



FELLOWSHIP CHURCH **GROWTH TRACK**

Know God
Find Freedom
Discover Purpose
Make a Difference

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Step One

Become a Member





THE FELLOWSHIP CHURCH STORY

HOPE & HEALING. Those are the two words that we feel God has given us as a church. Hope for your tomorrow and healing from your yesterday. Pastors Shaun and Dianna Nepstad started Fellowship Church in 2002 with 22 people. Today, we're reaching thousands of people in our community and throughout the globe with God's love.

We believe that Jesus is the answer for humanity. Our goal is to use the platform God has given us to express, in practical ways, the love and the life-giving message of Jesus to the world.

Through preaching of the Bible, worship, and great relationships, our hope is to engage a culture far from God in order to bring people into a relationship with Jesus. We think church ought to be fun, innovative, and encouraging.

OUR PRAYER FOR YOU

"I keep asking that the God of our Lord Jesus Christ, the glorious Father, may give you the Spirit of wisdom and revelation, so that you may know Him better. I pray that the eyes of your heart may be enlightened in order that you may know the hope to which He has called you, the riches of His glorious inheritance in His holy people..."

EPHESIANS 1:17-18

"I ask – ask the God of our Master, Jesus Christ, the God of glory – to make you intelligent and discerning in knowing Him personally, your eyes focused and clear, so that you can see exactly what it is He is calling you to do, grasp the immensity of this glorious way of life He has for His followers."

EPHESIANS 1:17-19 MSG

Our spiritual journey consists of four steps:

1.

"[I pray]...that you may know Him better [personally]."

EPHESIANS 1:17

"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

2.

"[I pray]...that the eyes of your heart may be enlightened [focused and clear]..."
EPHESIANS 1:18

"Therefore, confess your sins to each other and pray for each other so that you may be healed."
JAMES 5:16

3.

"[I pray]...that you may know the hope to which He has called you..."
EPHESIANS 1:18

"We have different gifts, according to the grace given to each of us."
ROMANS 12:6

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

4.

"[I ask...so that you can]...grasp the immensity of this glorious way of life He has for His followers [His holy people]..."
EPHESIANS 1:18 MSG

"This is to my Father's glory, that you bear much fruit, showing yourselves to be my disciples."
JOHN 15:8

"I have told you this so that my joy may be in you and that your joy may be complete."
JOHN 15:11

"God has given each of you a gift from His great variety of spiritual gifts. Use them well to serve one another."
1 PETER 4:10 NLT



1. KNOW GOD – WEEKEND SERVICES

We consider connecting people with God personally to be one of our greatest responsibilities. Our Weekend Experiences are for people at all stages in their spiritual journey and are intentionally designed to connect with those who do not yet have a genuine relationship with God yet.

Our Weekend Services focus on four values:

1. _____

We believe church should be fun.

"I was glad when they said to me, 'Let us go into the house of the Lord.'"
PSALM 122:1 NKJV

2.

We believe church should be a place where people experience God's presence.

"But...when some unbelievers or ordinary people come in, they will be convinced of their sin by what they hear. They will be judged by all they hear, their secret thoughts will be brought into the open, and they will bow down and worship God, confessing, 'Truly God is here among you!'"

1 CORINTHIANS 14:24–25 GNT

3.

We believe church should be a place where people learn how the Bible applies to their daily lives.

"So Christ Himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip His people for works of service, so that the body of Christ may be built up..."

EPHESIANS 4:11–12

4.

We believe church should be a place where people can accept Jesus as their Lord and Savior.

"... 'Everyone who calls on the name of the Lord will be saved.' But how can they call on Him to save them unless they believe in Him? And how can they believe in Him if they have never heard about Him? And how can they hear about Him unless someone tells them?"

ROMANS 10:13–14 NLT



How we share Christ with others:

"...Go out into the country...and urge anyone you find to come, so that the house will be full."

LUKE 14:23 TLB

As we continue to reach people who are far from God, every one of us can do our part by following these four principles:

- 1. Accept the personal** _____.
- 2. Build a personal** _____.
- 3. Share your personal** _____.
- 4. Give a personal** _____.

In our city, our nation, and our world.

"...You will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth."

ACTS 1:8

In addition to our efforts during Weekend Services, we are focused on reaching people in three key places, as defined by Jesus:

1. "In Jerusalem" – Our City

The primary way we reach our cities is through our Weekend Services, Outreach, and Small Groups.

2. “In Judea and Samaria” – Our Nation

“As they traveled from town to town, they presented the simple guidelines the Jerusalem apostles and leaders had come up with. That turned out to be most helpful. Day after day the congregations became stronger in faith and larger in size.”

ACTS 16:4-5 MSG

The primary way we reach our nation is by planting new churches and strengthening existing churches through the Association of Related Churches (ARC).

ARC is a church planting organization that started with two church plants. We continue to support ARC today as it trains, coaches, and resources hundreds of new church plants across America and abroad every year.

Learn more about ARC at arcchurches.com.

3. “To the ends of the earth” – Our World

“Jesus said to His followers, ‘Go everywhere in the world, and tell the Good News to everyone.’”

MARK 16:15 NCV

The primary way we reach our world is through strategic missions. Here at Fellowship Church, we intentionally invest a portion of our resources in missions work all around the world with a focus on unreached people groups, children, and church planting.

How you can participate:

1.

Pray that we might reach people in each of these three areas with the Good News of Jesus.

"Then He said to His disciples, 'The harvest is plentiful but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into His harvest field.'"

MATTHEW 9:37–38

2.

Give your time and resources to reach people for Christ.

"Do not store up for yourselves treasures on earth, where moths and vermin destroy, and where thieves break in and steal. But store up for yourselves treasures in heaven, where moths and vermin do not destroy, and where thieves do not break in and steal. For where your treasure is, there your heart will be also."

MATTHEW 6:19–21

3.

Go to our cities, nation, and world to serve others and show people the love of God.

"Then I heard the voice of the Lord saying, 'Whom shall I send? And who will go for us?' And I said, 'Here am I. Send me!' He said, 'Go and tell this people...'"

ISAIAH 6:8–9



2. FIND FREEDOM – SMALL GROUPS

We believe life change happens in the context of relationships. Small Groups have one simple purpose: to bring people together. God created us to live in community with others, and it is only when we do that that we can experience the full life He intends for us.

Small Groups provide three things:

1. A place to _____ with others.

"Yes, whatever a person is like, I try to find common ground with him so that he will let me tell him about Christ and let Christ save him."

1 CORINTHIANS 9:22 TLB

We were not made to do life alone. God created us for community and Small Groups provide a place for you to connect with others, share life, and grow in faith together.

2. A place to _____ each other.

"We know what real love is because Jesus gave up His life for us. So we also ought to give up our lives for our brothers and sisters."

1 JOHN 3:16 NLT

When we do life together, our problems become smaller as God uses others to bring support and encouragement to our lives. Small Groups become a place where others don't just know your name, but care about what is happening in your life and want to support you in your spiritual journey.

3. A place to _____ together.

"As iron sharpens iron, so one person sharpens another."

PROVERBS 27:17

We believe every person is created with God-given potential to make a difference in the world. Small Groups are a place where you can grow with others to become more like Jesus and reach the potential God has put inside you.



Fellowship Church Small Groups Model

We are not meant to do life alone. When we are in community, surrounded by people going in the direction we want to go, something special happens. God uses us to bless each other, help each other grow, and support each other. That's what Small Groups are all about!

"Day after day, in the temple courts and from house to house, they never stopped teaching and proclaiming the good news that Jesus is the Messiah."

ACTS 5:42

"You know that I have not hesitated to preach anything that would be helpful to you but have taught you publicly and from house to house."

ACTS 20:20

Fellowship Church is a church **of** Small Groups, not a church **with** Small Groups.

Four things to know about Fellowship Church Small Groups:

1. Our groups are “free market.”

We want people to gather together based on things they enjoy and things that are important to them. Essentially, the things you are already doing in your life are the things that can make up your Small Group! From sports groups to lunch groups, parenting groups to student groups, Bible study groups to creative arts groups, our groups are as varied as we are. Small Groups can gather for almost anything. All groups fall within four hubs: **Men, Women, Students, Marriage/Family/Co-Ed.**

2. There are multiple sessions throughout the year.

Life flows in seasons, and we want to make it easy for you to be in the right Small Group for you in each season. This is why we have several sessions of new and repeating groups every year.

3. Everyone can join a group.

Our hope is for every person in the church to be connected in meaningful community through a Small Group; this is how we pastor people. With so many groups to choose from, we are confident there is a group that is a great fit for you. You can search Fellowship Church’s online Small Groups directory by topic, location, day, and time (www.tfcpeople.com/smallgroups). Once you find a few groups that interest you, contact the leaders to learn more and make plans to check them out in person.

“Whoever refreshes others will be refreshed.”

PROVERBS 11:25

4. Leading a group can be a blessing to both you and those who attend.

We believe leading a group is simple because we all have something to offer others. Whether it’s something you are passionate about, an experience you’ve had that can help others, or an area in which you are looking to grow, leading a group is a great way to bring people together in meaningful community.



