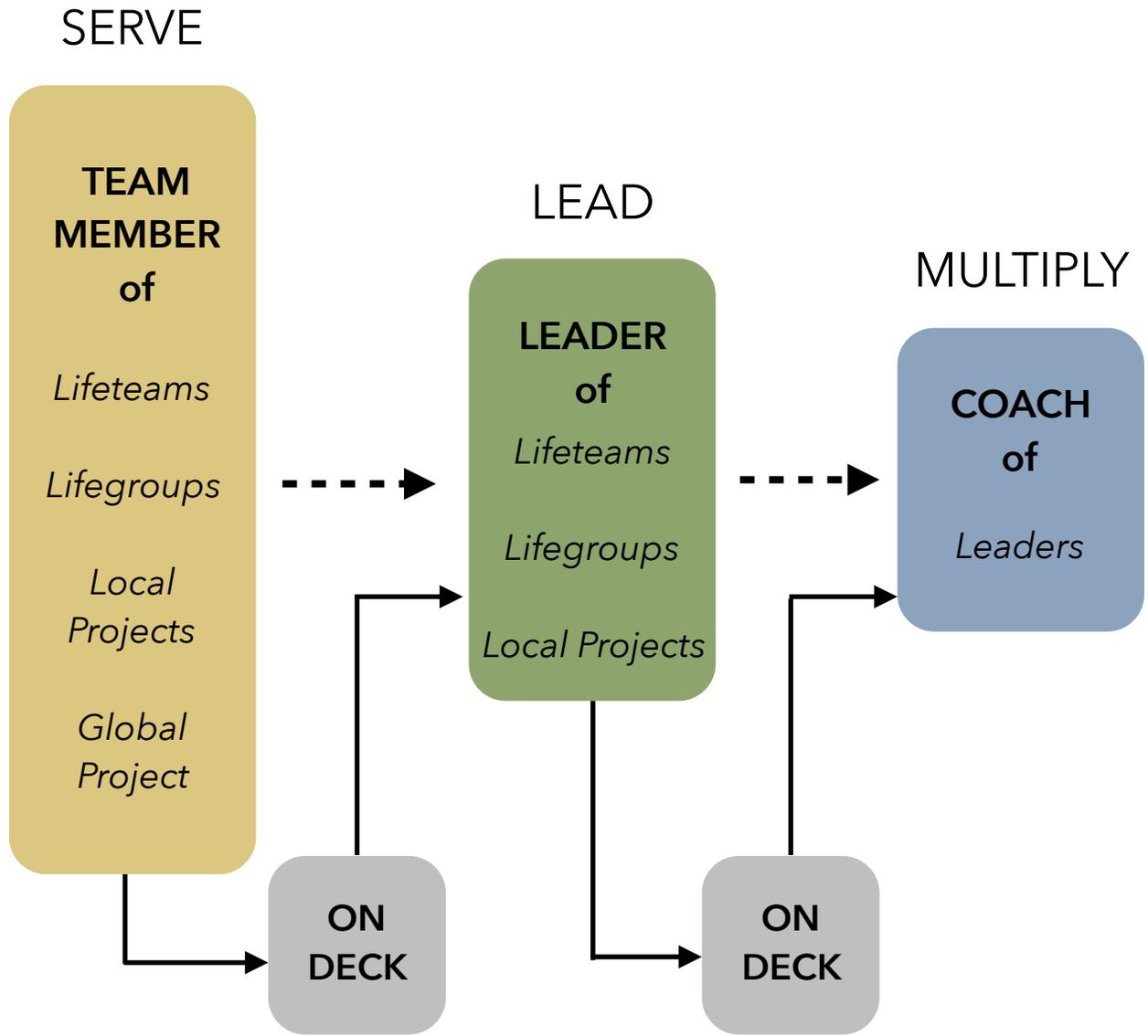
QUESTION TO CONSIDER:

Why is it important that our coaching be covered in prayer and incorporate the Word of God? What are some practical ways you can see that being put to work in the coaching relationship?

WHERE COACHING FITS AT RIVER VALLEY //

- A **Team Member** is someone who CONNECTS to biblical community through growth in a Lifegroup or service in a Lifeteam.
- Being **On Deck** is someone who SERVES a group, team, leader, or coach to prepare for his or her next level of leadership.
- A **Leader** is someone who LEADS a group or team so that as many people as possible are connected, growing in their faith, and serving.
- A **Coach** is someone who MULTIPLIES his or her leadership. They have experience as a Leader and have a passion to support, care for, and influence current and future leaders.

LEADERSHIP DEVELOPMENT CULTURE //



Part 3

What's the Win?

I. WHAT DOES A WIN LOOK LIKE?

Coaching up to five (5) Leaders and **DEVELOPING** one coach.

- Your leaders are developing on deck leaders in their area.
- Establish coaching relationship with assigned leaders, meeting quarterly for one-on-one meetings, and facilitating group huddles as desired.
- Make your leaders or team a priority so that you can be available when needed.
- Set the example for how to build community among your leaders.
- Actively participate in coach's meetings and one-on-one meetings with your pastor or director.

QUESTION TO CONSIDER:

Why is defining the win so important? What win seems easy for you, what win maybe seems more difficult for you? Why?

II. TIME COMMITMENT //

On average, your time commitment will be approximately **5-10 hours a month** spent GROWING other leaders:

- One-on-one meetings with each of your leaders twice a year.
- Plan and facilitate leader meetings or gatherings twice a year.
- One-on-one meeting with a Staff Pastor twice a year.
- Lifeteam or Lifegroup visits - Give oversight to weekend team leaders / plan Lifegroup visit with a new leader or when asked by an existing leader.
- Participation in Leadership events. (i.e. Leadership Nights)

III. IDENTIFYING ON DECK LEADERS & COACHES

On Deck **LEADERS** are:

- Currently serving as a Lifeteam or Lifegroup members
- Practicing Godly Character
- Able to build relationships and replicate their leadership
- Expressing a desire to LEAD in greater capacity
- Participating or have completed in NEXT

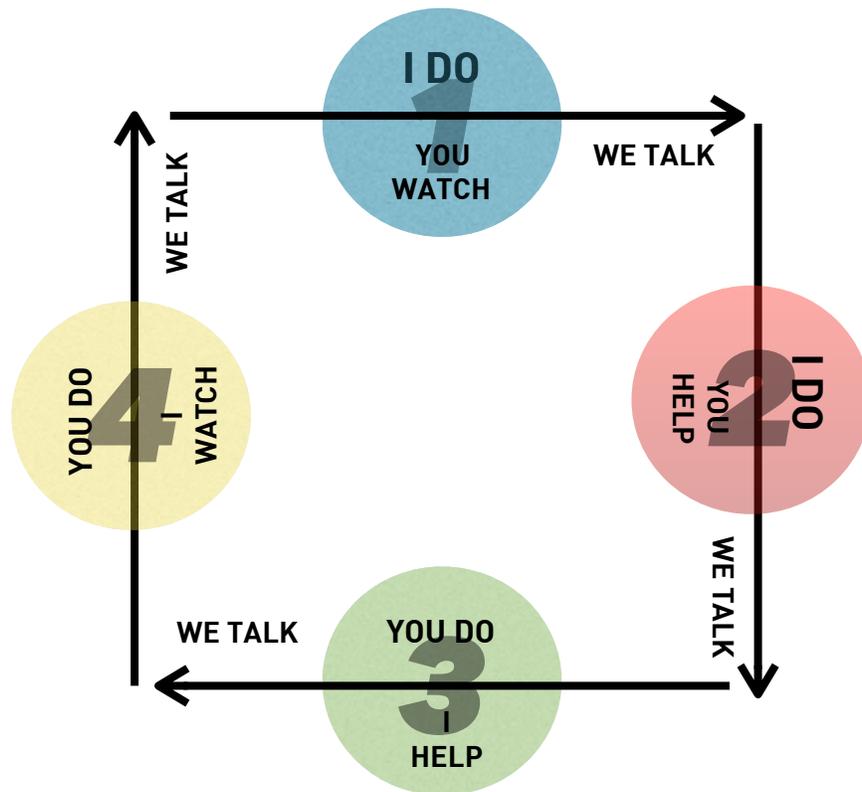
On Deck **COACHES** are:

- Currently serving as a Lifeteam Leader or Lifegroup Leader
- Practicing & Inspiring Godly Character
- Building relationships and replicating their leadership
- Able to support and develop other leaders
- Expressing a desire to MULTIPLY their leadership

A FEW QUICK TIPS FOR DEVELOPING ON DECK LEADERS AND COACHES:

We believe ongoing development of leaders best happens in the context of on-the-job training. This is why we encourage leaders to identify On Deck leaders and invite them to learn from you while participating in small and significant leadership assignments.

The diagram below offers a simple process in providing On Deck Training for potential leaders in both Lifegroups and Lifeteams. Use this as often as you can.



IV. COACHING RHYHTMS

Have you ever seen a marching band perform? Maybe it was a high school band or a college band doing a football half-time show. Sometimes their performances are very elaborate and not only demand the band playing in rhythm together, but also them moving together in formation.

A marching band provides a great lesson for developing a leadership **RHYTHM** as a coach at River Valley. First, there is a skill required to know your part and perform to the best of your ability. Second, there must be the ability to move in unison with the other members. For it all to come together it has to have the right timing, it needs the right rhythm.

Rhythm (n): a strong, regular, repeated pattern of movement or sound.

EVERY leader that coaches and every coach will have or form their own rhythm for coaching. Anyone that coaches will want to consider and identify their personal preferences for coaching. For some, atmosphere, time of day and location are considered when coaching. For others, personal posture or quantity of time are more important factors.

Here are some things that can be a part of your regular and repeated pattern as a coach that will lead to strong coaching relationship.

1. PRAY FOR YOUR LEADERS DAILY

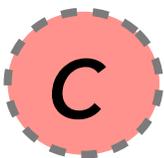
Pray for your leaders on a regular basis, and let them know it. If you are praying for them send them a quick message to let them know you're lifting them up in prayer. There's nothing like knowing that someone else is praying for you.

2. ONE-ON-ONE MEETINGS

Get together quarterly for one-on-one meetings with your leaders. Make relationships the first priority. Don't rush into a coaching conversation without building a personal relationship with a leader.

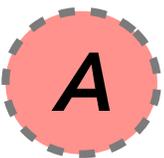
Jesus reminds us in John 10:14 how important relationship is *"I am a good shepherd: I know my sheep and my sheep know me."*

Use the CARE model we discussed earlier to frame your one-on-one meetings:



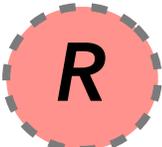
Connect - Open with a time of connection and relationship-building. Remember your influence and voice with another individual is a product of your relationship with him or her.

Ask questions like: What's a story that sums up your past week? Are there any new things happening in your life since we last met? How is your family doing?



Accountability - Be intentional about asking how your leader is doing in their faith, family, personal life, and leadership at River Valley.

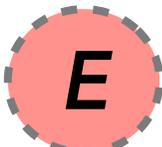
Ask questions like: How would someone else describe your faith? Where are you winning in your leadership? Where are you losing? Who is on deck for you?



R

Resource - Think of ways you can resource your leaders to grow spiritually and in their leadership. You can only resource others as much as you are resourcing yourself, so look for opportunities to read and listen to other leadership voices.

Ask questions like: May I direct you to a resource on this topic? Have you thought about how this passage of Scripture might have application for you?



E

Encourage - This is a crucial piece to coaching. Make a diligent and heartfelt effort to leave your leaders inspired and energized to continue pursuing an authentic and life-changing relationship with Jesus Christ.

Ask questions like: How can I be praying for you? When can I visit your Lifeteam or Lifegroup? What can I do to continually support you in your life?

One-on-Ones will give you great insight. If you discover that a leader is going through a difficult season or is in the midst of challenges, guided by the Holy Spirit, God can use your voice to bring encouragement and direction in their life.

3. LEADER GATHERINGS

Build a time for all of your leaders to get together to build relationship, focus on vision, share wins, and collaborate on solutions for common difficulties their facing. Utilize these gatherings as needed (up to twice a year).

