

RISE

receive love.
give love.
repeat.

The RISE Leadership GUIDEBOOK

“We’re on this journey together!”

RISE United Methodist Faith Community
690 S. Mason St.
Harrisonburg, VA 22801

Trust in the Lord with all your heart;
Don't rely on your own intelligence.

Know him in all your paths,
And he will keep your ways straight.

Proverbs 3: 5-6 CEB

Really?? A Handbook?!

RISE is a community that fully embraces the fact that being a follower of Jesus is serious business, but we've always made sure that we don't take ourselves too seriously!! There is all manner of silliness, laughter, and general good times here at RISE, and that is definitely a part of who we are and we believe we should be (and quite frankly who Jesus wants us to be). This handbook is not intended to be a book of rules and regulations, of "dos and don'ts", it is, however, a reminder that leadership in this movement of love called RISE requires responsibility, accountability, and commitment. Bringing God's dream into reality in our community is a high calling, and we want our leaders to fully embrace that calling with energy, excitement, and with their own gifts and personalities! Knowing who and whose we are means challenging ourselves to live into who we are called to be. We hope that as a leader in the RISE community, you will embrace this challenge to be part of putting more love into the world and mending creation. It might look a little daunting and scary, but you are not alone in this! You can do this and you will have people around you to help you do it!

Origins and Destinations

*Do not run through life so fast that you forget
not only where you have been, but also where you are going.
~from "Peace", author unknown*

In March of 2014, leaders in the RISE community began to identify that we had become good at *doing*, yet we had lost hold of *who* were; there was a persistent feeling of tiredness and burn-out. When we asked ourselves “who is RISE if we aren’t doing a multitude of things?” we were not clearly able to articulate an answer. So, leaders on the Core leadership team decided to embrace a period of identity work, and to pause all but the essential programs. We wrestled with questions of identity through April and May and while it was rarely linear, often filled with tension and confusion,, we emerged with a new draft vision statement and clarity that there was a lot of work left to do. From this place, the Strategy team was born. Based on interest and individual strengths, the Strategy team was charged with the commitment to faithfully and efficiently re-structure RISE within the framework of this vision. The Strategy team consisted of: Molly Boese, Stephanie Floyd, Amanda Garber, Andy Harbick, Justin Hicks, Kimberly Lane, Phil Quagliariello, and Alexis Ward. This team met weekly from mid-June until mid-September. We struggled with structural changes, naming, target demographics, cultural opportunities, past successes and failures, and dozens of other topics. This guidebook is the result of that committed and faithful effort. We believe that it is true to the Dream God birthed into RISE four years ago while also positioning RISE to continue dreaming for years to come. This is just a beginning; change and evolution will continue as we seek to embody the vision, and as You step up to lead in big and little ways.

VISION and CORE VALUES

Our vision and core values drive everything that we do at RISE. As our faith community grows, how our vision and core values are expressed may shift; yet, we are always striving to filter every decision we make, every event that we plan, and every person we connect with, through these tenants. They serve as a framework that will help keep RISE true to who we are and we want to be.

Vision Statement

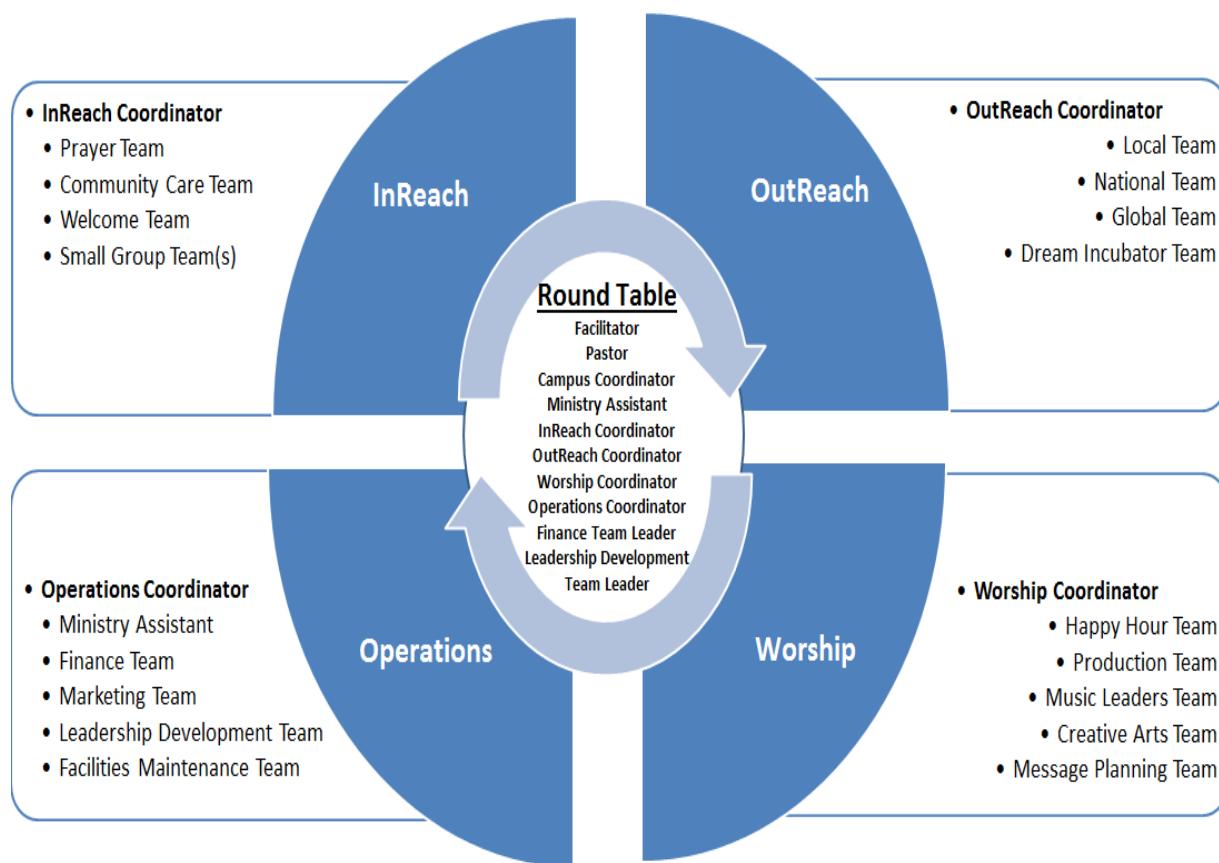
As a community of imperfect people, relentlessly pursuing God's Dream, we seek to live and love like Jesus. We strive to be an inviting, passionate, and challenging movement.

Core Values

1. Jesus is always at the center of all that we are and all that we do - both as individuals and as a faith community. ALWAYS
2. God has open arms, and so should we.
3. Jesus lived and loved with passion, and so should we.
4. Jesus is found among the poor, hurting and broken-hearted. And we should be too.
5. Each of us is messed up. God loves us anyway. Nothing can separate us from God's love. Nothing.
6. We believe in the importance of taking risks. Together.
7. God gives to us, so we give back.

RISE ReImagined Structure

This new structure will allow for many more opportunities for our community to develop and grow as servant leaders. There are 4 major areas each with a coordinator, who serves as the leader of that area, which has several teams. Each coordinator will serve on the RoundTable and be the voice of the leaders and members of the teams they serve.



The RoundTable

The RoundTable is a team of coordinators (roles described later in this document) consisting of:

- The pastor
- The coordinator for campus outreach
- Ministry assistant
- Worship coordinator
- Outreach coordinator
- Inreach coordinator
- Leadership development coordinator
- Finance coordinator
- Operations coordinator
- A facilitator

The RoundTable was born out of the desire to have a team who would maintain an overarching “big picture” view of the RISE community, but would not be a leadership council or a Supreme Court decision-making body. The RoundTable will serve as the gathering place for voices from each team. It will not be an exclusive clique, and will not hold closed meetings.

We chose the name “RoundTable”, yes, from the Legend of King Arthur, to remind us that this team will be a place where everyone is equal. There is no head of the table, there are no edges or corners! The members of the RoundTable will work very hard to listen to all the voices from the community and, when appropriate, make the hard decisions that need to be made.

The RoundTable is the primary keeper of RISE's vision. It is everyone's job to understand RISE's "why" and be able to communicate it in their own words; the RoundTable is uniquely responsible for helping us to keep sight of our vision within God's Dream.

The RoundTable serves RISE and helps us to stay focused on our vision by:

- **Being the final decision maker for difficult decisions.** RISE doesn't believe Jesus's way of leadership is by hierarchy or raw authority. Leaders should be empowered, equipped and challenged to make decisions, while simultaneously being held accountable to their decisions. But when there are critical decisions or when disagreement or ambiguity arises, the RoundTable will be responsible for helping a decision to be made.
- **Leading leaders, helping them to develop and holding them accountable.** RISE wants to develop great leaders who have big hearts for God's Dream. Members of the RoundTable are effective leaders and can identify, mentor, encourage, and empower others to carry RISE's vision forward.
- **Taking responsibility for identifying, asking, and selecting new leaders.** It is a big job to lead within RISE and as such every leader, whether on the RoundTable or not, is responsible for finding other leaders, developing them, and multiplying themselves. But when it comes to filling critical roles or maintaining our vision, the RoundTable has the primary responsibility for finding leaders.
- **Hiring or replacing paid personnel such as the pastor and campus coordinator.** Representing the entire community, collaborating with others, and receiving significant input, the RoundTable, led by the Leadership Development coordinator, will own the process needed to hire or replace paid personnel.
- **Maintaining denominational affiliations, relationships, and reporting.** As a United Methodist faith community there are certain procedural tasks that need to be attended to. The RoundTable, led by the Operations coordinator, will fulfill these requirements.
- **Leading the evolution of our vision and structure.** It would be foolish to assume that nothing about our focus, vision, or structure will change from now on. When it comes to discerning God's Dream for RISE and how to get there, the RoundTable will lead us through those changes.

Expectations of Leaders

Jesus was a peculiar fellow who had a way of challenging the "powers that be" and cultural assumptions of his day. He completely reimagined leadership, authority and power. He shocked people with his bold and scandalous ways of teaching, living and leading in a radically different way (see John 13).

RISE leaders should emulate the model of Jesus at all times and in all ways. Entire books have been written about servant leadership and what it means to lead like Jesus. We're unable to cover that completely here but Amanda and others can provide you with plenty of reading material if you're interested.

In a nutshell, Jesus-style leadership means...

- the least of all will be greatest of all (thus humility and openness to growth and transformation is paramount)
- using power with great care and an intentional effort to share and "give away" power whenever possible
- a willingness to "get dirty," be uncomfortable and take risks
- seeing the "bigger picture" (God's Dream) and remembering the needs of the community and our world.
- listening, showing respect, offering support and encouragement to one another (and pretty much anyone with whom we come in contact)
- communicating in healthy ways and avoiding gossip
- living sacrificially and giving financially to the movement of RISE.

At RISE, we want to be a place where leaders develop a foundational understanding about what it means to lead like Jesus and what it takes to be effective. ANYONE CAN BE A LEADER! You don't have to be a certain age, have a certain degree, or be a subject matter expert to be a leader. In addition to the above principles, below are some specific qualities and skills that will be expected of those in leadership positions. These will be baselines for all team leaders at RISE. This isn't a comprehensive list; being a leader means being committed to growing and learning new skills.

It is important to point out that while we are talking about expectations of leaders, we are not using these expectations as requirements or restrictions to keep people from being leaders; rather we want to encourage prospective leaders to develop their skills, abilities, and character qualities on a higher level. Everyone has room to grow and we want RISE to be place where leaders are developed and provided a safe place to flourish.

RISE leaders:

- **Are able to articulate the “why” of RISE:** Every leader should be able to explain, in their own words and voice, the “why” of RISE is and why RISE matters to them. Each person will have a slightly different “why”, but the underlying philosophy, vision, and mission of RISE should come through.
- **Communicate well:** Every RISE leader should be an effective communicator. You don’t have to be a good public speaker (unless your specific position requires public speaking), but you need to be able to communicate what you need to in a way that is able to be received and comprehended by those on your team.
- **Take personal responsibility:** A good leader takes responsibility for his or her actions. This means being willing to be held accountable by those in leadership around you, your team members, and your community. Personal responsibility means taking ownership of your leadership position and putting 100% of yourself into what you are doing, always reminding yourself of the “why”. Being a leader means following through on your commitments and not making excuses when you failed to do your best. Being a leader means learning from your mistakes, receiving grace, getting back up and keeping moving forward.
- **Can mentor other leaders:** You should always be developing the members of your team to become better leaders. Those that you invest in may eventually take over the leadership of your team. A true leader knows they are effective if they are no longer needed to lead their team. Always be working yourself out of a job!
- **Are organized and efficient:** A RISE leader is able to keep track of the tasks that go with their position, the people that are on their team, and able to effectively delegate responsibilities as needed. You don’t need to know or use any specific tool, but you should have the ability to have a high level view of your team, its responsibilities, and what needs to be done at any given time.