3. DISCOVER PURPOSE – GROWTH TRACK

Growth Track exists to help you discover and develop your purpose and live the full life for which God created you. Growth Track is made up of three steps that guide you through next steps in your journey to know God, find freedom, discover purpose, and make a difference.

"...Let us move beyond the elementary teachings about Christ and be taken forward to maturity..."

HEBREWS 6:1

"...I have come that they may have life, and have it to the full."

JOHN 10:10

Fellowship Church Growth Track

1. Step One – _____

Explore ministry at the church and find out how to connect here. *Step **One*** takes place the first weekend of every month.

2. Step Two – _____

Dive into the details of your personality, discover your gifts, and see how your design reveals your purpose in life and your best fit in ministry. *Step **Two*** takes place the second weekend of every month.

3. Step Three – _____

Connect to the opportunities available here at church to live out your purpose and serve others by using your God-given gifts. *Step **Three*** takes place the third weekend of every month.

4. MAKE A DIFFERENCE – DREAM TEAM

All of us were created by God to make a difference in the world. God has a place for you where your unique abilities and passions can impact the lives of others. We believe your life will never make sense until you find, develop, and fulfill your purpose.

“For we are God’s handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do.”

EPHESIANS 2:10

“However, I consider my life worth nothing to me; my only aim is to finish the race and complete the task the Lord Jesus has given me.”

ACTS 20:24

“Now God gives us many kinds of special abilities...There are different kinds of service to God [ministry]...All of you together are the one body of Christ, and each of you is a separate and necessary part of it.”

1 CORINTHIANS 12:4–5, 27 TLB

At Fellowship Church

We believe there is no great divide between the “ministers” and the “congregation.” Everyone has something they can do to impact the lives of others in the Kingdom of God. From our perspective, every member of the church is a minister, every person is gifted in some area, and every task is important. Discover what you do well and take steps to use your gifts to make a difference.

You can start by joining the Dream Team at *Step **Three*** of Growth Track, following acknowledgement of and agreement with our Leadership Honor Code and Statement of Faith.

For some, the next step may be directly jumping on a team; for others, the next step may be joining a Small Group. As a church, we want to assist and support you in taking the next step in your journey.





OUR STRUCTURE

As you consider investing your heart, time, family, and finances into the life of a church, it is important for you to feel confident in church leadership. Our goal in sharing the details of our structure is that you will understand how our church upholds the values of integrity, accountability, and spiritual authority.

Two groups:

1. Guided by _____

The Pastoral Staff team is led by Pastors Shaun and Dianna. This team oversees the day-to-day ministry and operations of the church. The Staff serve the congregation and are responsible for the development of the spiritual life of the church. The Pastoral Leadership Team serves as Staff Elders.

2. Strengthened by _____

The Overseers are pastors of respected congregations and ministries who love Fellowship Church and are willing to provide spiritual protection to the church. They may be called upon to help in accountability matters relating to the Lead Pastors if requested to do so by the Staff. The Overseers serve as Apostolic Elders.

FINANCES

"Every Sunday each of you make an offering and put it in safekeeping. Be as generous as you can. When I get there you'll have it ready, and I won't have to make a special appeal."

1 CORINTHIANS 16:2 MSG

At Fellowship Church, we practice tithing for the support of Christ's body, the church, as God commands. We recognize that giving the first 10% of our income is the Biblical standard for giving and is a way for us to tell God, "You are first in our finances." We believe He should be first in every area of our lives: our family, our relationships, our resources, and our finances.

"Be sure to set aside a tenth of all that your fields produce each year."

DEUTERONOMY 14:22

"Bring the whole tithe into the storehouse, that there may be food in my house. Test me in this," says the Lord Almighty, "and see if I will not throw open the floodgates of heaven and pour out so much blessing that there will not be room enough to store it."

MALACHI 3:10

Tithe Challenge

If you have not yet started giving to God through Fellowship Church, consider taking our 90-Day Tithe Challenge. This is an easy and safe way to take the first step of faith in giving. Because we believe what the Bible says about tithing, we commit to you that if you tithe through Fellowship Church for 90 days and God doesn't hold true to His promises, we will refund 100% of your tithe. To participate, please fill out our 90-Day Tithe Challenge form and turn it in to an offering box after service; or you can go to tfcpeople.com/tithechallenge.

"For we are God's handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do."

EPHESIANS 2:10

"Woe unto you, scribes and Pharisees, hypocrites! for ye pay tithe of mint and anise and cumin, and have omitted the weightier matters of the law, judgment, mercy, and faith: these ought ye to have done, and not to leave the other undone."

MATTHEW 23:23 NKJV

Giving is one of the central themes in the Bible. Jesus talked more about this subject than Heaven, Hell, or prayer. To understand what it means to be a Christ-follower, we must also understand what it means to be a giver.

1. Tithe

The tithe, or “first fruits”, of our labor/income belong to God. We find this principle all through God’s Word. Tithing, giving God the first 10% of our income through the local church, is the primary, practical way we acknowledge that God is first.

“Honor the Lord with your wealth, with the first fruits of all your crops; then your barns will be filled to overflowing, and your vats will brim over with new wine.”

PROVERBS 3:9-10

2. Offerings

An offering is giving over and above the tithe. The Bible says that by giving generously, we are able to “take hold of the life that is truly life.” You aren’t really living unless you are freely giving.

“Command them to do good, to be rich in good deeds, and to be generous and willing to share. In this way they will lay up treasure for themselves as a firm foundation for the coming age, so that they may take hold of the life that is truly life.”

1 TIMOTHY 6:18-19

3. The Gift of Giving

The gift of giving is a spiritual gift that God gives to some people. It is a Spirit-given capacity and desire to serve God by giving of your material resources, above and beyond the tithe, to further the work of God.

“We have different gifts, according to the grace given to each of us. If your gift is...giving, then give generously...”

ROMANS 12:6-8

Many people love to give to God and as they do, they want to feel confident in the organization through which they give. Here at Fellowship Church, we want people to know that they are not just giving to a church; they are giving to God through a church. As we openly share the honesty, integrity, and spiritual values that guide the financial practices of Fellowship Church, we believe people can focus on what God is calling them to give and trust that He is leading our church to steward it well.

The giving of tithes and offerings is worship to Jesus and an expression of the relationship between the individual giver and the Lord. Funds are not “income only”; they are worship and are not considered to be a business transaction, but an expression of gratitude and obedience to God.



BECOMING A MEMBER

Fellowship Church Membership Covenant

Having received Christ as my Lord and Savior and being in agreement with the values and ideas presented in *Step One* of Growth Track, I feel led by the Holy Spirit to unite with the Fellowship Church family. In doing so, I make the following commitment to God and my fellow church members:

1. I will protect the unity of my church by:

- ✓ Acting in love toward other members.
- ✓ Refusing to gossip.
- ✓ Following the leaders.

"...Have a sincere love for other believers, love one another earnestly with all your heart."

1 PETER 1:22 GNT

"Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs."

EPHESIANS 4:29

"Have confidence in your leaders and submit to their authority, because they keep watch over you as those who must give an account. Do this so that their work will be a joy, not a burden, for that would be of no benefit to you."

HEBREWS 13:17

2. I will share the responsibility for my church by:

- ✓ Praying for its growth and health.
- ✓ Inviting the unchurched to attend.
- ✓ Warmly welcoming those who visit.

"To the church...We always thank God for all of you and continually mention you in our prayers."

1 THESSALONIANS 1:1-2

"Go out into the country...and urge anyone you find to come in, so that the house will be full."

LUKE 14:23 TLB

"So warmly welcome each other into the church, just as Christ has warmly welcomed you; then God will be glorified."

ROMANS 15:7 TLB

3. I will serve the ministry of my church by:

- ✓ Discovering my gifts and talents.
- ✓ Using my God-given gifts to make a difference in the lives of others.
- ✓ Developing a servant's heart.

"Serve one another with the particular gifts God has given each of you..."

1 PETER 4:10 PHI

"So Christ Himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip His people for works of service, so that the body of Christ may be built up..."

EPHESIANS 4:11-12

"Let each of you look out not only for his own interests, but also for the interests of others. Let this mind be in you which was also in Christ Jesus...taking the form of a bondservant..."

PHILIPPIANS 2:4-5, 7 NKJV

4. I will support the testimony of my church by:

- ✓ Attending church and Small Groups faithfully.
- ✓ Living a Godly life.
- ✓ Giving regularly.

"They devoted themselves to the apostles' teaching and to fellowship, to the breaking of bread and to prayer."

ACTS 2:42

"And let us not neglect our meeting together...but encourage one another..."

HEBREWS 10:25 NLT

"But whatever happens, make sure that your everyday life is worthy of the Gospel of Christ."

PHILIPPIANS 1:27 PHI

"This service that you perform is not only supplying the needs of the Lord's people but is also overflowing in many expressions of thanks to God."

2 CORINTHIANS 9:12

Fellowship Church's Statement of Faith is provided in Appendix A.

NEXT STEPS

1. **Become a member of Fellowship Church.**

Membership at Fellowship Church is not about adding your name to a roster; it's about connecting with the people and the vision of the church. We would love for you to be part of what God is doing here!

2. **Join a Small Group.**

Browse our Small Groups directory online at:

www.tfcpeople.com/smallgroups

Once you find a few groups that interest you, connect with the leaders to learn more and make plans to check them out in person.

3. **Complete all three steps of Growth Track.**

- ✓ *Step **One*** – Become a Member
- ✓ *Step **Two*** – Discover Your Purpose
- ✓ *Step **Three*** – Join the Team

NOTES

NOTES

Step **Two**

Discover Your Purpose

DISCOVERING YOUR GIFTS

“Now these are the gifts Christ gave to the church: the apostles, the prophets, the evangelists, and the pastors and teachers. Their responsibility is to equip God's people to do His work and build up the church, the body of Christ.”

EPHESIANS 4:11–12 NLT

1. **My** _____

“We have different gifts, according to the grace given us. If one's gift is prophesying, let him use it in proportion to his faith. If it is serving, let him serve; if it is teaching, let him teach; if it is encouraging, let him encourage; if it is giving, let him give generously; if it is leading, let him lead with diligence; if it is showing mercy, let him do it cheerfully.”

ROMANS 12:6–8 BSB

2. **My** _____

“So here's what I want you to do, God helping you: Take your everyday, ordinary life – your sleeping, eating, going-to-work, and walking-around life – and place it before God as an offering. Embracing what God does for you is the best thing you can do for Him.”

ROMANS 12:1 MSG

3. **My** _____

“All praise to God, the Father of our Lord Jesus Christ. God is our merciful Father and the source of all comfort. He comforts us in all our troubles so that we can comfort others. When they are troubled, we will be able to give them the same comfort God has given us.”

2 CORINTHIANS 1:3–4 NLT



DESIGN REVEALS DESTINY

"You made all the delicate, inner parts of my body and knit me together in my mother's womb. Thank You for making me so wonderfully complex! Your workmanship is marvelous—how well I know it."

PSALMS 139:13-14 NLT

1. _____ **my gifts.**

2. _____ **my gifts.**

3. _____ **my gifts.**

My purpose is to _____ **by** _____.

HOW TO TAKE THE PERSONALITY ASSESSMENT

- Step 1:** Respond to each statement under Sections 1–4 by circling the number that best describes you. Allow yourself two to three minutes to complete this step before moving on to Step 2.
- Step 2:** Calculate the total score for each section by adding the circled numbers for the five statements in each section. Write each section's total on the designated line.
- Step 3:** Identify the sections with the highest total score and the second highest total score to discover your primary and secondary personality style.
- Step 4:** Read the description of your primary personality style and the description of your primary and secondary personality styles together.

THE PERSONALITY ASSESSMENT

1. Total _____

	Never	Rarely	Sometimes	Often	Always
I am assertive, demanding, and decisive.	1	2	3	4	5
I enjoy doing multiple tasks at once.	1	2	3	4	5
I thrive in a challenge-based environment.	1	2	3	4	5
I think about tasks more than others or myself.	1	2	3	4	5
I am motivated by accomplishment and authority.	1	2	3	4	5

2. Total _____

	Never	Rarely	Sometimes	Often	Always
I enjoy influencing and inspiring other people.	1	2	3	4	5
I am optimistic about others.	1	2	3	4	5
I tend to be the life of the party.	1	2	3	4	5
I think about motivating people.	1	2	3	4	5
I am motivated by recognition and approval.	1	2	3	4	5

3. Total _____

	Never	Rarely	Sometimes	Often	Always
I thrive in consistent environments.	1	2	3	4	5
I prefer specifics over generalizations.	1	2	3	4	5
I enjoy small groups of people.	1	2	3	4	5
I prefer being a member of a team.	1	2	3	4	5
I am motivated by stability and support.	1	2	3	4	5

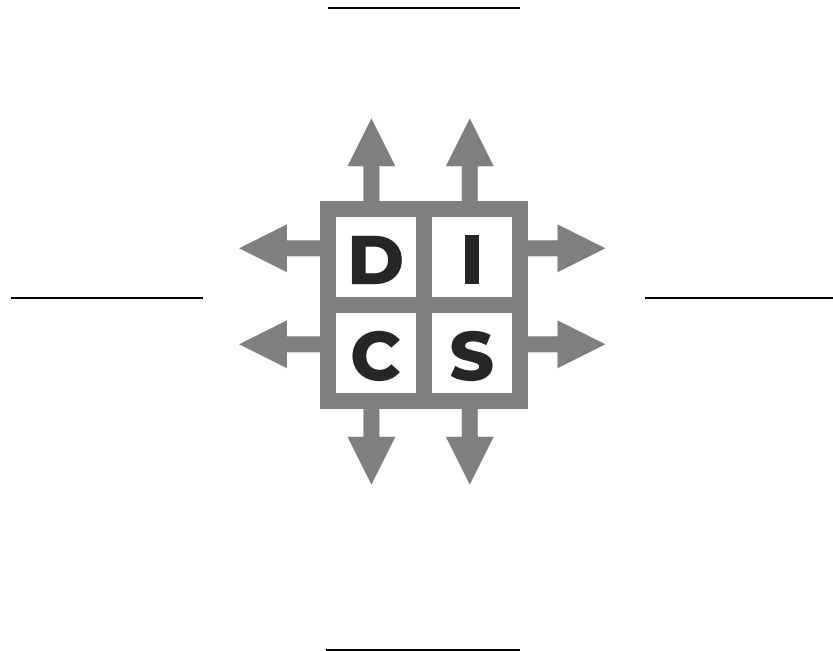
4. Total _____

	Never	Rarely	Sometimes	Often	Always
I typically do not take big risks.	1	2	3	4	5
I love tasks, order, and details.	1	2	3	4	5
I am right most of the time.	1	2	3	4	5
I comply with clearly defined rules.	1	2	3	4	5
I am motivated by quality and correctness.	1	2	3	4	5

THE PERSONALITY ASSESSMENT INTERPRETATION

My primary personality style is _____.

My secondary personality style is _____.



*"I praise You because I am fearfully and wonderfully made;
Your works are wonderful, I know that full well."*

PSALM 139:14

PERSONALITY DESCRIPTIONS

- D** We are direct and decisive. We are risk takers and problem solvers. We are more concerned with completing tasks and winning than we are with gaining approval from people. Though the internal drive tends to make us insensitive to those around us, “D”s are not afraid to challenge the status quo, and we thrive when it comes to developing new things. We need discipline to excel and respond to direct confrontation. Our greatest fear is to be taken advantage of, and even despite our possible weaknesses—which include an aversion to routine, a tendency to overstep authority, an argumentative nature, and a habit of taking on too much—we place a high value on time and use our innovative thinking to accomplish difficult tasks and conquer challenges.
- D/I** We are curious conclusers who place emphasis on the bottom line and work hard to reach our goals. We are more determined than we are inspirational, yet our high expectations and standards for ourselves and those around us typically cause us to make quite an impact, motivating others to follow us. We have an array of interests and can become distracted by taking on too many projects. We often need to focus, prioritize, and simply slow down. Because we thrive on activity and forward motion, we like to accomplish tasks through a large number of people.
JOSHUA (JOSHUA 1), NOAH (GENESIS 6-9), SARAH (GENESIS 16, 1 PETER 3:6)
- D/S** We are achievers with an ability to persevere. We are more active than passive, but possess a kind of calm sensitivity and steadiness that makes us good leaders. We seem to be people-oriented but can easily be dominant and decisive when it comes to tasks and project-planning. We strive to accomplish goals with fierce determination that comes from strong internal drive, but we could benefit from contemplative and conservative thinking as well as spending more time focusing on relationships.
DANIEL (DANIEL 1-6), JOB (JOB 1:5, JAMES 5:11), MARTHA (LUKE 10:38-42)
- D/C** We are challengers who can either be determined students or defiant critics. Being in charge is important to us; we care little about what others think as long as we get the job done. We have a great deal of foresight and examine every avenue to find the best solution. We prefer to work alone. Though we fear failure and the lack of influence, we are motivated by challenges and can often be excellent administrators. We can benefit from learning to relax and paying more attention to people.
MALACHI (MALACHI 4), NATHAN (2 SAMUEL 12:1-13), NAHUM (NAHUM 1-3)

I We are inspiring and impressive. Enthusiastic, optimistic, impulsive, and emotional. We tend to be creative problem-solvers and excellent encouragers. We often have a large number of friends, but we can become more concerned with approval and popularity than with getting results. Our greatest fear is rejection, but we thrive when it comes to motivating others. Our positive sense of humor helps us negotiate conflicts. Though we can be inattentive to details and poor listeners, we can be great peacemakers and effective teammates when we control our feelings and minimize our urge to entertain and be the center of attention. We value lots of human touch and connection.

I/D We are persuaders who are outgoing and energetic. We enjoy large groups and use our power of influence to attain respect and convince people to follow our lead. Sometimes we can be viewed as fidgety and nervous, but it comes from our need to be a part of challenges that have variety, freedom, and mobility. We could benefit from learning to look before we leap and spending more time being studious and still. We make inspiring leaders and know how to get results from and through people.

JOHN THE BAPTIST (LUKE 3), PETER (MATTHEW 16 AND 26, ACTS 3), REBEKAH (GENESIS 24)

I/S We are influential counselors who love people and it's no surprise that people love us. We live to please and serve, and tend to be good listeners. Looking good and encouraging others is important to us, as is following through and being obedient. We often lack in the area of organization and can be more concerned with the people involved than we are with the task at hand. However, we can be center stage or behind the scenes with equal effectiveness, and we shine when it comes to influencing and helping others.

BARNABAS (ACTS 4, 9, 11-15), ELISHA (1 KINGS 19, 2 KINGS 2-3), NICODEMUS (JOHN 3, 7, 19)

I/C We are inspiring, yet cautious assessors who are excellent communicators through the combination of concerned awareness and appreciation of people. We excel in determining ways to improve production. We tend to be impatient and critical, and can also be overly persuasive and too consumed by the desire to win. We like to work inside the box, and we could benefit from trying new things and caring less about what others think. This personality type often possesses a gift for teaching; we are generally dependable when it comes to paying attention to details and getting the job done.

MIRIAM (EXODUS 15-21), EZRA (EZRA 7-8), SHUNAMMITE WOMAN (2 KINGS 4:8-37)

S We are steady and more reserved. We do not like change and thrive in secure, non-threatening environments. We are often friendly and understanding, as well as good listeners and loyal workers who are happy doing the same job consistently. With an incredible ability to forgive, reliable and dependable “S”s tend to make the best friends. Our greatest fear, however, is loss of security, and our possible weaknesses include resistance to change and difficulty adjusting to it. We can also have a strong sensitivity to criticism and struggle to establish priorities. In order to avoid being taken advantage of, we need to be stronger and learn how to say “no.” We also like to avoid the limelight, but when given an opportunity to genuinely help others, we will gladly rise to the occasion. We feel most valued when we have truly helped someone.

S/D We are quiet leaders who can be counted on to get the job done. We perform better in small groups and do not enjoy speaking in front of crowds. Though we can be soft- and hard-hearted at the same time, we enjoy close relationships with people, being careful not to dominate them. Challenges motivate us, especially ones that allow us to take a systematic approach. We tend to be determined, persevering through time and struggles. We benefit from encouragement and positive relationships.
MARTHA (LUKE 10:38-42), JOB (JOB 1:5, JAMES 5:11)

S/I We are inspirational counselors who exhibit warmth and sensitivity. Tolerant and forgiving, we have many friends because we accept and represent others well. Our social nature and desire to be likable and flexible makes us inclined to be overly tolerant and non-confrontational. We will benefit from being more task-oriented and paying more attention to detail. Kind and considerate, we include others and inspire people to follow us. Words of affirmation go a long way with us, and with the right motivation, we can be excellent team players.
MARY MAGDALENE (LUKE 7:36-47), BARNABAS (ACTS 4, 9, 11-15), ELISHA (1 KINGS 19, 2 KINGS 2-13)

S/C We are diplomatic, steady, and detail oriented. Stable and contemplative, we like to weigh the evidence and discover the facts to come to a logical conclusion. More deliberate, we prefer to take our time, especially when the decision involves others. Possible weaknesses include being highly sensitive and unable to handle criticism. We also need to be aware of the way we treat others. Operating best in precise and cause-worthy projects, we can be peacemakers; this makes us loyal team members and friends.
MOSES (EXODUS 3, 4, 20, 32), JOHN (JOHN 19:26-27), ELIEZER (GENESIS 24)

- C** We are compliant and analytical. Careful and logical lines of thinking drive us forward and accuracy is a top priority. We hold high standards and value systematic approaches to problem solving. Though we thrive when given opportunities to find solutions, we tend to ignore the feelings of others and can often be critical and down-right crabby. Verbalizing feelings is difficult for us, but when we are not bogged down in details and have clear-cut boundaries, we can be big assets to the team by providing calculated “reality checks.” Our biggest fear is criticism and our need for perfection is often a weakness, as is our tendency to yield during an argument. We are thorough in all activities and can bring a conscientious, even-tempered element to the team that will provide solid grounding. We value being correct.
- C/I** We are attentive to the details. We tend to impress others by doing things right and stabilizing situations. Not considered aggressive or pushy, we enjoy both large and small crowds. Though we work well with people, we are sometimes too sensitive to what others think about us and our work. We could benefit from being more assertive and self-motivated. Often excellent judges of character, we easily trust those who meet our standards. We are moved by genuine and enthusiastic approval, as well as concise and logical explanations.
MIRIAM (EXODUS 15-21, NUMBERS 12:1-15), EZRA (EZRA 7, 8)
- C/S** We are systematic and stable. We tend to do one thing at a time – and do it right. Reserved and cautious, we would rather work behind the scenes to stay on track. We seldom take risks or try new things and dislike sudden changes in our environments. Precisionists to the letter, we painstakingly require accuracy and fear criticism, which we equate to failure. Diligent workers, our motivation comes from serving others.
ESTHER (ESTHER 4), ZECHARIAH (LUKE 1), JOSEPH (MATTHEW 1:1-23)
- C/D** We are cautious and determined designers who are consistently task-oriented and very aware of problems. Sometimes viewed as insensitive, we do care about individual people, but have a difficult time showing it. We often feel we are the only ones who can do the job the way it needs to be done, but because of our administrative skills, we are able to bring plans for change and improvements to fruition. We have a tendency to be serious and could benefit from being more optimistic and enthusiastic. Despite our natural drive to achieve, we should concentrate on developing healthy relationships and simply loving people.
BEZALEL (EXODUS 35:30-36, 8, 37:1-9), JOCHEBED (EXODUS 1:22-2:4), JETHRO (EXODUS 2, 18)



MAKING THE MOST OF YOUR PERSONALITY

"For we are His workmanship, created in Christ Jesus for good works..."

EPHESIANS 2:10 NASB

Every personality has strengths and weaknesses. The following provides specific ways to leverage how your personality style engages others.

“D” personalities are dominant, direct, task-oriented, decisive, organized, outgoing, and outspoken. As you embrace these strengths, also make sure to:

- Listen attentively to others.
- Support other team members.
- Invest in personal relationships.
- Balance controlling and domineering tendencies.
- Value the opinions, feelings, and desires of others.

“I” personalities are influential, witty, easygoing, outgoing, and people-oriented. As you embrace these strengths, also make sure to:

- Be aware of tasks that need to be accomplished.
- Balance your emotions, words, and actions.
- Remember to consider details and facts.
- Slow down your pace for others when necessary.
- Listen attentively to others instead of only talking.
- Choose thoughtful decision-making over impulsive decision-making.

“S” personalities are steady, stable, analytical, introverted, and people-oriented. As you embrace these strengths, also make sure to:

- Take initiative.
- Practice flexibility.
- Approach confrontation constructively.
- Be direct in your interactions when necessary.
- Realize that change can be healthy, and be willing to adapt.
- Consider the overall goals of your family or group, not just specific processes or procedures.

“C” personalities are compliant, competent, task-oriented, goal-oriented, and introverted. As you embrace these strengths, also make sure to:

- Be decisive when necessary.
- Cultivate personal relationships.
- Be open to others' ideas and methods.
- Balance your focus between facts and people.
- Focus on doing the right things, not just doing things right.
- Help others accomplish their goals.



DISCOVERING YOUR SPIRITUAL GIFTS

"Very truly I tell you, whoever believes in me will do the works I have been doing, and they will do even greater things than these, because I am going to the Father."
JOHN 14:12

HOW TO TAKE THE SPIRITUAL GIFTS ASSESSMENT

Step 1: Respond to the spiritual gifts statements on the following pages by writing one of the following numbers, which indicates how each statement describes you, in the blank space to the left of the statement:

- 1 - Almost Never
- 2 - Sometimes
- 3 - Almost Always

Allow yourself six minutes to answer all questions before moving on to other steps.

Step 2: Calculate the total sum across each line (left to right) and write the sum in the “Total” column.

Step 3: Identify all of your highest totals with the corresponding spiritual gifts they represent (listed on the pages following the assessment).

Step 4: Explore your gifts!

Connect with a team that complements your personality style, highest-rated spiritual gifts, and availability to serve.

Spiritual Gifts Assessment

1 = Almost Never		2 = Sometimes	
_____	1. I like organizing services and events.	_____	25. I am passionate about managing details.
_____	2. I am interested in starting new churches.	_____	26. I like to help start new ministry projects.
_____	3. I enjoy working with my hands.	_____	27. I consider myself a craftsman or craftswoman.
_____	4. I can tell when someone is insincere.	_____	28. I sense when situations are spiritually unhealthy.
_____	5. I pray daily for people who don't know Jesus.	_____	29. I am motivated by seeing people who don't know God saved.
_____	6. Encouraging others is a high priority in my life.	_____	30. I come across as loving and caring.
_____	7. I trust God to provide for my daily needs.	_____	31. Asking God for a list of seemingly impossible things is exciting.
_____	8. I am passionate about financially investing in the Kingdom of God.	_____	32. I find ways to give offerings above my tithe.
_____	9. I look for opportunities to pray for the sick.	_____	33. I believe miraculous healing is possible and still happens.
_____	10. I enjoy doing little things that others typically do not enjoy.	_____	34. Helping others is one of my greatest motivations.
_____	11. I often have people over at my house.	_____	35. Creating a warm and welcoming environment is important to me.
_____	12. I enjoy spending hours in prayer for other people.	_____	36. I am burdened to pray for situations affecting the world.
_____	13. Education is very important to me.	_____	37. People come to me to learn more about God and the Bible.
_____	14. I tend to motivate others to get involved.	_____	38. I prefer to take the lead whenever possible.
_____	15. I hurt when I see others hurting.	_____	39. I'm very sensitive to sad stories.
_____	16. I believe God will use me to enact His miracles.	_____	40. Miracles often happen when I'm nearby.
_____	17. I enjoy sharing the Gospel with other groups and nationalities.	_____	41. Living in another country to benefit the Gospel is exciting to me.
_____	18. I've devoted considerable time to mastering my voice/instrument.	_____	42. I desire to serve the church through worship.
_____	19. Caring for the hurting is one of my highest priorities.	_____	43. I enjoy connecting, caring for, and coaching others.
_____	20. I get frustrated when people knowingly sin.	_____	44. Confronting someone about a sin in their life is important to me.
_____	21. I enjoy serving behind the scenes.	_____	45. It bothers me when people sit around and do nothing.
_____	22. I like creating outlines of the Bible.	_____	46. I share Biblical truth with others to help them grow.
_____	23. God has used me to interpret for someone speaking in tongues.	_____	47. I pray in tongues daily.
_____	24. I enjoy the book of Proverbs more than any other book in the Bible.	_____	48. When I study Scripture, I receive unique insights from God.

_____	49. Creating a task list is easy and enjoyable for me.	_____	A. _____
_____	50. I am attracted to ministries that start new churches.	_____	B. _____
_____	51. Building something with my hands is very satisfying to me.	_____	C. _____
_____	52. I can pinpoint issues or problems quickly.	_____	D. _____
_____	53. Sharing the Gospel with someone new is exciting and natural for me.	_____	E. _____
_____	54. I look for ways to encourage other people.	_____	F. _____
_____	55. I trust that God has my back in every situation.	_____	G. _____
_____	56. I want to make more money so that I can give more.	_____	H. _____
_____	57. God has used me to bring healing to those who are sick.	_____	I. _____
_____	58. Being a part of the process is fulfilling to me.	_____	J. _____
_____	59. I tend to make total strangers feel at home.	_____	K. _____
_____	60. People often ask me to pray for them.	_____	L. _____
_____	61. I enjoy knowing Biblical details and helping others understand them.	_____	M. _____
_____	62. I delegate responsibilities to accomplish tasks.	_____	N. _____
_____	63. I am motivated to help people in need.	_____	O. _____
_____	64. I have a constant hunger to see God's miraculous power.	_____	P. _____
_____	65. I focus a lot on reaching the world for Christ.	_____	Q. _____
_____	66. I gain deep satisfaction through leading others in musical worship.	_____	R. _____
_____	67. I enjoy helping people who are going through a difficult time.	_____	S. _____
_____	68. I enjoy hearing passionate and clear preaching of God's Word.	_____	T. _____
_____	69. I like to do small things that others overlook.	_____	U. _____
_____	70. I prefer to teach and study the Bible topically rather than verse by verse.	_____	V. _____
_____	71. Praying in tongues is encouraging and important to me.	_____	W. _____
_____	72. When faced with difficulty, I tend to make wise decisions.	_____	X. _____



USING YOUR SPIRITUAL GIFTS

Congratulations on discovering your spiritual gifts! God uniquely created you and gave you these gifts for a reason. Now that you've identified how He has gifted you, your next step is to learn how you can use those gifts for the purpose He has for you.

On the following pages, you can learn about your spiritual gifts and find out more about the areas available to serve in at Fellowship Church and how you can best use your gifts

A. Administration

The gift of Administration is the divine strength or ability to organize multiple tasks and groups of people to accomplish these tasks.

LUKE 14:28-30; ACTS 6:1-7; 1 CORINTHIANS 12:28

(Administration Team, Dream Team Central, Kids Check-in, Audio, Production, Small Groups)

B. Apostleship

The gift of Apostleship is the divine strength or ability to pioneer new churches and ministries through planting, overseeing, and training.

ACTS 15:22-35; 1 CORINTHIANS 12:28; 2 CORINTHIANS 12:12; GALATIANS 2:7-10; EPHESIANS 4:11-14

(Growth Track, Small Groups Leaders, Care Team)

C. Craftsmanship

The gift of Craftsmanship is the divine strength or ability to plan, build, and work with your hands in construction environments to accomplish multiple ministry applications.

EXODUS 30:22; 31:3-11; 2 CHRONICLES 34:9-13; ACTS 18:2-3

(Craftsmanship, Facilities, Elementary, FC Youth, Audio, Production)

D. Discernment

The gift of Discernment is the divine strength or ability to spiritually identify falsehood and to distinguish between right and wrong motives and situations.

MATTHEW 16:21-23; ACTS 5:1-11; 16:16-18; 1 CORINTHIANS 12:10; 1 JOHN 4:1-6

(Growth Track, Preschool, Kids Check-In, Prayer, Small Groups Leaders, Ushers)

E. Evangelism

The gift of Evangelism is the divine strength or ability to help non-Christians take the necessary steps to become Christ-followers.

ACTS 8:5-6; 8:26-40; 14:21; 21:8; EPHESIANS 4:11-14

(FC Youth, Outreach, Prayer, Small Groups Leaders)

F. Exhortation

The gift of Exhortation is the divine strength or ability to encourage others through the written or spoken word and Biblical truth.

ACTS 14:22; ROMANS 12:8; 1 TIMOTHY 4:13; HEBREWS 10:24-25

(Host Team, Events, Growth Track, Elementary, FC Youth, Kids Check-In, Preschool, Outreach, Traffic, Small Groups Leaders, Ushers, Hospitality, Special Needs)

G. Faith

The gift of Faith is the divine strength or ability to believe in God for unseen supernatural results in every arena of life.

ACTS 11:22-24; ROMANS 4:18-21; 1 CORINTHIANS 12:9; HEBREWS 11

(All Teams)

H. Giving

The gift of Giving is the divine strength or ability to produce wealth and to give above your tithes and offerings for the purpose of advancing the Kingdom of God on Earth.

MARK 12:41-44; ROMANS 12:8; 2 CORINTHIANS 8:1-7; 9:2-7

(Legacy, Outreach)

I. Healing

The gift of Healing is the divine strength or ability to act as an intermediary in faith, prayer, and by the laying-on of hands for the healing of physical and mental illnesses.

ACTS 3:1-10; 9:32-35; 28:7-10; 1 CORINTHIANS 12:9, 28

(Health, Prayer)

J. Helps

The gift of Helps is the divine strength or ability to help non-Christians take the necessary steps to becoming Christ-followers.

MARK 15:40-41; ACTS 9:36; ROMANS 16:1-2; 1 CORINTHIANS 12:28

(Dream Team Central, Host Team, Facilities, Hospitality, Events, Outreach, Safety, Small Groups Leaders)

K. Hospitality

The gift of Hospitality is the divine strength or ability to create warm, welcoming environments for others in places such as your home, office, or church.

ACTS 16:14-15; ROMANS 12:13; 16:23; HEBREWS 13:1-2; 1 PETER 4:9

(Host Team, Events, Growth Track, FC Youth, Kids Check-in, Small Groups Leaders, Traffic, Ushers)

L. Intercession

The gift of Intercession is the divine strength or ability to stand in the gap in prayer for someone, something, or someplace, believing for profound results.

HEBREWS 7:25; COLOSSIANS 1:9-12; 4:12-13; JAMES 5:14-16

(Outreach, Prayer, Small Groups Leaders)

M. Knowledge

The gift of Knowledge is the divine strength or ability to understand and to bring clarity to situations and circumstances, often accompanied by a word from God.

ACTS 5:1-11; 1 CORINTHIANS 12:8; COLOSSIANS 2:2-3

(Safety, Prayer, Small Groups Leaders, Ushers)

N. Leadership

The gift of Leadership is the divine strength or ability to influence people at their level while directing and focusing them on the big picture, vision, or idea.

ROMANS 12:8; 1 TIMOTHY 3:1-13; 5:17; HEBREWS 13:17

(Small Groups Leaders, All Teams)

O. Mercy

The gift of Mercy is the divine strength or ability to feel empathy and to care for those who are hurting in any way.

