FAITH FAMILY CHURCH

LEADERSHIP PLAYBOOK

KNOW GOD
FIND FREEDOM
DISCOVER PURPOSE
MAKE A DIFFERENCE



2025 EDITION

OUR MISSION

WE EXIST TO LEAD PEOPLE INTO A GROWING RELATIONSHIP WITH JESUS.

OUR SYSTEMS

"How We Lead"

We are called to lead people into a growing relationship with Jesus. We accomplish this by running the play.



KNOW GOD
WEEKEND SERVICES

God wants to know each of us personally! Our weekend services are focused on that relationship. As leaders we believe that reaching people is our greatest responsibility.

"Not everyone who says to me, 'Lord, Lord,' will enter the kingdom of heaven, but only he who does the will of my Father who is in heaven. Many will say to me on that day, 'Lord, Lord, did we not prophesy in your name, and in your name drive out demons and perform many miracles?' Then I will tell them plainly, 'I never knew you."

Matthew 7:21-23



FIND FREEDOM
SMALL GROUPS

Real life change happens in relationships. Small Groups provide a place for us to connect, protect, and grow. God created us to live in community with others because we know we are better together.

"Therefore confess your sins to each other so that you may be healed." **James 5:16**

DISCOVER PURPOSE
NEXT STEPS

Each one of us is a vital part of God's plan and our life will never make sense until we truly discover our purpose. Next steps is designed to help people take steps in the discovering their purpose and using their gifts to make a difference in the lives of others.

"All of you together are Christ's body, and each of you is part of it."
1 Corinthians 12:27 NLT



MAKE A DIFFERENCE
DREAM TEAM

The mission of the Dream Team is to build the body of Christ by each person fulfilling their calling and serving to make an eternal difference. This is God's ultimate plan for our life, to make a difference in the lives of others. He desires to connect everyone to an opportunity to live out their calling by using their gifts and talents to make a difference.

"This is to my Father's glory, that you bear much fruit, showing yourselves to be my disciples." I have told you this so that my joy may be in you and that your joy may be complete." **John 15:8, 11**

VALUES

1 IT'S ALL ABOUT JESUS

2 WE BELIEVE BIG, START SMALL

3 WE HAVE A HEART FOR ALL PEOPLE

4 WE ARE BETTER TOGETHER

5 WE HONOR UP, DOWN, AND AROUND

6 WE ARE PARTICIPATORS, NOT SPECTATORS

7 WE ARE GIVERS, NOT TAKERS

8 WE PURSUE EXCELLENCE

9 WE CHOOSE JOY

10 WE WILL NEVER STOP GROWING

LEADERSHIP PROFILE

The leadership profile guides current leaders in identifying, developing, and empowering future leaders within their department. Use this tool to pinpoint those ready to step into leadership roles.



JESUS CENTERED

Leaders depend on God as the source of their wisdom and strength. They recognize ministry is a calling and they love Jesus, His church, and His people. Leaders with Christ at the center of their lives embody His character. They are faithful, trustworthy, generous, dependable, productive, they serve with integrity and joy. Because of their excellent example, the team loves following them because of who they are and not because of what they do.

MAGNETIC

Attitude is everything. Leaders must have a great attitude and truly believe that they can make a difference. Rallying the team around the vision of the house calls for a magnetic leader who is consistently enthusiastic and excited about what they do. Because of their ability to “light up a room,” team members are motivated and encouraged to go “all in.”

OWNERSHIP

Leaders must exude a high level of responsibility where they give effort and perseverance towards goals and dependability. They embrace and demonstrate excellence in creating a detailed plan to ensure progress is made and goals are met.

MAXIMIZER

A maximizer understands the importance of others' gifts and how they can be blended on the team to create a highly efficient and cohesive unit. These leaders know how to pull the best out of their team by leveraging the strengths of each team member.

RELATIONAL

Leaders that care for their teams create a chemistry of unity and teamwork where each person feels valued and loved. They affirm each team member's importance and value through fellowship events, awards and celebrating the wins!

LEADERSHIP CULTURE

As a leader, I set the tone—I have to live what I want to see!

