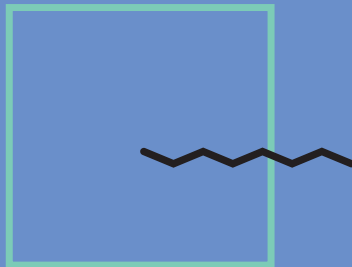




Growth Track

Facilitator Manual

The best is yet to come

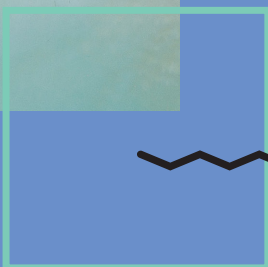




Growth Track

stepOne: Follow

The best is yet to come



What to expect

The VOUS Growth Track guides you to discover your redemptive purpose and live the life God created for you.

The Growth Track is made up of four steps that equip you to follow Jesus, connect to the church, discover your purpose, and serve others.

Pro Tip
Join in at any time!

1st
Week
of the
month



2nd
Week
of the
month



3rd
Week
of the
month



4th
Week
of the
month

stepOne: Follow

Learn the spiritual journey that God has for each of us: to follow Jesus.



stepTwo: Connect

Explore the ministry of VOUS Church, and find out how to connect with our church.



stepThree: Discover

Discover your personality and gifts and see how they indicate your purpose in life and your best fit in ministry.



stepFour: Serve

Connect to the opportunities available at VOUS Church to live out your purpose and serve others by using your gifts.

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 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 1:17-18 Message

Your spiritual journey consists of 4 steps:

01

KNOW GOD

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

Ephesians 1:17-18

“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

02

FIND FREEDOM

“[I pray]...that the eyes of your heart be enlightened [focused and clear].”

Ephesians 1:17-18

“Therefore confess your sins to each other and pray for each other so that you may be healed.”

James 5:16

03

DISCOVER PURPOSE

“[I pray]...that you may know the hope to which he has called you.”

Ephesians 1:17-18

“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

04

MAKE A DIFFERENCE

“[I pray]...“that you may grasp the immensity of this glorious way of life he has for his followers [in his holy people].”

Ephesians 1:17-18

“This is to my Father’s glory, that you bear much fruit, showing yourselves to be my disciples. I have told you this so that my joy may be in you and that your joy may be complete.”

John 15:8, 11

“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



Know God

Sin breaks our close relationship with God. It causes us to fear God and try to live our lives outside of His will.

“The wages of sin is death, BUT the gift of God is eternal life through Jesus Christ our Lord.”

Romans 6:23

“But God demonstrates his own love for us in this: While we were still sinners, Christ died for us.”

Romans 5:8

“God is on one side and all people are on the other side, and Christ Jesus is between them to bring them together, by giving His life for all mankind.”

1 Timothy 2:5-6 TLB

God has already done His part to restore our relationship to Him. He took the initiative. Now He waits for each of us to individually accept what He has done for us.



How to become a Christian:

01

REALIZE

That God has not been first place in our life, and ask Him to forgive your sins.

“If we confess our sins, he is faithful and just and will forgive us our sins and purify us from all unrighteousness.”

1 John 1:9

02

BELIEVE

That Jesus died to pay for your sins and that He rose from the dead and is alive today.

“If you openly declare that Jesus is Lord and believe in your heart that God raised him from the dead, you will be saved. For it is by believing in your heart that you are made right with God, and it is by openly declaring your faith that you are saved.”

Romans 10:9-10 NLT

“Salvation is found in no one else, for there is no other name [Jesus] under heaven given to mankind by which we must be saved.”

Acts 4:12

“We believe that Jesus died and rose again, and so we believe that God will bring with Jesus those who have fallen asleep in him.”

1 Thessalonians 4:14

How to become a Christian:

03

ACCEPT

God's free gift of salvation. Don't try to earn it.

“For it is by grace you are saved, through faith — and this not from yourselves, it is the gift of God — not by works, so that no one can boast.”

Ephesians 2:8-9

04

INVITE

Jesus Christ to come into your life and be the Lord of your life.

“To all who received him, he gave the right to become children of God. All they needed to do was to trust him to save them. All those who believe this are reborn!—not a physical rebirth resulting from human passion or plan—but from the will of God.”

John 1:12-13 TLB

“Listen! I stand at the door and knock. If anyone hears My voice and opens the door, I will come in...”

Revelation 3:20 HCSB

Take the steps

You can take these steps by praying a simple prayer of commitment to God:

“Dear Jesus, thank you for creating me and for loving me even when I’ve ignored you and gone my own way. I realize I need you in my life, and I’m sorry for my sins. I ask you to forgive me. Thank you for dying on the cross for me. As much as I know how, I want to follow You from now on. Please come into my life and make me a new person inside. I accept your free gift of salvation. Please help me to grow now as a Christian.”



“Everyone who calls on the name of the Lord will be saved.”

Romans 10:13



How to have a genuine relationship with God

From the very beginning of time, God gave us a choice of how we could be in relationship with Him. It is illustrated in the story of the two trees in the Garden of Eden:

“Now the LORD God had planted a garden in the east, in Eden; and there he put the man he had formed. The LORD God made all kinds of trees grow out of the ground—trees that were pleasing to the eye and good for food. In the middle of the garden were the tree of life and the tree of the knowledge of good and evil.”

Genesis 2:8-9

“And the LORD God commanded the man, ‘You are free to eat from any tree in the garden; but you must not eat from the tree of the knowledge of good and evil, for when you eat of it you will certainly die.’”

Genesis 2:16-17



The difference between the choices:

01

I can

DO MORE

or I can receive

what has

ALREADY BEEN DONE

“You study the Scriptures diligently because you think that in them you have eternal life. These are the very Scriptures that testify about me, yet you refuse to come to me to have life.”

John 5:39-40

02

I can try to earn

GOD’S APPROVAL

or I can

receive

GOD’S LOVE FOR ME

“But God demonstrate his own love for us in this: While we were still sinners, Christ died for us.”

Romans 5:8

03

I can obey out of

DUTY

or I can

obey out of

DELIGHT

“If you love me, you will obey my commands.”

John 14:15 NCV

Real Christianity is about

RELATIONSHIP

not

RELIGION



Water baptism

We practice baptism by immersion in water, which is the way Jesus was baptized and the way the Bible describes.

“At that time Jesus came from Nazareth in Galilee and was baptized by John in the Jordan. Just as Jesus was coming up out of the water, he saw heaven being torn open and the Spirit descending on him like a dove.”

Mark 1:9-10

“Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit.”

Matthew 28:19

“Whoever acknowledges me before others, I will also acknowledge before my Father in heaven. But whoever disowns me before others, I will disown before my Father in heaven.”

Matthew 10:32-33



By being water baptized,
you are:

01

Following the

EXAMPLE

set by Christ

02

Demonstrating your

CHANGED LIFE

03

Declaring your commitment

PUBLICLY

.....

Water baptism declares

PUBLICLY

what has happened

PRIVATELY



Next steps

Follow



01 Give your heart to Jesus to be saved.
You can use the salvation prayer on page 11 as a guide.

02 Declare your relationship with Jesus publicly.
Water baptism is the example Jesus set, and we follow this example to publicly share our new life in Him.

03 Join a VOUS Crew.
Visit the Connect Corner or vouschurch.com/#crew

04 Complete all four steps of the Growth Track.

stepOne: Follow

stepTwo: Connect

stepThree: Discover

stepFour: Serve



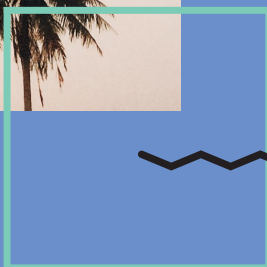


Growth Track

stepTwo: Connect



The best is yet to come



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Pro Tip
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The VOUS Story

Our lead pastors, Rich and DawnChéré Wilkerson have a heart to reach our city and beyond with the life transforming message of Jesus. They believe in the next generation and value the wisdom and guidance of those that have gone before us.

1st
Week
of the
month



2nd
Week
of the
month



3rd
Week
of the
month



4th
Week
of the
month

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Ephesians 1:17-18

“I 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 1:17-18 Message



Our values:

01 Jesus: Is Our Message

The purpose of VOUS Church is to share the hope of Jesus. Jesus is our message. We are Jesus people, not religious people. Methods will come and go, yet our message will remain the same.

02 People: Are Our Heart

Our heart is for ALL people. All people are loved by Jesus. We make no apologies for being specifically focused on reaching those far away from God. We desire to bring the broken home at all costs. We believe that our light is best seen in the night.

03 Generosity: Is Our Privilege

Generosity is about giving more than what is required. We see generosity as a privilege. We're generous with our time, talents and treasure. We go first in our giving. God has given richly towards us, it's our honor to give back to Him.

04 Excellence: Is Our Spirit

We are going to always do the best with what we have. We're on time, engaged and prepared. We don't do things half way. If we're gonna do it, it's to the best of our ability.

05 Servant Leadership: Is Our Identity

If you're too big to serve then you are too small to lead. We believe the greatest leadership is service to others. Every leader is a servant first. From the parking lot to the pulpit, everyone serves. Every role is different but they are all important. If you ain't helping, you ain't helping!

06 Honor: Is Our Calling

We are vocal with our honor, meaning we are not stingy with our words. We submit to leadership and are thankful for spiritual authority. We choose joyfully to submit to those God has placed over us. We honor and care for those God has placed under us.

07 Passion: Is Our Pursuit

Everything we do, we do it with passion. From our worship to our service we do it with Holy Spirit energy. Passion drives us. Passion for Jesus. Passion for people. Passion for His church.

The mission of VOUS Church is simple:
To bring people that are far from God close to Him.

VOUS Church purpose:

We believe God has always had it in His heart to take people on a four-step spiritual journey:

01

KNOW GOD

02

FIND FREEDOM

03

DISCOVER PURPOSE

04

MAKE A DIFFERENCE



We organize ourselves around these four steps:
Know God, Find Freedom, Discover Purpose, