Team Levels and Expectations

1) **Leadership Team (3 members)**
   a) Time:
      i) Commitment length: 2 years
      ii) Meeting Commitments:
         (1) Attend executive and Team Leader meetings monthly
         (2) Attend RUN general body meetings bi-monthly
      iii) Participate in events and activities of RUN as appropriate
      iv) Establish new partnerships and collaborations
   b) Activities/Skillsets
      i) Facilitate executive and Team Leader meetings
      ii) Plan and facilitate RUN general body meetings
      iii) Guide the strategic planning for RUN
      iv) Establishing and maintaining the vision/mission of RUN
      v) Coordinate training and development activities for the Teams
      vi) Establish collaborative partnerships with outside churches, groups and agencies
   c) Attitude/values:
      i) Servant leadership style
      ii) Humility
      iii) Teamwork/collaboration
      iv) Taking a posture of continuous learning/reflection, repentance, and grace
      v) Embody and uphold the mission of RUN: Through the love of Christ that compels us, the Racial Unity Network is a Christ-centered ministry that works to bring about racial justice and reconciliation, within the church first, and then the community.
   d) Development/Training:
      i) Assist with coordinating training/development/discipleship sessions for Teams (3x/yr)
      ii) Participate in activities that promote deepening knowledge

2) **Team Leader**
   a) Time:
      i) Commitment length: 2 years
      ii) Meeting commitments:
         (1) Attend executive and Team Leader meetings bi-monthly
         (2) Attend RUN general body meetings bi-monthly
         (3) Lead meetings for your Team (at least monthly as appropriate)
      iii) Participate in training/development opportunities (3x/year)
      iv) Participate in events and activities of RUN as appropriate
         (1) For the team you are leading
         (2) For events with other teams (2 events/activities per year)
   b) Activities/Skillsets
      i) Plan and facilitate meetings for the Team
      ii) Establish and maintain the vision and outcomes for the Team
      iii) Create a plan to reach the outcomes
      iv) Empower and support team in reaching Team outcomes
   c) Attitude/values:
      i) Servant leadership style
      ii) Empowering team to realize outcomes

          iii)   Teamwork/collaboration
          iv)   Humility
          v)   Taking a posture of continuous learning/reflection, repentance, and grace
    d) Development/Training:
          i)   Participate in training/development activities
          ii)   Participate in activities that promote deepening knowledge

3) Team Member

    a) Time:
          i)   Commitment length: At least 1 year
          ii)   Attend Team Meetings (At least monthly or as appropriate)
          iii)   Attend RUN general body meetings bi-monthly
          iv)   Participate in training/development opportunities (2x/year)
          v)   Planning and participate in events and activities of your Team (3x/year)
    b) Activities/Skillsets
          i)   Participate as a contributing member of the Team
          ii)   Assist with planning and coordinating activities to reach Team outcomes
    c) Attitude/values:
          i)   Servant leadership style
          ii)   Empowering and encouraging people to engage in racial reconciliation
          iii)   Teamwork/collaboration
          iv)   Humility
          v)   Taking a posture of continuous learning/reflection, repentance, and grace
    d) Development/Training:
          i)   Participate in training/development activities (2x/year)

4) Champion

    a) Time:
          i)   Commitment length: ongoing
    b) Activities/Participation
          i)   Share:
                 (1) Receiving occasional updates and sharing to one's areas of influence
                 (2) Have conversations with others about engaging in racial reconciliation
          ii)   Participate:
                 (1) Attend events/activities, and inviting others to attend as well
                 (2) Volunteer during events when available
                 (3) Participate in opportunities to provide feedback to RUN when available
          iii)   Learn:
                 (1) Continuing to learn about racial reconciliation, grow in empathy, and prayer
    c) Attitude/values:
          i)   Empowering and encouraging people to engage in racial reconciliation
          ii)   Humility
          iii)   Taking a posture of continuous learning/reflection, repentance, and grace