



THRIVE CHURCH

Culture Guide



Culture happens by
design or **default**

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THRIVE CHURCH

Here at Thrive Church, we know that **culture either happens by design or by default.** Rather than allow our feelings, past experiences, or the standards of society to take the lead, our goal is to **intentionally and consistently create the culture we want to see.** This is your guide to the culture and language of Thrive Church.

In 2012, Nicolas and Dana Celovsky became Lead Pastors of Christ Tabernacle, taking the baton from Pastors Samuel and Debra Celovsky after their 25 years of faithful ministry in Santa Rosa.

In 2014, the church was relaunched as Thrive Church, and since then has experienced tremendous growth and expanded influence, developing disciples and reaching the people of Sonoma County.

Pastor Nicolas and Pastor Dana are passionate about helping people discover their purpose in God's family, reach their true spiritual potential, and leave strong, vibrant legacies to their family and community.

And the best is yet to come.



Mission Statement:

*Leading people to fully
experience the new life in Christ*

THE CHURCH WE SEE

- is a life-giving church
- is a light to our community where people looking for the answers to the big questions in their lives and the culture around them can find salvation, hope and a home
- is equipping people to live successful Christian lives
- is a church we give our lives for
- is authentic and relevant
- is filled with life, energy and joy
- is constantly pursuing excellence in attitude and effort
- is fueled by creative ideas and expressions
- is guided by and in tune with the Holy Spirit
- is a place where anyone can belong
- is a place of regular transformation by God's Spirit
- is a place that expects God's power and presence



Up Next...

Thrive Church Culture

our culture

we GIVE LIFE

Leaving a Legacy

Heart For THE House

Passion For HIS Presence

Honor UP, DOWN and ALL AROUND

We Give Life

I have come that they may have life, and that they may have it more abundantly (rich, flourishing, satisfying, meaningful). | John 10:10

The call of God to human beings is the call to life, **REAL LIFE**. Life our souls are yearning for. Purpose, meaning, true identity. Life as it was meant to be. At Thrive Church, we promote this by choosing to **spea**k life-giving words, bring life-giving attitudes, and create life-giving environments.

Leaving a Legacy

Those who are planted in the house of the Lord shall flourish in the courts of our God. They shall still bear fruit in old age; they shall be fresh and flourishing. | Psalm 92:13-14

We are always **thinking generationally**, and **generously invest in building** the people, families and leaders that lead the next generation of the Church. We expect to see family trajectories changed, wounds healed, relationships restored, strong foundations built, and purpose discovered. We affirm that our **legacy is secure when it's planted in the house of God.**

Heart for the House

*Let us consider how to stir up one another to love and good works, not neglecting to meet together, as is the habit of some, but encouraging one another, and all the more as you see the Day drawing near. | **Hebrews 10:24-25***

Thrive Church isn't just a building we attend, **it's a spiritual family we belong to**. We commit to the Church family because it is the biblically prescribed environment God created for the new life to flourish. It is the center of God's ministry on earth, and the primary place we invest our lives as Christians. We **own the mission** of Thrive Church and **invest ourselves** in its success, serving each other with excellence and generosity.

Passion for His Presence

Let us come before His presence with thanksgiving; Let us shout joyfully to Him with psalms. | Psalm 95:2

The flourishing life of the Church flows from relationship with the presence of God's Spirit. We cultivate this through **passionate worship, sincere prayer, and expectation** that the Holy Spirit is an active participant in everything we do. We do everything we can to **stir up the Spirit in our services** by lifting our hands in praise, singing as a congregation, and praying in agreement.

Honor Up, Down and All Around

*Love one another with brotherly affection. Outdo one another in showing honor. | **Romans 12:10***

The giving and receiving of honor is Kingdom Currency, and is an essential experience in the life of God's people. Honor is choosing to see people as God intended, as created in His image, by expressing value, weight and esteem for each other. We honor our leaders by **aligning with their vision** and **being coachable**; our spiritual brothers and sisters through our **words, actions and attitudes**; and those we lead by **investing in and encouraging them sacrificially**.

Cultural Language

It's not just **what you say**, it's **how you say it**. Here at Thrive Church, we're particular about the language and tone we use. There are some things we say a lot, and others you'll never hear us utter.

Don't Say...	Instead Say...
Thrive	Thrive Church
Your Church	Our Church
My Team	Our Team
Volunteers	Team Thrive
I have to do it...	I get to do it...
I have to be here...	I get to be here...
It's not my problem/job	It may not be my fault, but it is my problem
They want it this way	We want it this way
Working/Volunteering	Serving

YEAR AT-A-GLANCE

There's always something happening at Thrive Church; from weekend services to seasonal gatherings, groups and more!

These events are built-in ways to for us to demonstrate the love of God and Thrive Church culture both within our church and in our community.

COMMUNITY OUTREACH

Piner High School

1

Throughout the year we partner with our local high school to provide support and encouragement to teachers and students; such as remodeling the teachers' lounge, providing them with coffee and drinks or doing yard work.

Parade of Lights

2

Every Christmas we deck out our cars with lights and cheer, then parade through the neighborhood bringing joy and fun to those closest to the church.

Adopt the Block

3

Each spring we head out into our neighborhood to serve the community by doing yard work, washing windows, giving cards from Thrive Kids and ministering to those in need.

Throughout the Year

TEAM THRIVE NIGHT

Multiple Dates

Several times a year we gather everyone who serves on Team Thrive for food, surprises, ministry and encouragement.

ENCOUNTER NIGHTS

Multiple Dates

Throughout the year we will gather to spend time in worship and prayer, anticipating an encounter with God's presence.

October - January

LEGACY SUNDAY

November

Once a year we go beyond our normal giving for a big day of generosity that enables us to give back to our city, bless our ministry partners worldwide, and make great improvements to Thrive Church.

21 DAYS OF FASTING

January

At the beginning of each year we clear the calendar and devote ourselves to prayer, fasting and seeking the face of God for the new year.

CHRISTMAS EVE

December

We come together on Christmas Eve for a Candlelight Celebration; full of music, warmth and the greatest message in the world - Jesus is born!

VISION SUNDAY

January

Each year we gather together to hear and affirm a common vision for Thrive Church for the year.

June - September

BACK TO SCHOOL SUNDAY

August

At the end of summer we bless and pray for the children, teachers, and parents as they head back to school, as well as celebrating those promoting to the next grade at Thrive Kids.

FALL KICKOFF

September

On this Sunday we celebrate the end of summer and beginning of fall by inviting our friends to join us for a helpful series and after-party.

February - May

GOOD FRIDAY

March/April

On this evening we gather together as a church family to remember Christ's sacrifice with music and communion.

EASTER

March/April

Our biggest Sunday of the year! We celebrate the resurrection of Christ and have lots of fun for kids. This is one of the best days of the year to invite a friend to church.

CHURCH IN THE PARK

May

On Memorial Day weekend, instead of gathering at our campus we head to our local park for worship, BBQ and games.

PENTECOST

May

One of the most important days on the church calendar; we celebrate the gift of the Holy Spirit and the birth of the Church.



Rhythm of Discipleship

GATHER

We are saved and planted in God's house for worship and belonging.

GROW

We are equipped by our leaders and activated in our spiritual gifts and service.

GO

We are empowered for ministry and deployed to our church, neighbors and communities.

Team Thrive Leadership Values

BE UN-OFFENDABLE

In order to grow you have to embrace feedback and change, even when it doesn't feel good. How do we manage the tension triggered by new ideas, or feedback from a peer? We embrace it with a good attitude. **We are not defensive or protective.** We are committed to the big picture.

COME AND SEE

Jesus personally extended an invitation for others to get to know him. As leaders, **we get to invite others to "come and see" all that God is doing in our incredible church,** and all that God can do in their life. Don't do life alone — bring others along with you to "come and see" for themselves.

EXCELLENCE

We do what we say we will do at the highest level possible. It's not about perfection, it's about excellence. **The quality of what we do equals or exceeds expectations.** We understand that excellence is in the details.

FLEXIBILITY

Everything except our vision might change tomorrow, and we'll need to be ready. **We go with the flow.**

FUN

We love what we get to do! We are fiercely committed to keeping our culture **positive and uplifting as we advance the mission.** We are friends with other Team Thrive members. We love each other and enjoy doing life together!

HONESTY

Vulnerability-based trust is the foundation of our team. We are honest about our mistakes and weaknesses; both in our life and as leaders. **We tell the truth without putting a spin on it** to make ourselves look good.

LEARNING

We're learning constantly; from coaching and resources that develop our focus, skill, and intuition. We grow a little every day... be it personally, emotionally, intellectually, or spiritually. **We are always open to constructive criticism,** making making ourselves emotionally inexpensive to talk to.

LOYALTY

We protect and defend our leaders to others. We give them the benefit of the doubt and always speak positively of them.

OWNERSHIP

We own our work and our assignment, knowing it's part of the bigger picture. We embrace responsibility. **We get things done,** whatever it takes. We take the blame and share the credit.

SUBMISSION TO JESUS

Look around: **Everything we see is about Jesus** - created by Him, for Him and under His authority.

SYSTEMS WORK, IF YOU WORK THE SYSTEM

We create healthy systems, so we have a healthy organization. Healthy systems are part of the Thrive Church secret sauce. We've built systems on proven works, many through trial and error. **The system is in place for a reason — it works if you work it.**

TALENT WILL TAKE YOU TO THE TOP, BUT CHARACTER WILL KEEP YOU THERE

Your character is more important than anything else. It's not about how talented you are out front or on stage, it's who you are when no one's looking that matters.

WE SHARE THE CREDIT AND TAKE THE BLAME

We share the credit with our team for any wins or successes we have. As leaders, we take ownership of any mistakes or failures.

WORK IN IT, NOT ON IT

On weekends, we connect with others and are intentional about **walking slow through the crowd.** People want to feel needed, known, and want to know that you're present.

Leadership Development

Developing people to be church and spiritual leaders is something we are very passionate about. Thrive Church provides many opportunities for people to grow and develop their natural and spiritual leadership gifts.

The next page will outline the Thrive Church Development Track; the channel for coaching, serving and developing opportunities for you to progress as a leader. On Team Thrive, we believe there is a “Next Step” for everyone.

Leadership Development Levels

Developing Christian character and assimilating to Thrive Church Culture

Identify ministry area(s) of interest

L1 Team Thrive
Introduction

Developing excellence in serving on a ministry team

Begin an individual role on Team Thrive under the supervision of a Team Leader

L2 Team Thrive
Ministry
Development

Assuming responsibility for directing a group with individualized coaching from a Department Head

L3 Team Leader
within a Ministry

Carrying the vision and heart of the Pastors by leading a core ministry at Thrive Church

Directed coaching from Pastors

L4 Department
Head

Track 1

Thrive Church Culture and Ministry Training (LAUNCH)
Part A: Fall / Part B: Spring

Track 2

Bible Knowledge and Spiritual Depth
Fall and Spring; changes throughout the year

Track 3

Group and Individualized Leadership Coaching
Runs ad hoc throughout the year dependent on topics

Ministries

WORSHIP

Our Worship Team leads Thrive Church in worshipping the Lord with excellence, joy and authentic praise of Jesus Christ every Sunday and during various events throughout the year.

CREATIVES

The Creatives Team is purposeful, passionate, and heart-felt in bringing conceptual and visual designs through environments, social media and events.

HOSPITALITY

The Hospitality Team represents the heart of the house. They are always there to welcome you to church, take you where you need to go, answer questions and ensure your comfort and safety.

THRIVE KIDS

At Thrive Kids, it is our goal for children to develop a genuine relationship with God, be rooted in a Biblical foundation of faith, and continually grow in Christ-like love. It is our hope to partner with parents, who are the primary teachers of their children, in bringing up the next generation for Jesus!

PRODUCTION

The Production Team makes our services tick, focusing on creating an atmosphere of worship that is excellent and understandable, allowing the Holy Spirit to move freely and without distraction. The team is responsible for audio and visual presentation in-house and online.

GROUPS

Groups are an important part of how we grow as believers. Groups meet in 3 semesters throughout the year to develop friendships, study the Bible, grow in faith, and pray for each other.

PRAYER

We believe in the power of prayer! Our Prayer Team is available during our services to agree in prayer for healing, freedom, reconciliation and revelation. They also pray over the leaders and prayer requests each week.

LEGACY PARTNERS

Legacy Partners serve the church and move the Kingdom forward through faithful giving. Legacy Partners give generously through tithe and other offerings to equip and empower the ministry of the church and impact eternity for generations to come - to leave a legacy.

Generosity

God calls us to give Him our first and our best. Giving is an act of worship that shows God that you trust Him with everything in your life. Our giving changes lives - ours and the people we're reaching. When you choose to give at Thrive Church, you're doing more than just keeping the lights on. You are creating environments for your friends and family to meet Jesus, as well as meeting needs throughout our community.



What we believe...

About God

We believe in one God; revealed as Father, Son, and Holy Spirit. We believe that our Lord Jesus Christ is fully God and fully man. He was born of the virgin Mary, lived a sinless life, died an atoning death for the sins of the whole world, was resurrected bodily for our justification and now reigns in heaven. (1 Timothy 3:16; John 1:1, 14)

About the Church

We believe in the Priesthood of the believer. All people born of God have equal status before God and direct access to their Lord. (1 Peter 2:5) We believe the identity of the body of Christ on the earth is primarily perceived through the local church.

We believe that the callings of Apostle, Prophet, Evangelist, Pastor, and Teacher are functional within the body of Christ until the Lord's return. These ministries are gifts to the church for the purpose of equipping the saints for the work of the ministry that the body of Christ may be edified. (Ephesians 4:11-16)

We believe in the literal second coming of our Lord Jesus Christ, the resurrection of the saved to eternal life and the lost to damnation, and the ultimate victory of the eternal kingdom of God. (Acts 1:9-11; 1 Thessalonians 3:16-17)

About the Bible

We believe the Bible is God's Word to us. It was written by holy men under the supernatural guidance of the Holy Spirit. We believe the Bible is the supreme source of truth for Christian beliefs and Christian living. Because it is inspired by God, the Bible is truth without error.

(2 Timothy 3:16; 2 Peter 1:20-21)

About Mankind

We believe that man was made in the image of God and is the crown of creation. He is now, by reason of "the fall", spiritually alienated from his Creator. Apart from God's grace he has no ability to attain to this high calling. (Psalm 8; Ephesians 2:8-9) We believe that justification is by grace through faith in our Lord's sacrifice on Calvary. (Romans 3:21-24)

We believe that all people are to repent and be buried with our Lord Jesus Christ in the waters of baptism. (Matthew 28:19; Acts 2:38; Romans 6:4; II Peter 3:9)

We believe that the baptism in the Holy Spirit is an endowment of power given by God to anoint the believer for sanctification and evangelism. It is our understanding that the supernatural gifts of the Holy Spirit are active within the body of Christ until the coming of the Lord. Furthermore, we believe that the development of these gifts ought to be encouraged under the guidance of local church authority. (Acts 8:14-17; Acts 19:1-2; I Corinthians 12:4-7)

We believe that those who are called by the name of Christ should depart from iniquity, understanding that salvation from the penalty of sin only begins the process of redemption. We acknowledge that one work of the Holy Spirit is to create in us the character of Christ.

(II Timothy 2:19)



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