4. COACH'S PLAYBOOK

Check out the Coach's Playbook for tools you can direct leaders to that will help them along on their leadership and faith journey.

QUESTION TO CONSIDER:

What are your reactions to our coaching expectations? Are these reasonable but also challenging goals? Do you have any questions about coaching expectations?

V. YOUR NEXT STEPS

1. SIX-MONTH COACHING TIMELINE

After the conclusion of this Multiply Lifegroup, here are some practical and specific next steps to take as a River Valley Coach:

- 1 Week Out: Identify leaders you will coach in coordination with your pastor
- 2 Weeks Out: Meet with your pastor for your own care and leadership development
- 1 Month Out: Schedule a meeting with all your leaders to build connection
- 3 Months Out: Make sure to have met with each of your leaders one-on-one by this time
- 6 Months Out: Identify and be training an On Deck coach by this time

2. PRAYER AND COMMISSIONING

Becoming a coach at River Valley is an incredible step of faith and obedience. This level of leadership demonstrates exceptional commitment to the vision of our church, and you will be contributing in significant ways in leading others into authentic life-changing relationships with Jesus Christ.

As you step into this role, it is our privilege to pray and commission you into this new journey. We are grateful for each of you and the impact you have made and will continue to make at River Valley.

The best is yet to come!

Part 4

The Plays



Lifeteams

LIFETEAMS DEFINED //

Lifeteam ~n. - a group of people who have been empowered to use their gifts and abilities to create the life-giving atmosphere of River Valley Church through faithful service and leadership.

Many teams are necessary to create the life giving atmosphere of River Valley Church. Some options include:

- GoKids (Elementary & Early Childhood)
- River Valley Youth
- First Impressions (greeters, ushers, café, welcome center, and parking lot)
- Security
- Prayer Team
- Weekend Worship and Production Teams

LIFETEAM COACH RESPONSIBILITIES //

- Oversee Lifeteam Leaders and Lifeteam members that are entrusted to you.
- Equip Lifeteam Leaders with skill building resources and feedback.
- Identify one On Deck coach every six months among your Lifeteam leaders.
- Problem solve in the moment during the weekend services.
- Provide on-demand and scheduled encouragement and feedback for your leaders.
- Continue to develop your leadership and coaching expertise through books, seminars, and/or training events.

QUESTIONS/CONCERNS //

Please know that we are always available to help out in any way possible.

For general Lifeteam questions: serve@rivervalley.org. For specific Lifeteam questions regarding pastoral concerns or other issues, please email jayne.poli@rivervalley.org



LIFEGROUPS DEFINED //

Lifegroup: ~n. a community pursuing an authentic and life-changing relationship with Jesus Christ. At River Valley Church, we have two primary Lifegroup environments:

- **Core Groups**- A group that meets up to 11 weeks around a specific, predetermined topic. This group is focused on building a core value in your life. (Alpha, Freedom, Financial Peace, God I Never Knew)
- **Community Groups**- 6 to 15 adults around the same stage of life who meet regularly during a given Lifegroups season to connect relationally, grow spiritually, and serve locally.

Most groups have a primary “target” but many have blurred lines and are open to more than one target group. For administrative purposes, however, it is most helpful to primarily focus on one of the following target age group or life-stage.

- GO Kids - (these happen on the weekends)
- River Valley Youth - (these happen at during YTH services)
- Young Adults (20+)
- Family
- Men
- Women (including Sisterhood)
- Adult

LIFEGROUP LOGISTICS //

Lifegroups meet at locations within the community that are purpose-appropriate and create a comfortable, casual environment. (Examples: homes, coffee shops, parks, community centers, gyms, restaurants, break rooms, meeting rooms, etc.) We want people to experience and connect with Christ in the community.

We like our Lifegroups to meet at regular and at memorable times (i.e. second and fourth Tuesday of each month). Here are the basic guidelines we ask all our leaders to follow:

- Community Groups- meet weekly during a given season
- Core Groups- typically meet weekly for 8-11 weeks
- Any day of the week
- Any time of the day
- Not during your campus weekend service
- Not during Leadership Night events

What about Childcare?