RISE leaders (continued):

- **Collaborate with others:** Being a leader doesn't mean that you have to do everything! An effective leader should be able to work well with other people to accomplish more and come up with even better ideas and innovations. They should be able to delegate when necessary, and take responsibility at the same time.
- **Are adaptable / flexible:** Life very rarely goes according to the plan. This doesn't mean that you shouldn't have a plan, but rather it means recognizing that sometimes your *first* idea isn't the *best* idea. A good leader is able to adapt and change with the situation and still accomplish the task at hand. Leadership beatitude: "Blessed are the flexible, for they shall not be broken!"
- **Are self-aware and others-aware:** Knowing your skills, your strengths, and your areas for growth are all core competencies for RISE leaders. Part of our leadership development strategy will include helping leaders to identify and develop these qualities. By using tools, like the Strengths Finder, you will become more knowledgeable about yourself and able to identify your leadership abilities within your strengths and gifts. By first knowing yourself, you are empowered and enabled to see the strength and potential in those around you.

Cultural Shifts

And our commitment to the movement of Rise

Cultural shifts regularly occur in healthy organizations as they grow, change, and strive for sustainability. For RISE to continue growing and sharing God's Dream effectively throughout the community, there are several cultural shifts we need to undergo. These shifts are going to be challenging, because it is hard to move away from "how we've always done things". Yet, anything worth doing is worth doing your best. These shifts should be viewed as the identity steps needed to more fully live into who we want RISE to become.

SHIFT #1: We need to hold each other accountable, both for our leadership responsibilities and our personal journeys with God and each other. We can't be afraid to confront each other about areas for growth in our personal and spiritual lives. This means having a commitment to truly engage with each other and have hard conversations. This may require us to listen to someone tell us things that make us uncomfortable. This also means not being afraid to talk about our sin and brokenness! Accountability does not mean judgment, condescension, or ostracizing. It means loving the way Jesus loved and loves.

SHIFT #2: We need to live invitationally because disciples of Jesus do this. Living invitationally goes beyond Sunday morning. It is a deep committed to engaging with those around us. We want to love infectiously so people want to be a part of this movement called RISE. This shift challenges us to view those on the margins or the "outside" not as causes, but simply as people, like us, who long to be seen, heard, loved, and accepted.

SHIFT #3: We need to perpetuate the "WHY" of RISE, not just the "WHAT". We have always been good at events and creating a buzz with our clever and catchy marketing. While we as leaders have always understood the "why" of our events, we haven't always conveyed that same message to the people who participate. We want people who join our events to know that we do them because we believe that it is our mission to bring God's dream of a mended creation into reality. We want our events to inspire conversations about why RISE exists and why what we do matters in the grand tapestry of God's dream on Earth.

SHIFT #4: We need more “congregational interdependence” for spiritual growth. “Congregational interdependence” simply means that it’s not the pastor’s job to solve ALL your problems, dry all of your tears, develop you spiritually, and be your primary source of guidance. We need each other and we need to rely on each other for comfort, for challenge, and for growth. This doesn’t mean that the pastoral staff doesn’t play a part, but they can’t do it all. If we really believe in community, we need to truly live it.

SHIFT #5: We need to create a culture of multiplication which leads to personal and community transformation. Healthy communities grow; in numbers, spiritual maturity, risk taking, and love for others. The best path to that growth is to multiply our impact by multiplying our leaders and mission.

SHIFT #6: We need to live outside of our “bubbles.” RISE was born out of campus ministry and has always had a unique focus and way of reaching students on our campuses. This shapes our messaging, style of worship, events, calendaring, and nearly everything we do. This isn’t going to change. But, as a community we need to live outside of “bubbles.” Those in our community beyond their college years should be encouraged to develop relationships with and serve alongside students. Students should be encouraged to encounter the world outside of campus-life. Children and youth should be ministered to and should minister alongside others. If we want to live in real community we need to deeply and meaningfully connect across our demographics. We need to take risks to step out of our comfort zones for the benefit of our community and the world around us.

SHIFT #7: We need greater ownership into all aspects of RISE. Everyone who is part of RISE and calls RISE their faith home should be encouraged to take ownership of the vision of RISE. If RISE plays an integral role in your spiritual journey, your actions should support that -- in giving of your time, your leadership, your finances, and your willingness to support the growth of the community.

What Is Your Verse?

“The powerful play goes on, and you may contribute a verse.” - Walt Whitman

The Strategy team was a team created only for a season to intensively explore structural and cultural needs for RISE to live into its vision. As our work started to become more concrete, the Strategy team intentionally chose to leave questions unanswered and instead prepare to hand-off the remaining work. We did this intentionally because we recognized that more leaders, and more voices, are needed to help fill in the gaps. This community is blessed with wonderful, passionate, and committed people - we're ready to hear your “verse”.



RISE

RoundTable

Job Descriptions

Disclaimer

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Worship Coordinator

Position Description:

The RISE Worship Coordinator serves the community by developing and engaging in the Sunday worship experience. The Worship Coordinator will lead a team of individuals passionate about worship. Together, this team will attend to the details of Sunday morning, from sound and lights, to the Communion elements, to Happy Hour coverage. Additionally, the Worship Coordinator will maintain communication and logistics with Court Square Theatre, ensuring responsible usage of the space.

While coordinating the weekly aspects of worship, the Worship Coordinator is called to continually envision ways to enrich the worship experience. They will serve as a mentor who empowers others to carry out the vision.

Summary of essential functions:

- ❖ Serves as an active member of the RISE Round Table, attend meetings, participates in discussion and provides input on behalf of all Worship teams
- ❖ Provides leadership, oversight, and back-up for Sunday Worship teams:
 - Music/Band
 - Happy Hour
 - Creative Arts and Engagement
 - Message Planning
- ❖ Acts as liaison between RISE and Court Square theatre
- ❖ Coordinates Sunday worship activities by initiating frequent communication among leaders
- ❖ Deposits Sunday offering at designated FI
- ❖ Assists Round Table with RISE events

Characteristics of a successful Worship Coordinator

- ❖ Effective leadership skills
- ❖ Organized and Detail-Oriented
- ❖ Active and Strong communication skills
- ❖ Outgoing
- ❖ Connected within the RISE and Harrisonburg community
- ❖ Passionate about the Sunday worship experience

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Operations Coordinator

Position Description:

The RISE Operations Coordinator serves the community by engaging in the daily administration of RISE. The Operations Coordinator will lead a team of individuals passionate about developing efficient and effective procedures. Together, this team will attend to the "behind-the-scenes" details of RISE, from facilities upkeep, to budgetary planning and annual evaluations. Additionally, the Operations Coordinator will maintain consistent communication with the United Methodist Church reporting bodies, ensuring prompt transmission of any required documentation.

While coordinating day-to-day tasks, the Operations Coordinator is called to continually envision opportunities to enhance the sustainable and strategic future of RISE. They will serve as a mentor who empowers others to carry out the vision.

Summary of essential functions:

- ❖ Serves as an active member of the RISE Round Table, attend meetings, participates in discussion and provides input on behalf of all Operations teams
- ❖ Provides leadership, oversight, and back-up for Operations teams:
 - Ministry Assistant
 - Finance
 - Leadership Development
 - Marketing
 - Facilities Maintenance
- ❖ Acts as liaison between RISE and the Harrisonburg District, the Board of Higher Education and Campus Ministry, the Church Development Team and the Virginia Conference
- ❖ Anticipates and responds to RISE community needs, including: Mission House upkeep, fundraising drives, marketing campaigns, and leadership development opportunities
- ❖ Initiates frequent communication among leaders
- ❖ Assists Round Table with RISE events