MATTHEW 9:35-36; MARK 9:41; ROMANS 12:8; 1 THESSALONIANS 5:14

(Outreach, Safety, Small Groups Leaders, Host Team, Special Needs)

P. Miracles

The gift of Miracles is the divine strength or ability to alter the natural outcomes of life in a supernatural way through prayer, faith, and divine direction.

ACTS 9:36-42; 19:11-12; 20:7-12; ROMANS 15:18-19; 1 CORINTHIANS 12:10, 28

(Health, Prayer)

Q. Missionary

The Missionary gift is the divine strength or ability to reach others outside of your culture and nationality while, in most cases, living in that culture or nation.

ACTS 8:4; 13:2-3; 22:21; ROMANS 10:15

(Outreach, Small Groups Leaders)

R. Music/Worship

The gift of Music/Worship is the divine strength or ability to sing or play an instrument primarily for the purpose of helping others worship God.

DEUTERONOMY 31:22; 1 SAMUEL 16:16; 1 CHRONICLES 16:41-42; 2 CHRONICLES 5:12-13; 34:12; PSALM 150

(Elementary, FC Youth, Preschool, Worship Team, Small Groups Leaders, Special Needs)

S. Pastor/Shepherd

The gift of Pastor/Shepherd is the divine strength or ability to care for the personal needs of others by nurturing and assisting in the mending of life issues.

JOHN 10:1-18; EPHESIANS 4:11-14; 1 TIMOTHY 3:1-7; 1 PETER 5:1-3

(Growth Track, Elementary, FC Youth, Outreach, Ushers, Small Groups Leaders)

T. Prophecy

The gift of Prophecy is the divine strength or ability to boldly speak and bring clarity to scriptural and doctrinal truth, in some cases foretelling God's plan.

ACTS 2:37-40; 7:51-53; 26:24-29; 1 CORINTHIANS 14:1-4; 1 THESSALONIANS 1:5

(Outreach, Prayer, Small Groups Leaders)

U. Service

The gift of Service is the divine strength or ability to do small or great tasks in working for the overall good of the body of Christ.

ACTS 6:1-7; ROMANS 12:7; GALATIANS 6:10; 1 TIMOTHY 1:16-18; TITUS 3:14

(Facilities, Host Team, Events, Preschool, Outreach, Small Groups Leaders)

V. Teaching

The gift of Teaching is the divine strength or ability to study and learn from the Scriptures, primarily to bring understanding and growth to other Christians.

ACTS 18:24-28; 20:20-21; 1 CORINTHIANS 12:28; EPHESIANS 4:11-14

(Prayer, Small Groups Leaders, All Teams)

W. Tongues

The gift of Tongues is the divine strength or ability to pray in a heavenly language to encourage your spirit and to commune with God. The gift of Tongues is often accompanied by interpretation and should be used with discretion.

ACTS 2:1-13; 1 CORINTHIANS 12:10; 14:1-14

(Prayer)

X. Wisdom

The gift of Wisdom is the divine strength or ability to apply the truths of Scripture in a practical way, producing a fruitful outcome and the character of Jesus Christ.

ACTS 6:3, 10; 1 CORINTHIANS 2:6-13; 12:8

(Worship Team, Safety, Prayer, Small Groups Leaders, Ushers)

NEXT STEPS

- 1. Attend *Step Three* of Growth Track.**
- 2. Pray and ask God to strengthen the gifts and passions inside of you.**
- 3. Join the Dream Team and/or jump into a Small Group.**

Now that you've discovered your God-given gifts, find a team where you can use those strengths to make a difference in the lives of others.

NOTES

Step **Three**

Join the Team

MAKE A DIFFERENCE

1. _____ make a difference.

"[God]...saved us and then called us to this holy work. We had nothing to do with it. It was all His idea, a gift prepared for us in Jesus long before we knew anything about it."

2 TIMOTHY 1:9 MSG

2. _____ that makes a difference.

"Anyone who builds on that foundation may use a variety of materials—gold, silver, jewels, wood, hay, or straw. But on the judgment day, fire will reveal what kind of work each builder has done. The fire will show if a person's work has any value. If the work survives, that builder will receive a reward. But if the work is burned up, the builder will suffer great loss. The builder will be saved, but like someone barely escaping through a wall of flames."

1 CORINTHIANS 3:12-15 NLT

3. _____ who want to make a difference.

"Two are better than one, because they have a good return for their labor."

ECCLESIASTES 4:9

OUR VISION

"He is the one we proclaim, admonishing and teaching everyone with all wisdom, so that we may present everyone fully mature in Christ. To this end, I strenuously contend with all the energy Christ so powerfully works in me."

COLOSSIANS 1:28-29

FELLOWSHIP CHURCH GROWTH TRACK

Upon completing Growth Track, our hope is that it has been a catalyst to help you find...

1. A Friend to Live a Life of Faith With

"If you have any encouragement from being united with Christ, if any comfort from his love, if any fellowship with the Spirit, if any tenderness and compassion, then make my joy complete by being like-minded, having the same love, being one in spirit and purpose. Do nothing out of selfish ambition or vain conceit, but in humility consider others better than yourselves. Each of you should look not only to your own interests, but also to the interests of others."

PHILIPPIANS 2:1-4

2. A Spiritual Foundation to Grow With

"Not that I have already obtained all this, or have already been made perfect, but I press on to take hold of that for which Christ Jesus took hold of me. Brothers, I do not consider myself yet to have taken hold of it. But one thing I do: Forgetting what is behind and straining toward what is ahead, I press on toward the goal to win the prize for which God has called me heavenward in Christ Jesus."

PHILIPPIANS 3:12-14

3. A Church Family to Partner With

"I thank my God every time I remember you. In all my prayers for all of you, I always pray with joy because of your partnership in the gospel from the first day until now, being confident of this, that he who began a good work in you will carry it on to completion until the day of Christ Jesus."

PHILIPPIANS 1:3-6

4. A Fulfilling Place on the Dream Team to “Make a Difference” With

“Finally, brothers, whatever is true, whatever is noble, whatever is right, whatever is pure, whatever is lovely, whatever is admirable—if anything is excellent or praiseworthy—think about such things. Whatever you have learned or received or heard from me, or seen in me—put it into practice. And the God of peace will be with you...I can do everything through him who gives me strength.”

PHILIPPIANS 4:8-9, 13

DREAM TEAM ORIENTATION

Now that you've completed Growth Track, we're excited at the prospect of you joining the Dream Team! Let's talk about what a typical week in the life of a Dream Teamer looks like.

GENERAL TEAM MEMBER EXPECTATIONS

- We leave the best parking spots (in front of the building) for our guests because we want to make room for them to have the best experience.
- We serve "hands-free" (no cell phones or coffee cups) so that we are ready and available to receive our guests.
- We wear our Dream Team badges for the duration of our time serving. The five types of Dream Team badges we have are:
 - All Access (given only to designated teams)
 - Creative
 - Kids Zone (given to those serving in our kids wing)
 - General Dream Team
 - Dream Team in Training

DREAM TEAM ROLES

Each team is made up of 3 primary roles:

- **Captains** provide overall leadership to the entire team.
- **Team Leads** provide leadership over each individual service.
- **Team Members** serve on the team during their scheduled service.

COMMUNICATION

Communication is extremely important, especially when serving on the Dream Team. To ensure we are able to serve our guests well and be the strongest team we can be, it is vital for all team members to respond and communicate with their leaders and fellow team members. Team Leads will reach out to those on their teams a few times during the week prior to their scheduled weekend.

The first reminder will be sent on Tuesday via text or another communication platform. The Team Lead's message will ask for team members to confirm their attendance during their assigned service.

Those who do not respond to the first reminder will receive a second message on Thursday and a call on Friday as a second check-in. This allows us to come prepped and ready to serve our guests well and provide the best environment for them to have an encounter with God.

RALLIES AND HUDDLES

Rallies are all-Dream Team gatherings held in the Lobby 45 minutes before the first service of each service day. These 4- to 5-minute gatherings include an ice breaker, inspirational word that highlights one of our core values, wins from the previous week, and collective prayer.

Immediately following the rally, each team breaks off into huddles. This is a time for teams to share personal and collective wins and prayer requests, review the plan for the day, receive their Dream Team badge, and pray together.

TO BEGIN SERVING:

1. Complete all three steps of Growth Track.

2. Complete a Dream Team application.

(Application can be found in the Step Three form in the email sent by the Growth Track Team.)

3. Participate in a one-on-one conversation with one of our team members at Step Three to make a personal connection to the team.

4. Submit your application to a Growth Track team member before you leave Step Three.

5. Complete a Background Check (if applicable, based upon the teams you choose).

(Includes Background Check Consent Form and responding to an email from Checkr. Link to consent form available in an email sent by the Growth Track Team.)



NEXT STEPS

1. You will be contacted by a leader soon with your next steps to begin serving with your team.
2. Congratulations on your completion of Growth Track! You now have the tools you need to take your next steps on your journey to **Know God, Find Freedom, Discover Your Purpose, and Make a Difference**. As you connect with community in Small Groups and impact the lives of others by serving in your area of gifting, you will see your relationship with God and your perspective on life grow and change in amazing ways. We are excited for all that God is about to do in and through you!