For childcare (if applicable), there is no single solution for childcare needs. Each individual leader decides how they want to handle their group's childcare. Listed below are some options:

- None provided - each individual/couple make their own arrangements.
- Rotate responsibility - each individual/couple takes a week to provide childcare or involves older, responsible kids to watch the younger ones.
- Group/Leader responsibility - the leader or someone in the groups gets the necessary childcare and the group collectively pays for the childcare.

LIFEGROUP COACH RESPONSIBILITIES //

- Encourage and assist Lifegroup leaders who are entrusted to you.
- Equip Lifegroup leaders with skill-building resources and feedback for growth.
- Identify one On Deck coach every six months among your Lifegroup leaders.
- Provide on-demand and scheduled encouragement and feedback for your leaders.
- Continue to develop your leadership and coaching expertise through books, seminars, and/or training events.

QUESTIONS/CONCERNS //

There are countless questions or concerns that arise as you lead. Please know that we are always available to help out in any way possible. For the timeliest responses please consider the following:

For general Lifegroup questions: ***lifegroups@rivervalley.org***.

For specific Lifegroup questions regarding pastoral concerns or theological issues, please email ***clynt.reddy@rivervalley.org***.

LIFEGROUPS AND LIFETEAMS COACHES COMPARED //

Lifegroups Coach	Lifeteams Coach
Periodically attend your leader's lifegroups and provide feedback to leader	Monthly observe Lifeteam leader and their team in action and provide feedback to the Lifeteam leader.
Meet 4 times a year to go through the C.A.R.E. model	Meet 4 times a year to go through the C.A.R.E. model
Send resources to the Lifegroup Leaders early in the week they will meet to provide information and inspiration that they can utilize for communication	Send reminders to Lifeteam Leaders to communicate early in the week of their serving opportunity with their team members and provide the information and inspiration that they can utilize for communication
Take your leader through the Leader/Coach Covenant within first month of leading	Take your leader through the Leader/Coach Covenant with the first month of leading
Provide skill training through emails, on the job training at the Lifegroup, or group meetings with all of your leaders	Provide skill training through emails, weekend serving on the job training, or group meetings of your leaders

THE CARE MODEL UNPACKED //

HOW TO USE THE CARE MODEL?

CONNECT: Ask 2 personal questions to get to know them better.

- What's a story that sums up your past week?
- Are there any new things happening In your life since we last met?
- What would you like to talk about today regarding being a leader?
- What outcome would make this conversation feel worthwhile?
- What are your biggest strengths, biggest weaknesses?
- Tell me about some of your "wins" since the last time we met?
- What is the most important challenge you would like to talk about today?
- Give me some background information - what led up to this challenge?
- Did you ever have a challenge like this before? How did you handle it?
- Have you identified God's unique purpose for your life?
- How will you know if you are on track with pursuing this calling?

ACCOUNTABILITY: Ask 2 spiritual growth questions and 1 development question.

- How would someone else describe your life?
- Where are you winning in your leadership?
- Where are you losing? Make sure you then respond with: And how can I support you in this area?
- What are obstacles in this situation?
- What action steps do you need to do in this matter? When will you have this done?
- How did you do on accomplishing the action items since we last met?
- What did you not get done that you need additional help/resources for?
- What are the obstacles in achieving your action items?
- What could you do to alleviate the obstacles?
- Who is on deck for you?
- Are you regularly praying for your team leaders and members?
- Use the Wheel of Life as a tool to see where your Leader could use some coaching. Have them rate each area with 10 being the highest.

RESOURCE: Give an article that would coach your leader in area you have observed a need for growth.

- May I direct you to a resource on an area that has been challenging for you?
- Have you thought about a particular Scripture that might have application for you?
- Get creative - what other resources could you pursue?

ENCOURAGE: Write a thank you note or simply tell your leader 2 actions you saw them doing with excellence

- How can I be praying for you?
- When can I visit your Lifeteam/Lifegroup?
- What can I do to continually support you in your life?
- How can I help you continue to walk in your gifting and to walk in your purpose?
- Let's write down some prayers based on the results of the Life Wheel exercise that we can both pray for.
- Let's write down some prayer based on the needs of your group.
- Let's set up a time to talk/meet to see how things are going.

RIVER VALLEY CHURCH LEADER AND COACHING COVENANT //

1. I will live a Christian life, in word and deed, which demonstrates agreement with the Bible.
2. I will protect the unity of River Valley Church
 - by submitting to the vision and leadership of River Valley Church (Acts 4:32)
 - by refusing to gossip or grumble (Exodus 16:6-8 and Ephesians 4:29-32)
 - by resolving personal conflicts (Matthew 5:25 and Matthew 18:15-17)
3. I will promote the growth of River Valley Church
 - by praying for and inviting those around us (Luke 14:23)
 - by welcoming those who visit (Hebrews 13:1-2)
 - by committing to personal growth and leader development (Ephesians 4:16 and Hebrews 12:11)

In addition to the commitment to the above statements, we also ask that all leaders and coaches commit to meeting at least four times per year to connect and walk through the C.A.R.E. model.

Appendix

GLOSSARY //

When you spend any amount of time at River Valley Church, you'll hear some terms and language that may seem unfamiliar to you at first. There is always a lot going on in different ministries, so knowing what is what is a great way to get plugged in.

Leadership Roles:

On Deck - a developing leader; someone who serves a group, team, leader, or a coach to prepare for their next level of leadership.

Leader - a champion for community; someone who leads a group or team so that as many people as possible are connected and growing in their faith. Leaders also provide support, encouragement, and accountability to apprentices in their group or team.

Coach- a catalyst for growth; someone who multiplies his or her leadership. They have experience as a Lifegroup or Lifeteam Leader and have a passion to support, care for and influence other leaders.

Leadership Qualifications:

Spiritual maturity- the intentional process of becoming more like Jesus.

Godly character- seeking God daily and asking Him to reveal areas of weakness & blind spots in your life. Seeking accountability from friends to help develop God's character and create healthy, sustainable habits. Willing to receive feedback & input regarding areas for personal growth.

Church unity- Upholding and advocating the mission, vision, values, leadership, and strategy of a church community.

Christian values- a set of biblical teachings and principles from Jesus and other Church fathers that inform life and practice.

Salvation decision- the willful and premeditated acceptance of Jesus as Lord and Savior in one's life.

Generosity- the heartfelt giving of time, talent, and treasure as God leads in one's life without expecting anything in return.

Heart for the House- a desire to actively and passionately serve the church.

Devotional life- regular time invested in reading the Bible and praying and listening to God with the goal of developing a more authentic relationship with Jesus through the leading of the Holy Spirit.

Biblical community- a close-knit fellowship with others that results in sharing common values, beliefs, and convictions centered on spurring one another in discipleship and outreach.

Healthy accountability- honestly sharing one's life with another with the purpose of receiving encouragement, correction, and prayerful advice.

Spirit-lead leadership- Ability to seek God, hear His voice & act in obedience. Not afraid to step out in faith & act on the promptings of the Holy Spirit.

Leadership competencies- a set of skills, aptitudes, and abilities necessary for effective and enduring leadership

Self-Manager- the ability to take an introspective look and self-identify areas in need of improvement. Able to be places on time, accomplish basic tasks that are assigned & manage up.

Optimism- the ability to see the positive side of things & expect that things will turn out well. Chooses to stay positive even when others are being negative and spreading discouragement. Able to see opportunities where others see problems and can instill in others a sense of hope for the future.

Interpersonal skills- the ability to interact with others. These often include listening and communication skills, used to build rapport, trust, and accountability with team and/or group members and leaders.

Resilient- the ability to spring back after or in the face of difficulty or conflict.

Adaptable- the ability to adjust to new, different, or changing conditions while still staying positive and focused on the goals at hand.

Team building skills- the ability to continually bring a group of people together toward a common goal. Allows tasks and responsibilities to be shared, while also leveraging unique talent for specific projects and outcomes. Builds environment centered on trust, interdependency, and mutual accountability.

Courageous leadership- the ability to lead through any and all circumstances. Willingness to make tough decisions in a timely manner. Champion for unity, hope, and progress even in the face of opposition. Willing to be stretched to his or her limits as God leads and directs.