WE LEAD FROM THE FRONT

As a leader we know all eyes are on us. We know our actions & attitudes speak louder than our words. By leading from the front we set the expectation and carry the culture wherever we go. Whether it's sitting in the front, engaging in worship, or arriving early. We set the tone!

WE LEAD WITH VISION

Whenever we share anything, we always start with the vision behind the information we are sharing. People are rarely inspired by what you are asking them to do, they are inspired by why we are doing it. We always try to communicate in the most life-giving, energetic way possible.

WE DEVELOP OTHERS

Empowering people is not just about getting it done, but about bringing people along with you. Who's the next you? Who are you developing? Empower them to make decisions and take action. Give them responsibility and help them grow. Be intentional about who you're developing.

WE EVALUATE FOR GROWTH

After everything that we do, we evaluate and strive to improve on our next opportunity. It's not about perfection, it's about giving God our very best. We do this by gathering helpful metrics, following up with clear feedback, and discussing potential adjustments with our teams. If we don't take time to celebrate the wins and talk through what could be better, we're limiting our team's growth.

WE PLAN WELL AND REMAIN FLEXIBLE

We work hard to plan and execute well, setting ourselves up for the best possible outcome. When things don't go according to plan we do not get intimidated, frustrated, or overwhelmed. A "no" is not the end of the story. We keep seeking, thinking, collaborating, and hustling until we make it happen.

WE CELEBRATE WINS

We always ask ourselves, "who or what can I celebrate today?". Catch someone doing something awesome and celebrate them for it. Praise is a powerful tool, by focusing on the celebrations we build energy and momentum which creates a fun and life-giving culture. We celebrate the wins!

