

RIVERVIEW CHURCH

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RIVERVIEW LEADERSHIP MATRIX.

As Riverview continues to reach more people for Jesus in the Lansing area, our need for leaders will also continue to grow. Each Venue and Core Ministry bears the ultimate responsibility to raise up these leaders, but we want to make sure there is a certain level of consistency across the church. To help keep us in sync, we developed this Leadership Matrix. Each area of ministry at Riv should use the same terminology and, at minimum, look for the same qualities in leaders as they move from one level to the next. Many of these qualities are character-based, and some are knowledge or skill-set based. While they are largely maturity related, they should not be seen as a “definition of value.” In other words, someone is not “better” because they are further along in this process. Additionally, we need more leaders at the Apprentice and Leader level than we do at the Team Lead and Director level and we don’t want to ever give the impression this is some sort of ladder to climb. It merely serves as a tool to help us raise up leaders.

RIVERVIEW’S MISSION IS TO PROCLAIM THE LIBERATING POWER OF THE GOSPEL AS WE GROW, SERVE, AND GO.

This matrix helps give benchmarks of that mission in the lives of our emerging leaders.

	GROW.			SERVE.	GO.
	GOSPEL	GIVING	FAITHFULNESS	SERVING	MISSION
APPRENTICE	Know	Yes	Teachable	Somewhere	Aware
LEADER	Share	Regular	Reliable	Consistently	Active
TEAM LEAD	Teach	Generous	Trusted	Leading	Owner
DIRECTOR	Defend	Sacrificial	Above Reproach	Churchwide	Definer



APPRENTICE

An apprentice is someone who is “learning the ropes” in an area of ministry. When someone aspires to leadership at Riv, they should be placed somewhere as an apprentice. If someone is leading at Riv, they should always be looking for more apprentices. This is the entry point into leadership at Riv.

GROW > GOSPEL > KNOW

An apprentice should have a general working knowledge of the Gospel. They should, at minimum, be a Christian who understands they are a sinner, saved by grace through faith.

GROW > GIVING > YES

An apprentice should be committed to giving financially to the work of the church. This is not only a mark of a follower of Jesus, but an important step of commitment to Riverview, as their local church.

GROW > FAITHFULNESS > TEACHABLE

An apprentice should be teachable. When faced with applying the Word of God to an area in their lives where they need to grow, they should be willing and able to rank the Word above their own opinions, experience, and habits.

SERVE > SERVING > SOMEWHERE

An apprentice should be serving somewhere in the church. Often, at this level, service is “trial and error,” with an apprentice serving in various areas until they find the spot where they can really thrive in the way God has wired them.

GO > MISSION > AWARE

An apprentice should be aware of the mission of the church and the needs in our world.

Good questions to ask of someone who is interested in being an apprentice would be:

- What is the Gospel?
- Have you been baptized?
- Are you in a Life Group?
- Are you a member?
- Do you give?

RESOURCES:

- *Gospel* by J.D. Greear
- *Now That I'm a Christian* by C. Michael Patton



LEADER

There's an old saying that goes, "If you think you're leading and no one is following you, then you're only taking a walk." A leader is someone who is leading others and they are following.

GROW > GOSPEL > SHARE

A leader knows how to share the Gospel with another. This isn't just in an evangelistic sense (which is vitally important), but also in a daily reminder sense. When a team member is struggling, a leader knows how to point them back to the person and work of Jesus.

GROW > GIVING > REGULAR

A leader has made financial giving a habit. They are regular, cheerful, and faithful in their giving to the local church.

GROW > FAITHFULNESS > RELIABLE

A leader shows up, shows up on time, and can always be counted on to follow through on what they say they will do. To quote Jesus, they "let their 'yes' be 'yes,' and their 'no' be 'no.'" (Matthew 5:37)

SERVE > SERVING > CONSISTENT

A leader is a consistent servant. Their service to the church registers high on their list of priorities.

GO > MISSION > ACTIVE

A leader actively on mission. Whether at work, in the home, in the community, they are looking for people they can introduce to Jesus through word and deed.

Good questions to ask of someone who is interested in becoming a leader would be:

- When was the last time you shared the Gospel?
- Have you been to Mexico?
- Who are you pouring your life into?
- Do you give consistently?

RESOURCES:

- *Money: God or Gift?* by Jamie Munson
- *Living by the Book* by Howard Hendricks



TEAM LEAD

A Team Lead is a leader of leaders. They are player-coaches who help call the plays and then run onto the field to help execute the plays. Other leaders look to them for leadership.

GROW > GOSPEL > TEACH

A Team Lead knows how to teach the Word to others in a various settings. This doesn't mean necessarily that they get up in front of the church and preach, but they are comfortable and able to open the Word and declare what it says to those who are listening in the appropriate contexts. This could be teaching 5th Graders that Jesus loves them, leading a women's Bible study, or even teaching the Word to a gathered group of leaders at a training session.

GROW > GIVING > GENEROUS

A hallmark of a Team Lead is their generosity. Giving, to them, isn't just a habit but is a strategic way they steward the resources God has given them.

GROW > FAITHFULNESS > TRUSTED

A Team Lead has gained the respect of others and when push comes to shove, everyone knows they can count on this person.

SERVE > SERVING > LEADING

A Team Lead serves by leading. This can be a difficult transition for some who like to "do things." This person leads through others instead of always being the one making things happen on their own.

GO > MISSION > OWNER

Just like an employee and a owner of a business walk into the same showroom with different eyes, a Team Lead owns the ministry. They feel a personal sense of responsibility and weight to make sure things get done in a way that is consistent with Riverview's overall mission.

Good questions to ask of someone who is interested in becoming a Team Lead would be:

- What is the mission of Riverview Church? How have you led others toward that mission?
- Who is coaching you?
- Are you teaching the Word to others?
- Who are you pouring your life into?
- Do you give sacrificially?

RESOURCES:

- *The Reason for God* by Tim Keller
- *Accidental Pharisee* by Larry Osborne



DIRECTOR

A Director oversees a Venue or Core Ministry at Riverview. This is the person ultimately responsible to the Elders for the work of everyone in their area of ministry. Some Directors may be Elders and others may not be.

GROW > GOSPEL > DEFEND

A Director not only knows the Gospel, shares the Gospel, and teaches the Gospel, but they are equipped and prepared to defend the Gospel when it is challenged. They are “flock-focused” in their oversight of the Venue or Core Ministry they lead instead of focusing continually on individual “sheep.”

GROW > GIVING > SACRIFICIAL

A Director’s lifestyle is impacted by their financial giving to Riverview. Simply, there are things they cannot do because of their giving. They are not in the ministry for the money and one evidence is their level of financial generosity.

GROW > FAITHFULNESS > ABOVE REPROACH

A Director isn’t perfect, but they have no glaring weakness in their life that would disqualify them from ministry or tarnish the reputation of the church

SERVE > SERVING > CHURCHWIDE

A Director’s influence can be felt across multiple spheres of influence within the church. They serve the entire church through their role in their specific Venue or Core Ministry.

GO > MISSION > DEFINER

A Director defines the mission for their Venue or Core Ministry, within the parameters set by the Elders. They are the chief missiologist for their flock, translating Riv’s mission into action.

RESOURCES:

- *Overcoming the Dark Side of Leadership* by Gary McIntosh
- *The Contrarian’s Guide to Leadership* by Steven Sample
- *Sticky Teams* by Larry Osborne
- *Community* by Brad House