NOTES

Appendix **A**

Statement of
Faith

STATEMENT OF FAITH

Holy Bible

The Holy Bible, and only the Bible, is the authoritative Word of God. It alone is the final authority in determining all doctrinal truths. In its original writing, it is inspired, infallible, and inerrant.

2 TIMOTHY 3:16; 2 PETER 1:20-21; PROVERBS 30:5; ROMANS 16:25-26

Trinity

There is one God, eternally existent in three persons: Father, Son, and Holy Spirit. These three are coequal and coeternal.

1 JOHN 5:7; GENESIS 1:26; MATTHEW 3:16-17; 28:19; LUKE 1:35; ISAIAH 9:6; HEBREWS 3:7-11

Jesus Christ

Jesus Christ is God the Son. On earth, Jesus was 100% God and 100% man. He is the only man ever to have lived a sinless life. He was born of a virgin, performed miracles, died on the cross for mankind, and thus atoned for our sins through the shedding of His blood. He rose from the dead on the third day according to the Scriptures, ascended to the right hand of the Father, and will return again in power and glory.

JOHN 1:1,14; 20:28; 1 TIMOTHY 3:16; ISAIAH 9:6; PHILIPPIANS 2:5-6; 1 TIMOTHY 2:5

Virgin Birth

Jesus Christ was conceived by God the Father, through the Holy Spirit, in the Virgin Mary's womb. He is the Son of God.

MATTHEW 1:18, 25; ISAIAH 7:14; LUKE 1:27-3

Redemption

Man was created good and upright, but by voluntary transgression he fell. His only hope of redemption is in Jesus Christ, the Son of God.

GENESIS 1:26-31; 3:1-7; ROMANS 5:12-21

Regeneration

For anyone to know God, regeneration by the Holy Spirit is absolutely essential.

2 TIMOTHY 3:16; 2 PETER 1:20-21; PROVERBS 30:5; ROMANS 16:25-26

Salvation

We are saved by grace through faith in Jesus Christ; His death, burial, and resurrection. Salvation is a gift from God, not a result of our good works or of any human efforts. By placing our faith in Jesus and what He has done for us, we can be saved.

EPHESIANS 2:8-9; GALATIANS 2:16; 3:8; TITUS 3:5; ROMANS 10:9-10; ACTS 16:31; HEBREWS 9:22

Repentance

Repentance is the commitment to turn away from sin in every area of our lives and to follow Christ, which allows us to receive His redemption and to be regenerated by the Holy Spirit. So, through repentance we receive forgiveness of sins and salvation.

ACTS 2:21; 3:19; 1 JOHN 1:9

Sanctification

Sanctification is the ongoing process of yielding to God's Word and His Spirit in order to complete the development of Christ's character in us. It is through the present ministry of the Holy Spirit and the Word of God that the Christian is enabled to live a Godly life.

**1 THESSALONIANS 4:3; 5:23; 2 CORINTHIANS 3:18; 6:14-18; 2 THESSALONIANS 2:1-3;
ROMANS 8:29; 12:1-2; HEBREWS 2:11**

Jesus' Blood

The Blood that Jesus Christ shed on the Cross was sinless and is 100% sufficient to cleanse mankind of all sin. Jesus allowed Himself to be punished for both our sinfulness and our sins, enabling all those who believe to be free from the penalty of sin, which is death.

1 JOHN 1:7; REVELATION 1:5; 5:9; COLOSSIANS 1:20; ROMANS 3:10-12, 23; 5:9; JOHN 1:29

Jesus Christ Indwells All Believers

Christians are people who have invited the Lord Jesus Christ to come and live inside them by His Holy Spirit. They relinquish the authority of their lives over to Him and make Jesus the Lord of their life and their Savior. They put their trust in what Jesus accomplished for them when He died, was buried, and rose again from the dead.

JOHN 1:12; JOHN 14:17, 23; JOHN 15:4; ROMANS 8:11; REVELATION 3:20

Baptism in the Holy Spirit

Given at Pentecost, it is the promise of the Father, sent by Jesus after His Ascension, to empower the Church to preach the Gospel throughout the whole earth.

JOEL 2:28-29; MATTHEW 3:11; MARK 16:17; ACTS 1:5; 2:1-4, 17, 38-39; 8:14-17; 10:38, 44-47; 11:15-17; 19:1-6

The Gifts of the Holy Spirit

The Holy Spirit is manifested through a variety of spiritual gifts to build and sanctify the church, demonstrate the validity of the resurrection, and confirm the power of the Gospel. The Bible's lists of these gifts are not necessarily exhaustive, and the gifts may occur in various combinations. All believers are commanded to earnestly desire the manifestation of the gifts in their lives. These gifts always operate in harmony with the Scriptures and should never be used in violation of Biblical parameters.

**HEBREWS 2:4; ROMANS 1:11; 12:4-8; EPHESIANS 4:16; 1 TIMOTHY 4:14; 2 TIMOTHY 1:6-7;
1 CORINTHIANS 12:1-31; 14:1-40; 1 PETER 4:10**

The Church

The Church is the Body of Christ, the habitation of God through the Spirit, with divine appointments for the fulfillment of Jesus' Great Commission. Every person who is born of the Spirit is an integral part of the Church (as a member of the body of believers). There is a spiritual unity of all believers in our Lord Jesus Christ.

EPHESIANS 1:22; 2:19-22; HEBREWS 12:23; JOHN 17:11, 20-23

Sacraments

Water Baptism: Following faith in the Lord Jesus Christ, the new convert is commanded by the Word of God to be baptized in water in the Name of the Father and of the Son and of the Holy Spirit, as practiced by the early church apostles in Jesus' name.

MATTHEW 28:19; MARK 16:16; ACTS 2:38; 8:12, 36-38; 10:47-48

The Lord's Supper: A unique time of communion in the presence of God when the elements of bread and grape juice (symbols of the Body and Blood of the Lord Jesus Christ) are taken in remembrance of Jesus' sacrifice on the Cross.

MATTHEW 26:26-29; 1 CORINTHIANS 10:16; 11:23-25

Marriage: We believe marriage is defined in the Bible as a covenant, a sacred bond, between one man and one woman; instituted by and publicly entered into before God.

MATTHEW 19:4-6

Healing of the Sick

Healing of the sick is illustrated in the life and ministry of Jesus and included in the commission of Jesus to His disciples. Given as a sign to follow believers, it is also a part of Jesus' work on the cross and one of the gifts of the Spirit.

PSALM 103:2-3; ISAIAH 53:5; MATTHEW 8:16-17; MARK 16:17-18; ACTS 8:6-7; JAMES 5:14-16; 1 CORINTHIANS 12:9, 28; ROMANS 11:29

God's Will for Provision

It is the Father's will for believers to become whole, healthy, and successful in all areas of life. Because of the fall, many may not receive the full benefits of God's will while on Earth, but that fact should never prevent all believers from seeking the full benefits of Christ's provision in order to better serve others.

- **Spiritual**
John 3:3-11; 2 Corinthians 5:17-21; Romans 10:9-10
- **Mental and Emotional**
2 Timothy 1:7; 2:11; Philippians 4:7-8; Romans 12:2; Isaiah 26:3
- **Physical**
Isaiah 53:4-5; Matthew 8:17; 1 Peter 2:24
- **Financial**
Joshua 1:8; Malachi 3:10-11; Luke 6:38; 2 Corinthians 9:6-10; Deuteronomy 28:1-14; Psalm 34:10; 84:11; Philippians 4:19

Resurrection

Jesus Christ was physically resurrected from the dead in a glorified body on the third day after His death on the cross. In addition, both the saved and the lost will be resurrected; those that are saved to the resurrection of life and those that are lost to the resurrection of eternal damnation.

LUKE 24:16, 36, 39; JOHN 2:19-21; 20:26-28; 21:4; ACTS 24:15; 1 CORINTHIANS 15:42, 44; PHILIPPIANS 1:21-23; 3:21

Heaven

Heaven is the eternal dwelling place for all believers in the Gospel of Jesus Christ.

MATTHEW 5:3, 12, 20; 6:20; 19:21; 25:34; JOHN 17:24; 2 CORINTHIANS 5:1; HEBREWS 11:16; 1 PETER 1:4

Hell

After living one life on earth, unbelievers will be judged by God and will pay for their own sins in Hell where they will be eternally tormented with the Devil and the Fallen Angels. Jesus came to pay the debt for our sins so that we can be rescued from judgment and spend eternity with Him. This is why we feel such an urgency to reach people with God's love.

MATTHEW 25:41; MARK 9:43-48; HEBREWS 9:27; REVELATION 14:9-11; 20:12-15; 21:8

Second Coming

Jesus Christ will physically and visibly return to earth for the second time to establish His Kingdom. This will occur at a date undisclosed by the Scriptures.