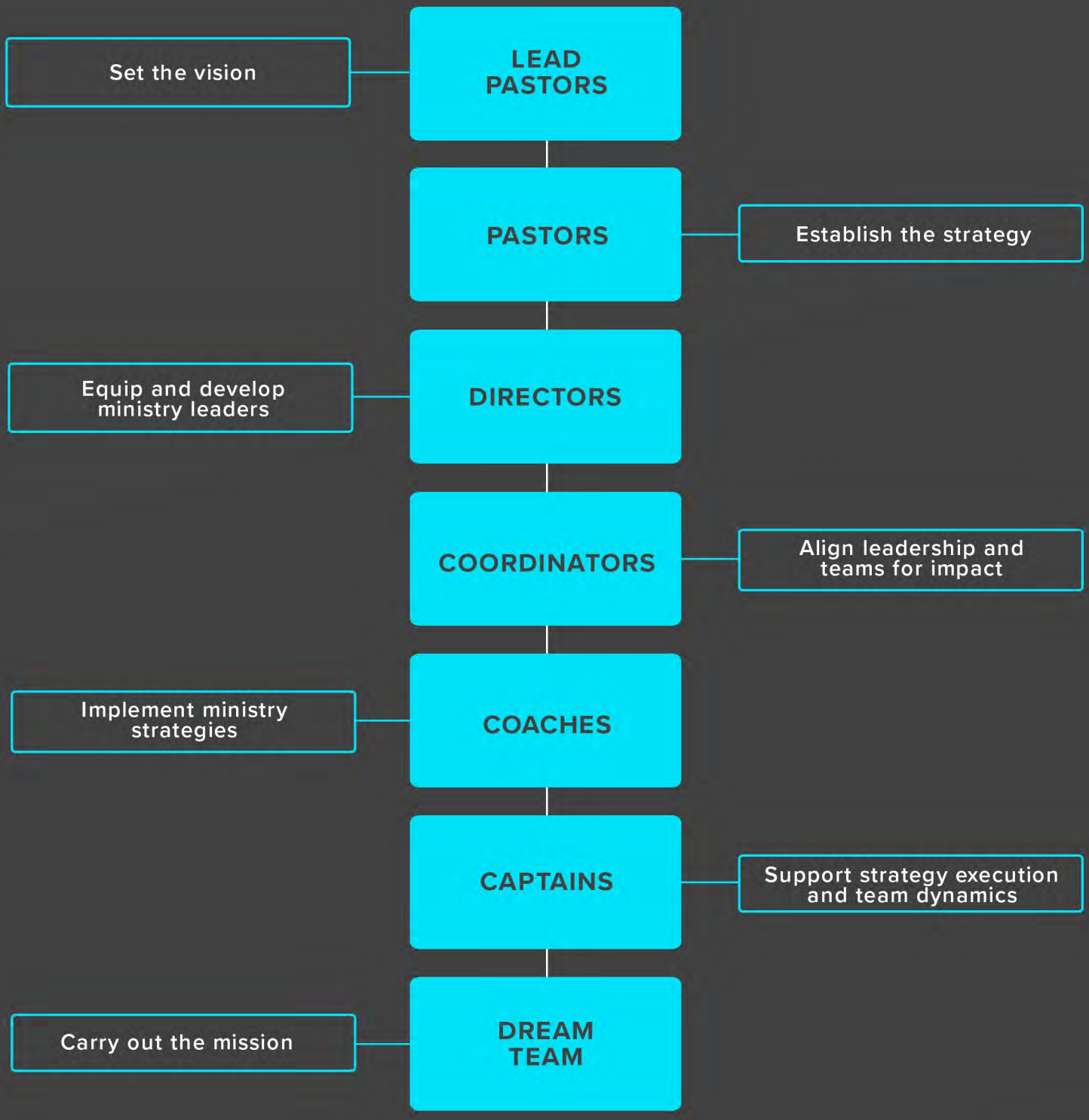
CULTURAL LANGUAGE

As a team we are unified in our language.

SAY THIS	NOT THAT
Our Church	The Church
Our Team	My Team
Our Small Group	My Small Group
Dream Team	Volunteer
Worship Team	Band/Singers
I Get To	I Have To
Let Me Find Out For You	I Don't Know
You Are Making a Difference	I Know Serving is Hard
FFC Kids	Childcare
Guest	Visitor
How Long Have You Been Coming?	Is This Your First Time?

LEADERSHIP LAYERS

The Way We Pastor People



RELATIONSHIP EXPECTATIONS

For all directors, coordinators, coaches and captains.

RELATIONSHIP WITH GOD

- Growing in your relationship with God.
- Giving God the first of your time in word, prayer, and worship.
- Unapologetically sharing what God is doing in and through you.

RELATIONSHIP WITH YOUR FAMILY

- Honoring your family and meeting their needs.
- Praying collectively as a family.
- Spending intentional quality time together.

RELATIONSHIP WITH YOUR CHURCH

- Actively engaged in the church family with a focus on newcomers.
- Present as much as possible on weekends, church events, and small groups.
- Faithful tithing and serving on a team.

RELATIONSHIP WITH THE WORLD

- Making a positive impact on people's lives.
- Be a bringer.
- Representing the church well in your circles and social media.

ROLES

Directors

WHO YOU REPORT TO:

Your Pastor.

YOUR PURPOSE:

Develop the Coordinators and Coaches in your department.

YOUR MAIN FUNCTION

Develop and evaluate the ministry and leaders within it.

SETTING GOALS

Create goals for the ministry.

LEADERSHIP DEVELOPMENT

Directly develops Coordinators and/or Coaches in your department.

Coordinators

WHO YOU REPORT TO:

Your Pastor or Director.

YOUR PURPOSE:

Develop the Coaches and Captains in your department.

YOUR MAIN FUNCTIONS

Align leadership and teams to maximize impact.

SETTING GOALS

Communicate goals for the ministry area.

LEADERSHIP DEVELOPMENT

Develop Coaches within the ministry area.

Coaches

WHO YOU REPORT TO:

Your Director or Coordinator.

YOUR PURPOSE:

Make the calls.

YOUR MAIN FUNCTIONS

Implement strategies and evaluate execution through inspection.

SETTING GOALS

Create & communicate goals for the ministry area.

LEADERSHIP DEVELOPMENT

Develop Captains within the ministry area.

Captains

WHO YOU REPORT TO:

Your Coach.

YOUR PURPOSE:

Lead the charge.

YOUR MAIN FUNCTIONS

Delegate details, oversee the game plan, care for your team.

SETTING GOALS

Create & communicate goals for/to the service team in the ministry area.

LEADERSHIP DEVELOPMENT

Directly identifies and develops Dream Teamers towards their next step.

RESPONSIBILTIES *Directors*

Estimated Time Commitment:
12-15 hours per week

WHAT DO WEEKENDS LOOK LIKE?

- It is expected that Directors worship one service every weekend.
- Directors should "float" between different services to encourage teams and evaluate the ministry.
- Should a Director need to miss a weekend, the expectation is to communicate the absence one month in advance.
- When Directors are absent, assigning a leader to fill your position is expected.

WHAT ARE HOLIDAY REQUIREMENTS?

- All Directors are expected to serve at assigned services for all major holidays.
- Should the Director have to miss, the expectation is to communicate one month in advance of the holiday.

WHAT ABOUT ABSENCES

- No more than two weekends in a row.
- No more than four weekends in a year.

MAIN RESPONSIBILITIES

DURING THE WEEK

- Communicate with direct reports to receive vision and direction.
- Facilitate communication with Coordinators & Coaches to communicate direction and provide feedback.
- Compile data from Coordinators & Coaches and submit evaluation (with data) to direct report.
- Communicate with other team members for collaborative planning.
- Meet with your direct report for weekly 1 on 1.
- Meet with Coordinators and/or Coaches for weekly to bi-weekly 1 on 1.
- Attend all leadership and dream team events as requested.

ON THE WEEKEND

- Oversee your department and related church-wide events.
- Check-in at Dream Team Central.
- Attend rallies and necessary huddles (lead occasionally).
- Evaluate Coordinators, Coaches, Captains, and the overall experience.
- Connect & encourage guests to attend Next Steps.

RESPONSIBILTIES *Coordinators*

Estimated Time Commitment:
10-12 hours per week

WHAT DO WEEKENDS LOOK LIKE?

- It is expected that Coordinators worship one service every weekend.
- Coordinators should "float" between different services to encourage teams and evaluate the ministry.
- Should Coordinators need to miss a weekend, the expectation is to communicate the absence one month in advance.
- When Coordinators are absent, assigning a leader to fill your position is expected.

WHAT ARE HOLIDAY REQUIREMENTS?

- All Coordinators are expected to serve at assigned services for all major holidays.
- Should the Coordinator have to miss, the expectation is to communicate one month in advance of the holiday.

WHAT ABOUT ABSENCES

- No more than two weekends in a row.
- No more than five weekends in a year.

MAIN RESPONSIBILITIES

DURING THE WEEK

- Participate in meetings with Director and other Coordinators.
- Communicate direction and plan of action for weekends to Coaches.
- Ensure schedules are complete ahead of all services and events.
- Compile data from team leads and submit evaluation (with data) to the Director.
- Recruit and position new team members.
- Meet with Director for 1 on 1's.
- Meet with Coaches for 1 on 1's as needed.
- Attend all leadership focused meetings as requested.

ON THE WEEKEND

- Oversee your department and related church-wide events.
- Check-in at Dream Team Central.
- Attend rallies and necessary huddles (lead occasionally).
- Evaluate Coordinators, Coaches, Captains, and the overall experience.
- Connect & encourage guests to attend Next Steps.

RESPONSIBILTIES *Coaches*

Estimated Time Commitment:
8-10 hours per week

WHAT DO WEEKENDS LOOK LIKE?

- It is expected that Coaches worship one service every weekend.
- Coaches should "float" between different services to encourage teams and evaluate the ministry.
- Should Coaches need to miss a weekend, the expectation is to communicate the absence one month in advance.
- When Coaches are absent, assigning a leader to fill your position is expected.

WHAT ARE HOLIDAY REQUIREMENTS?

- All Coaches are expected to serve at assigned services for all major holidays.
- Should the Coaches have to miss, the expectation is to communicate one month in advance of the holiday.

WHAT ABOUT ABSENCES

- No more than two weekends in a row.
- No more than six weekends in a year.

MAIN RESPONSIBILITIES

DURING THE WEEK

- Participate in meetings with Director/Coordinators and other Coaches.
- Communicate direction and plan of action for weekend to Captains.
- Schedule Captains.
- Ensure schedules are complete ahead of all services and events.
- Compile data from team leads and submit evaluation (with data) to Director/Coordinator.
- Recruit and position new team members.
- Meet with Director for 1 on 1's.
- Meet with Captains for 1 on 1's as needed.
- Attend all leadership focused meetings as requested.