Characteristics of a successful Operations Coordinator

- ❖ Effective leadership skills
- ❖ Maintains a high level of Confidentiality
- ❖ Organized and Task-Oriented
- ❖ Active and Professional communication skills
- ❖ Comfortable functioning autonomously, behind-the-scenes
- ❖ Passionate about strategic development

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InReach Coordinator

Position Description:

The RISE InReach Coordinator serves the community by identifying and meeting with individuals on their faith journey. The InReach Coordinator will lead teams that are passionate about fostering community through authentic relationships. Together, they will welcome those who attend on Sunday morning, lift up community joys/concerns in prayer, and encourage one another in small groups. Additionally, the InReach Coordinator will continually ask the question "Who is not here?" and will pursue opportunities to connect beyond Sunday worship attendees.

Ultimately, it is the passion and calling of the InReach Coordinator to see the faces and listen to the stories of those who through the door. They will serve as a mentor who empowers others to carry out the vision.

Summary of essential functions:

- ❖ Serves as an active member of the RISE Round Table, attend meetings, participates in discussion and provides input on behalf of all InReach teams
- ❖ Provides leadership, oversight, and back-up for InReach teams:
 - Welcome
 - Community Care
 - Prayer
 - Small Groups
- ❖ Invites - Seeks out "1st-timers" and new faces at RISE
- ❖ Meets with community members who are seeking support and encouragement.
- ❖ Identifies strengths/passions in others and helps them connect within the community
- ❖ Develops small group curriculum: discussion topics, thematic book studies, engaging in scripture, ministry opportunities, etc.
- ❖ Refers individuals to other community resources, when applicable
- ❖ Assists Round Table with RISE events

Characteristics of a successful InReach Coordinator

- ❖ Effective leadership skills
- ❖ Maintains a high level of Confidentiality
- ❖ Charismatic and Outgoing
- ❖ Responsive communication skills - comfortable with face-to-face, phone, text, and online interactions
- ❖ Flexible – ability to adapt and meet people where they are
- ❖ Passionate about building a community that cares for each other

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OutReach Coordinator

Position Description:

The RISE OutReach Coordinator serves the community by matching the needs of creation with the passions of those in the RISE community. The OutReach Coordinator will lead teams that are focused on nurturing dreams into action on a local, national, and global scale. Together, they will gather/grow ideas through seasonal events and on-going ministries. Additionally, the OutReach Coordinator will continually evaluate service events, assessing their sustainable impact on the community, and creatively engaging in their development.

The OutReach Coordinator sees the potential for mending creation, and is motivated to mobilize the community into action. They will serve as a mentor who empowers others to carry out the vision.

Summary of essential functions:

- ❖ Serves as an active member of the RISE Round Table, attend meetings, participates in discussion and provides input on behalf of all OutReach teams
- ❖ Provides leadership, oversight, and back-up for OutReach teams:
 - Local
 - National
 - Global
 - Dream Incubator
- ❖ Identifies strengths/passions in others and helps them connect
- ❖ Maintains diligent records of projects and events for evaluation; who lead, expenses, venues used, timelines of contact, external resources, community engagement, etc.
- ❖ Meets with members of the community who come with ideas/dreams to develop
- ❖ Refers individuals to other community resources, when applicable
- ❖ Researches local, national, and global service projects and organizations
- ❖ Dreams – always pursuing opportunities to develop missions
- ❖ Assists Round Table with RISE events

Characteristics of a successful OutReach Coordinator

- ❖ Effective leadership skills
- ❖ Connected within the larger community
- ❖ Experienced in project or event planning
- ❖ Demonstrated organization and strategic thinking ability
- ❖ Flexible – ability to adapt and meet people where they are
- ❖ Passionate about identifying and fulfilling needs throughout creation

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Finance Coordinator

Position Description:

The RISE Finance Coordinator serves the community by encouraging holistic stewardship of financial gifts and responsibilities. The Finance Coordinator will lead a team that is focused on managing and allocating funds that ensures the financial needs of RISE are met. This team will collect and report necessary metrics/statistics to the appropriate governing bodies. Additionally, the Finance Coordinator will involve the community in the financial undertakings of RISE through updates, education, and encouragement.

The Finance Coordinator seeks opportunities to build relationships with other faith communities, organizations and individuals who support (or are looking to support) RISE and the outreach we pursue. They will serve as a mentor who empowers others to carry out the vision.

Summary of essential functions:

- ❖ Serves as an active member of the RISE Round Table, attend meetings, participates in discussion and provides input on behalf of the Finance team
- ❖ Create and maintain annual budget
- ❖ Re-evaluate and adjust budget quarterly
- ❖ Evaluates and makes decisions on significant purchases
- ❖ Provides oversight of account transactions within RISE's FI account
- ❖ Coordinates mailings/donation requests
- ❖ Seeks financial partnerships with other churches, organizations, and individuals
- ❖ Identifies opportunities for stewardship and resource development within the RISE community
- ❖ Refers individuals to community resources, when applicable
- ❖ Assists Round Table with RISE events

Characteristics of a successful Finance Coordinator

- ❖ Effective leadership skills
- ❖ Experience with developing budgets and book-keeping
- ❖ Able to articulate financial information to broad audience
- ❖ Demonstrates strategic financial expertise and organization
- ❖ Active and professional communication skills
- ❖ Flexible – ability to adapt and meet people where they are
- ❖ Passionate about financial stewardship and assisting the community to grow through giving of resources

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Leadership Development Coordinator

Position Description:

The RISE Leadership Development Coordinator serves the community by identifying and developing the leadership gifts of individuals and teams within the RISE community. The Leadership Development Coordinator performs positional searches during times of transition and advises new leaders stepping in. Additionally, they will initiate formal and informal performance evaluations for team leaders, providing instructional feedback and training when appropriate.

The Leadership Development Coordinator will lead a team that is focused on nurturing leaders that will shape and sustain the vision of RISE. They will serve as a confidential sounding board for leaders as they define and grow their own teams. They will serve as a mentor who empowers others to carry out the vision.

Summary of essential functions:

- ❖ Serves as an active member of the RISE Round Table, attend meetings, participates in discussion and provides input on behalf of the Leadership Development team
- ❖ Identifies strengths/passions in others and aides them in cultivating those strengths
- ❖ Meets with RISE leaders regularly to offer support, create performance goals and provide constructive feedback
 - Equips every leader to perform objective self-evaluations
- ❖ Works closely with Coordinator of Campus Outreach to develop leadership challenge curriculum with RISE Interns
- ❖ Discerns strategic succession planning, leadership transitions, and ministry evaluations
- ❖ Refers individuals to community resources, when applicable
- ❖ Assists Round Table with RISE events

Characteristics of a successful Leadership Development Coordinator

- ❖ Effective leadership skills
- ❖ Experience in personnel responsibilities
- ❖ Maintains a high level of confidentiality
- ❖ Demonstrates strategic thinking and objectivity
- ❖ Able to facilitate/mediate dialogue between community members
- ❖ Flexible – ability to adapt and meet people where they are
- ❖ Passionate about nurturing leaders by identifying and developing their gifts

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Round Table Facilitator

Position Description:

The RISE Round Table Facilitator serves the community by objectively leading the Round Table through focused and theoretical discussions. The Round Table Facilitator encourages leaders to consider both the present and future implications of each decision. They will not serve on any additional RISE teams to ensure non-partiality to specific functions, events or missions. The Round Table Facilitator will compile and distribute the agenda prior to each Round Table meeting, and, when appropriate, they will provide necessary follow-up with Round Table participants. They will serve as a mentor who empowers others to carry out the vision.

Summary of essential functions:

- ❖ Serves as an active member of the RISE Round Table, attend meetings, participates in discussion and provides input
 - Does not serve on any additional RISE teams
- ❖ Composes the agenda for each Round Table meeting
- ❖ Convenes Round Table meetings, ensuring that agenda items are discussed that all participants are given opportunity to contribute
- ❖ Communicates vital messages, updates, and feedback between the RISE community and Round Table participants
- ❖ Assists Round Table with RISE events

Characteristics of a successful Leadership Development Coordinator

- ❖ Effective leadership skills
- ❖ Able to facilitate/mediate dialogue
- ❖ Demonstrates strategic thinking and objectivity
- ❖ Passionate about uniting RISE's vision with intentional action on every level of leadership

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