Keen sense of self- the ability to know oneself honestly and thoroughly. This may include knowledge of personality profiles or strengths through different assessments (i.e. Myers-Briggs, StrengthsFinder). Knows strengths and areas of talent as well as weaknesses and areas of improvement.

Ministry experience- tangible and practical time invested in helping others grow, serve, and develop and leaders

Care- providing help, resources, counsel, and prayer to those in need. This may require connecting members to specific care ministries given their specific needs.

Care Ministries:

DivorceCare- a lifegroup based on a biblical approach to divorce, separation as well as remarriage, forgiveness and reconciliation

Marriage mentor-a trained married couple who is assigned to another married couple for the enrichment of one's marriage or to provide support for marriages that may be in a hurting place.

River Valley member- an individual who has committed to actively connect, serve, and give to the ministry and goals of River Valley Church. Members must have a 6 month track record of active participation in a Lifegroup and Lifeteam as well as tithing (giving 10% of one's income to the church). Members must have also completed NEXT and must submit an online application that must be approved.

Multiplication- an increase in the number or amount of something, resulting in more opportunity for discipleship, service, or connection.

River Valley Church Ministries:

NEXT- a class that explains in-depth why River Valley exists, how we started, where we are going, why we function the way we do, why you are an essential part of the success and how you can find your place in the vision of the church.

Lifegroup- a community pursuing an authentic and life-changing relationship with Jesus Christ.

Core Group- a group that meets up to 11 weeks around a specific, predetermined topic.

Freedom- a group focused on helping you become the person you were created to be by finding freedom in Christ.

Financial Peace- life-changing course that teaches you how to make the right decisions with your money. You'll be empowered with the practical skills and confidence needed to achieve your financial goals and experience true financial peace.

Alpha- a 10 week class to learn more about the Christian faith.

God I Never Knew Lifegroups - a Lifegroup experience designed to explore a life lived in relationship with the Holy Spirit.

Community Group - six to fifteen adults in the same stage of life who meet regularly during a Lifegroup season to connect relationally, grow spiritually, and serve locally.

Lifeteam- a group of people who have been empowered to use their gifts and abilities to create the life-giving atmosphere of River Valley Church through faithful service and leadership.

Leadership Night- specially designed to challenge and grow you as an individual, Christ-follower and leader.

Local Service Project- a ministry seeking to show the love of Jesus through acts of service in the Twin Cities.

GoKids- GoKids is the children's ministry of River Valley Church, from birth through the 5th grade. GoKids meets the same time as weekend services at all campuses as well as midweek.

Youth- Youth entails all the ministry to youth from 6th grade all the way through high school. This includes Wednesday night youth groups at all campuses, Sunday night discipleship at Ignite, special events and conferences throughout the year, and Lifegroups that meet all across the Twin Cities.

Global Project- Global Project is the global and local missions effort at River Valley Church. Global Teams are sent all across the world every few weeks and provide a chance for us to take part in God's work across the world.

Sisterhood Night- Three times a year we meet for a women's only service called Sisterhood Night. On a designated Sunday evening, we bring in internationally recognized speakers,

musical guests, and teaching from leaders within River Valley Church. The night begins with a time of worship followed by door prizes, a message, and treats.

Men's Night- A Night for the men of River Valley to come together for community, inspiration and to have a good time.

Twenty Plus (20+)- 20+ is a movement of young adults at River Valley Church, which exists to connect and collaborate with young people seasonally and weekly to impact our church, our community and our globe through serving.

Kingdom Builders- Kingdom Builders is what we call our above and beyond giving, after our tithe to the church. Last year, as a church we gave nearly \$4.5 million to fund missions, church expansion, and other various ministries across the globe.

RVLI (River Valley Leadership Institute)- RVLI is the internship program here at River Valley. Interns serve and learn in a variety of areas and capacities on the weekend and during office hours.

Sisterhood- A Lifegroup community for women at River Valley Church.

Sparkle- Sparkle is our annual Women's Conference at River Valley Church. Each year, thousands of women gather to grow together and to be inspired as a Christ Follower.