ON THE WEEKEND

- Oversee your team and related church-wide events.
- Check-in at Dream Team Central. Attend rallies and huddles (lead occasionally).
- Evaluate Captains for and the weekend experience.
- Train new Captains.
- Float over different services and inspect huddles.
- Connect & encourage guests to attend Next Steps.

RESPONSIBILTIES *Captains*

Estimated Time Commitment:
4-6 hours per week

WHAT DO WEEKENDS LOOK LIKE?

- It is expected that Captains regularly attend weekends services (serve one, attend one).
- Should Captains need to miss their assigned weekend the expectation is to communicate the absence one month in advance.
- When Captains are absent, assigning a leader to fill your position is expected.

WHAT ARE HOLIDAY REQUIREMENTS?

- All Captains are expected to serve at assigned services for all major holidays.
- Should the Captain have to miss, the expectation is to communicate one month in advance of the holiday.

WHAT ABOUT ABSENCES

- No more than two weekends in a row.
- No more than six weekends of your assigned week in a year.

MAIN RESPONSIBILITIES

DURING THE WEEK

- Participate in meetings with Coaches and other Captains.
- Communicate gameplan to other team members.
- Ensure areas are properly staffed for all services and events.
- Care for team member who are not serving or experiencing difficulty.
- Recruit new team members.
- Meet with Coaches for 1 on 1's as needed.
- Meet with team members as needed.
- Attend all leadership focused meetings as requested.
- Schedule care and connection calls with team members weekly. Ensuring everyone on the team receives a call once a month.

ON THE WEEKEND

- Serve as scheduled.
- Check-in at Dream Team Central.
- Ensure all team members check in at DTC.
- Lead team huddle.
- Delegate and empower details and oversee the team.
- Mentor team members.
- Evaluate experience and communicate with Coach.
- Connect & encourage guests to attend Next Steps.

RESULTS

We track numbers because every number is a person, and every person matters.

Director

LEADERSHIP DEVELOPMENT:

90% of the team's Coordinators/Coaches should attend training events.

EMPOWERING LEADERS:

100% of the team's leadership positions should be filled.

GROWING THE TEAM:

20% increase in the team annually.

Coach

LEADERSHIP DEVELOPMENT:

90% of the team's Captains should attend training events.

EMPOWERING LEADERS:

100% Captain positions filled.

GROWING THE TEAM:

20% increase in the team annually.

Coordinator

LEADERSHIP DEVELOPMENT:

90% of the team's Coaches should attend training events.

EMPOWERING LEADERS:

100% of the team's leadership positions should be filled.

GROWING THE TEAM:

20% increase in the team annually.

Captain

LEADERSHIP DEVELOPMENT:

85% of the team attends Dream Team nights & requested training events.

EMPOWERING LEADERS:

Identify and encourage Dream Team members to attend Leadership Academy.

GROWING THE TEAM:

20% increase in the team annually.

LEADERSHIP RESOURCES

- 1:1 MEETING DEVELOPMENT
- LARGE MEETING AGENDA
- LEADING A HUDDLE
- CREATING A HIGH TOUCH ENVIRONMENT
- FFC ENVIRONMENTS
- DREAM TEAM ONBOARDING CHECKLIST
- DREAM TEAM REPORTING & RESOURCES

1:1 TEMPLATE

At Faith Family, one of our values is that we pursue excellence. The way that excellence is displayed in our 1:1 meetings is through preparation that sets us up for success. This template has been designed to serve as a guide to help you to come prepared for your 1:1 meeting with your direct report. Note, this is a template that is editable as needed per department needs of discussion/preparation.

CELEBRATIONS

1.

2.

3.

HOW IS YOUR HEART?

Where are you at personally right now? (Ex: How you're doing in at least 3 of these areas: Spiritually, Relationally, Emotionally, Physically, Financially.) These topics help us evaluate your personal growth during your 1:1)

1.

2.

3.

TEAM/DEPARTMENT MONTHLY GOALS

What things have you identified that if changed this month, would make the greatest impact on your team? Asking this question will help you think big picture and allow you to narrow in on practically how to win/achieve these goals.

1.

2.

3.

TASKS THAT I AM WORKING ON THIS WEEK

What are you focused on this week that is practically helping you take steps towards each of the goals you have set for your department/team? Also, include here any other tasks you're working on to help your direct report bring clarity if needed.

1.

2.

3.

OUR TEAM'S INTENTIONALITY

As a leader, people are our focus. We always want to ask ourselves if we are looking at the big picture or just the tasks that need to be done. Having awareness of ways we can be intentional helps us be more people and team-focused.

How are we doing this for Attendees?

How are we doing this for our Team?

1:1 TEMPLATE

(continued)

Who's Next?

LEADERSHIP DEVELOPMENT

As leaders, we want to have a pulse on our teams and their health. We do this by identifying where our team is at and who we are focused on developing and empowering to take their next steps in leadership.

WHAT QUESTIONS DO YOU HAVE?

Having questions prepared adds value not only to your 1:1 but to your leader. Have at least 3 questions prepared to ask for clarity, direction for your department, and to gauge the growth of your team and your personal leadership.

1.

2.

3.

LOOKING AHEAD

What events are coming up within your department and how are you preparing for them at these different marks? Think: 90 Days (Aware), 60 Days (Meeting), 30 Days (Ready to go!)

1.

2.

3.

NOTES/TO-DOS/DEADLINES:

In our 1:1's, it is important we take notes to gather discussion, note any action items moving forward.

LARGE MEETING AGENDA

Location:
Date:
Time:

Meeting Lead:
Attendees:
Goal Statement:

PRAY

Prayer is the foundation of everything that we do. Begin your meeting by praying first!

CELEBRATIONS

Take some time to celebrate what God is doing in your department and/or in our church! Whether it's a leader or a story of life-change, always remember that what is celebrated is replicated.

NUMBERS

Share numbers that are relevant to the meeting to show the impact that the team is making together!

UPCOMING DATES

Add upcoming dates that are relevant to the meeting so that your attendees know what is coming up! Here is also a great place to share dates related to the meeting's goal.

WE PLAN WELL

We plan hard and flex hard when we have to! Have all of the items that you will be discussing noted here and open up this portion of the meeting for discussion/sharing ideas.

COMMUNICATION

Communication is key. Write down what needs to be communicated to different outlets coming out of the meeting and deadlines for necessary components and communication.

WE OWN IT

Close the meeting by having a list of clear, assigned action items to help ensure that everyone is running the same play.

TIPS TO A GREAT HUDDLE

Huddles are quick, intentional meetings that inspire and inform our ministry teams.

1. BE PRAYED UP

Take the time to pray over your huddle, ministry team, and the weekend. This is the start of everything we do and the Holy Spirit will help you know what to say!

2. BE PREPARED

Be sure to reference the weekly Huddle Vision sheet that we send out so that you can prepare what to say in your huddle experience. This guide will help you know what value to cover, what things are coming up in the life of the church, and any other relevant info you need to know.

3. BE PROACTIVE

As a leader, take the initiative to check in with your team before the huddle. Be aware of any challenges they might be facing, and come ready to offer guidance and prayer. Being proactive helps create a stronger, more unified team.

4. END WITH PRAYER

This is your time to really connect with your team and leaders. Make sure to end with care and pray over members that need prayer. It's so vital for us to keep this culture regularly!

CREATE A HIGH TOUCH ENVIRONMENT

1. Love and accept yourself.
2. Express your love openly.
3. Put energy into being likeable.
4. Be the first to apologize.
5. Let other people save face. Let them off the hook.
6. Smile a lot.
7. Make all the friends you can.
8. Be transparent and authentic.
9. Lead by example.
10. Be predictable and consistent.
11. Never show your anger in public.
12. Think people not events.
13. Practice 30/30 principle (the most important part of service is the 30 minutes before and after service - spend time with people).
14. Walk slowly through a crowd.
15. Always be a friend to the little man. The popular come and go.
16. Return all emails and phone calls within 24 hours.
17. Write notes.
18. Reward faithfulness openly. Take time to do it.
19. Laugh more. Make everything fun.
20. Don't miss significant events (births, weddings, funerals, anniversaries, graduations, achievements, etc.)
21. Heal the hurt when someone is wounded.
22. Give others credit and accept none.
23. Connect people with other people.
24. Remember names.
25. Focus on their interest. Ask questions.
26. Let them know you need them.
27. Value people. If you don't value them, you will manipulate them. Manipulation is moving them for your advantage.
28. Follow the 101% principle. Find the 1% that you agree on and give it 100% of your effort. Find common ground. Don't focus on differences.
29. Follow the Golden Rule. In every situation, treat people the way you want to be treated.
30. Seek out resources to help you grow in your relationship skills.

FFC ENVIRONMENTS

We prepare rooms with everything someone would need, before they even knew they needed it.

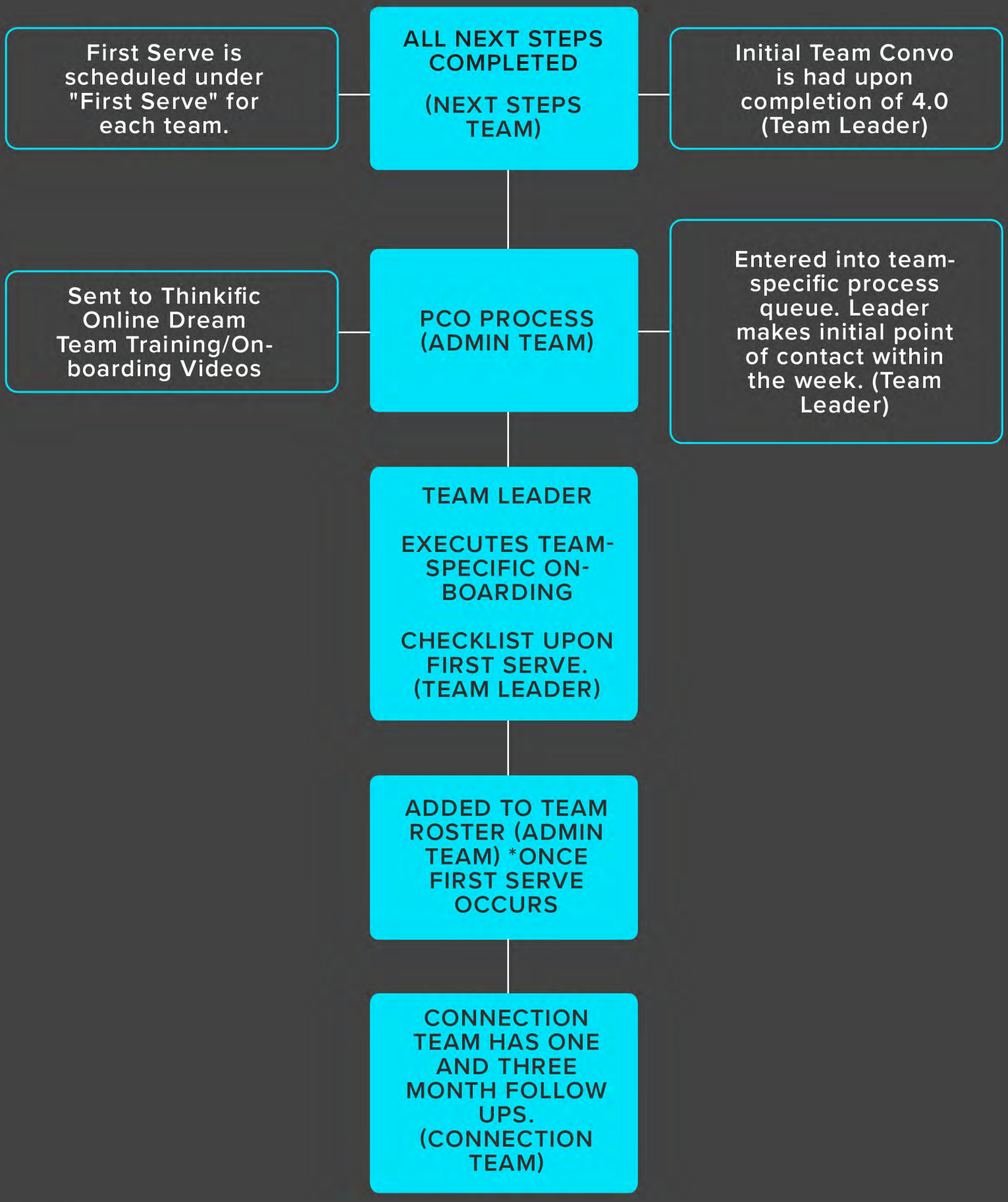


HOW TO SET A ROOM:

- TV is on with a graphic
- Lights are on
- Music is playing
- Room smells good
- Seating is set up for the audience (set out the amount of chairs you expect to fill)
- We are generous with our resources, we set out more than we need
- We send out agendas ahead of time
- Rooms are set up at least 15 minutes before anyone arrives

HOW TO RESET A ROOM:

- Furniture is put back in its original place
- Surfaces are wiped down
- All trash is collected from the room and thrown away
- Garbage is taken to the dumpster
- New garbage bag is put in trash can
- Room is vacuumed
- Lights & electronics are turned off
- Doors are locked


First Serve is scheduled under "First Serve" for each team.
ALL NEXT STEPS COMPLETED
(NEXT STEPS TEAM)
Initial Team Convo is had upon completion of 4.0 (Team Leader)
Sent to Thinkific Online Dream Team Training/On-boarding Videos
PCO PROCESS (ADMIN TEAM)
Entered into team-specific process queue. Leader makes initial point of contact within the week. (Team Leader)
TEAM LEADER
EXECUTES TEAM-SPECIFIC ON-BOARDING
CHECKLIST UPON FIRST SERVE. (TEAM LEADER)
ADDED TO TEAM ROSTER (ADMIN TEAM) *ONCE FIRST SERVE OCCURS
CONNECTION TEAM HAS ONE AND THREE MONTH FOLLOW UPS. (CONNECTION TEAM)

DREAM TEAM ON-BOARDING CHECKLIST

NEXT STEPS 4.0:

- General All Dream Team Orientation
- Church Center Training (Team Communication & Serve Request)
- Receives team playbook for selected Team
- Training on check-in process in Dream Team Central
- Initiate Dream Team Workflow for selected Team

BEFORE FIRST SERVE:

- Background checks automatically sent via email (for teams required)
- Initial contact is made (within one week of Next Steps 4.0)
- Team Member added to team schedule in PCO Services
- Workflow completed and updated notes made in PCO

NEXT STEPS 4.0:

- Team Captain text reminder to meeting time & location
- Captain tours service area and gives expectations
- Introduce in service team huddle
- Captain assign new team member to shadow a team vet
- Captain follow up post service to evaluate experience

BEFORE FIRST SERVE:

- Added to schedules and templates moving forward
- A-Team adds to team roster and documentation
- Captain follow-up during the week after first serve

DREAM TEAM REPORTING & RESOURCES

REFERRING REPORTS

- **Weekly Service Report:** Assesses team preparedness and identifies any gaps in service coverage before each weekend.
- **Monthly Not Serve Report:** Tracks team members who have not served within a given month, identifying trends in disengagement.

WEEKLY SERVICE READINESS REPORT

- **Overview:** Evaluates team preparedness for upcoming services, ensuring all roles are covered and identifying potential gaps in coverage.
- **Purpose:** To proactively address scheduling shortfalls and ensure a smooth, well-staffed service experience.
- **How to Move the Needle:** Regularly review schedules, communicate with the team to confirm attendance, and implement backup plans for last-minute changes to maintain seamless service execution.



REPORTS & TRAINING

MONTHLY NOT SERVE REPORT

- **Overview:** This report tracks Dream Team participation at both individual and campus-wide levels, identifying attendance patterns and members who have not served within the reporting period for targeted follow-up.
- **Purpose:** To help leadership improve engagement and retention by identifying Dream Team members needing additional support, encouragement, or reassignment.
- **Format & Submission:** Compiled monthly and submitted to leadership teams, with data segmented by team and campus, including actionable insights and recommendations.

LEADERSHIP TRAINING AND BEST PRACTICES

- **PCO Team Scheduling SOP:** Guidelines for scheduling Dream Team members.
- **PCO Taking Attendance SOP:** Ensure accurate attendance records for each service.
- **Dream Team Transfer SOP:** Process for handling team member removals and transfers.

KNOW GOD
FIND FREEDOM
DISCOVER PURPOSE
MAKE A DIFFERENCE