MATTHEW 24:30; 26:63-64; ACTS 1:9-11; 1 THESSALONIANS 4:15-17; 2 THESSALONIANS 1:7-8; REVELATION 1:7

*Appendix **B***

Leadership
Honor Code

LEADERSHIP HONOR CODE

As an essential part of the Fellowship Church leadership family, I have a responsibility to develop and exhibit mature Christian behavior. This should be the basic premise of my desire to participate in a servant-leader position at Fellowship Church.

While serving the Body of Christ as a servant-leader at Fellowship Church, I pledge to present a good appearance at all times. In both behavior and attire. I will strive to demonstrate Biblical standards in all situations.

As Christians, the way we present ourselves to others is of vital importance to the way others perceive Christ. Our conduct should reflect Christ and should exemplify the best qualities of a mature believer and servant-leader.

Exemplifying the highest moral commitment, Fellowship Church leaders are to maintain a disciplined life of Bible reading, prayer, and fasting. I will also refrain from such things as:

- Profanity
- Smoking or chewing tobacco (including state-legalized marijuana usage)
- Gambling
- Indulging in much wine or other alcoholic beverages (no social media posts involving wine or other alcoholic beverages, nor any kind of consumption during Fellowship Church-represented activity)
- Dishonest gain
- Illicit drugs
- Pornography
- Sexual immorality (sexual activity outside of marriage)
- All behaviors which might cause Christ to grieve and others to stumble

By providing an example in speech and action, we encourage others to grow in Christ and become servant-leaders. This is a way of life measured by the heart and commitment of each leader in the Fellowship Church family. We should regard it as an essential part of our development, not as an imposition or restriction.

Having read the Fellowship Church Leadership Honor Code, I commit today to live by the standards expected of a leader at Fellowship Church.

LEADER DECLARATION

Because God has called me to serve my generation, I will value worship over wealth, “we” over “me,” character over comfort, service over status, and God’s purposes over possessions, positions, popularity, and pleasure. To my Lord and Savior Jesus Christ, I say: However, whenever, wherever, and whatever you ask me to do, my answer in advance is “yes!” Wherever you lead and whatever the cost, I’m ready anytime, anywhere. I want to be used by You in such a way that on that final day, I’ll hear You say, “Well done, good and faithful servant. Come on in, and let the eternal party begin!”

Appendix **C**

Dream Team
Descriptions

DREAM TEAM DESCRIPTIONS

24-Hour Prayer Line Team

This team provides 24-hour prayer support to individuals seeking individualized prayer.

Administration Team

This team uses their administrative gifts to assist the different departments of Fellowship Church with admin needs, including data entry, phone calls, and more for the purpose of moving people to their next steps and getting them connected to their God-given purpose.

BACKGROUND CHECK REQUIRED

Audio

This team specializes in audio (mics, mixers, speaker systems, and broadcast), working alongside other teams (including Production, Creative, and Worship) to create the weekend worship experience and special events. All experience levels are welcome!

BACKGROUND CHECK REQUIRED

Care Coaches

Care Coaches help individuals move from a state of crisis to hope and healing through one-on-one coaching.

BACKGROUND CHECK REQUIRED

Connect Team

This team helps people get connected at weekend services by helping them find their next steps.

Craftsmanship

This team uses their craftsmanship gifts to build anything that may be needed for events and experiences.

Creative

This team uses their gifts to capture photos, produce testimony videos, and design and curate content for Fellowship Church's social media accounts.

BACKGROUND CHECK REQUIRED

Dream Team Central

This team supports the Dream Team through lanyard distribution and providing Dream Team related supplies.

BACKGROUND CHECK REQUIRED

Elementary

This team invests in the lives of children, 1st through 5th grade, through worship, Biblical teaching, videos, Small Groups, and games to train up children to know Jesus.

BACKGROUND CHECK REQUIRED

Events

This team serves at conferences and church-wide events by setting up decorations, preparing meals and snacks, and assisting in all other areas involved with facilitating an event.

Facilities

This team uses our gifts to keep Fellowship Church fresh, clean, and inviting.

BACKGROUND CHECK REQUIRED

FC Youth Team

This team helps students get connected to FC Youth through Sunday night services, Small Groups, and other youth-related events.

BACKGROUND CHECK REQUIRED

Growth Track Team

This team serves as the hosts of Growth Track, greeting guests and providing materials and assistance to those discovering their next steps at Fellowship Church.

Health

This team of health care professionals serves by providing basic medical care in the event of an accident or emergency.

MEDICAL CERTIFICATION AND BACKGROUND CHECK REQUIRED

Hospitality

This team uses their gifts to make sure guests and members feel at home at Fellowship Church. They also provide coffee at the coffee station.

BACKGROUND CHECK REQUIRED

Host Team

This team welcomes people to Fellowship Church at the front doors, hosts first time guests, and hands out items at the entrance to the Experience Room.

Kids Check-In

This team facilitates the check-in process in the Kids Zone to ensure parents and children are cared for effectively and efficiently.

MUST BE 6TH GRADE OR HIGHER, AND BACKGROUND CHECK REQUIRED FOR ADULTS 18+

Legacy Team

This team uses their gift of giving to support major projects and facilitate the overall vision of the church through strategic financial offerings.

Marriage Mentors

Marriage Mentors are couples who are trained to equip those seeking pre-marital coaching and couples in crisis with the tools they need for better communication and understanding in their relationships.

BACKGROUND CHECK REQUIRED

Online Host Team

The goal of this team is to serve members who attend one of our online services by offering prayer, answering questions, and encouraging guests to engage in the experience and to take their next step. Hosts may choose from three online platforms: Church Online, Facebook, or YouTube.

TRAINING REQUIRED

Outreach Team

This team serves our local community by participating in outreaches for food distribution, cleanups, and other creative ways to be the hands and feet of Jesus.

Prayer Team

This team provides a prayer covering for services, teams, and ministries at Fellowship Church.

FREEDOM SMALL GROUP AND CONFERENCE COMPLETION REQUIRED

Preschool

This team ministers to children, babies through kindergarten, through Bible stories, worship, prayer, hands-on activities, and personal interactions.

BACKGROUND CHECK REQUIRED

Production (Visual & Lighting)

This team assists in the production of the overall worship experience, using lights, cameras, and other visual elements. All experience levels are welcome!

BACKGROUND CHECK REQUIRED

Safety

This team ensures that Fellowship Church is a safe and secure environment, allowing guests to experience God's presence without distractions.

BACKGROUND CHECK REQUIRED

Set Up & Breakdown – Load-In / Load-Out

This team helps with the preparation of mobile campuses by doing the following: driving, loading and unloading trucks, placing equipment in staging areas where it will be assembled, setting up pipe and drape configuration, setting up tables and chairs, helping with audio-visual equipment, and hanging signs.

Small Groups Leaders

These leaders are trained to facilitate Small Groups and equipped to build relationships while helping group members discover their next steps.

BACKGROUND CHECK REQUIRED FOR OUTREACH GROUPS, KIDS GROUPS, AND FC YOUTH GROUPS

Small Groups Team

This team assists in the recruitment and encouragement of current and new small group leaders, while providing additional assistance to the Small Groups Director.

Special Needs

This unique team leads children into a dynamic relationship with Jesus. Each week, children experience Bible story time, music, crafts, and other hands-on activities accompanied by a buddy.

BACKGROUND CHECK REQUIRED

Traffic

This team serves as the first impression for those coming to Fellowship Church by welcoming people on and off the property and by providing a safe and efficient parking experience.

AGE: 15+ REQUIRED

Ushers

This team provides a warm welcome to those entering the Experience Room by assisting people to their seats and helping maintain a distraction-free service environment.

BACKGROUND CHECK REQUIRED

Worship Team

This team facilitates a powerful worship experience through vocals and instruments.

COMPLETION OF TRAINING AND BACKGROUND CHECK REQUIRED

Appendix **D**

Abuse Policy

ABUSE POLICY

I understand that Fellowship Church is a safe place for children and vulnerable adults. Fellowship Church complies with all Federal and State laws regarding reporting suspected child abuse. As a member of the Dream Team, I understand that suspected abuse is to be reported to the Staff Member who oversees the area in which I serve. I also understand the four types of abuse described below:

- **Physical:** A physical act directed at a child or vulnerable adult that causes injury.
- **Sexual:** Contact or interactions between a vulnerable party (child or adult) and a perpetrator (adult or another child) wherein the vulnerable party is being used for sexual stimulation of the perpetrator or another person. This includes exploitation in person and/or through photographs, videos, or other communication methods.
- **Emotional:** Acts or omissions by a parent, spouse, or other caregivers that have caused, or could cause, serious behavioral, cognitive, emotional, or mental disorders.
- **Neglect:** Failure to provide for the child or vulnerable adult's basic needs. This includes adequate adult supervision, medical attention, housing, food, and clothing. Most cases of physical neglect involve inadequate adult supervision that has caused harm to the child or vulnerable adult or places them in danger of such harm.

I understand it is not my responsibility to investigate and in no instance will I confront a parent, spouse, or caregiver if abuse is suspected. As a member of the Dream Team, I agree to comply with this policy and report any suspected abuse to the staff person who oversees the area in which I serve.

**LET'S GO MAKE
ANOTHER STORY
TOGETHER.**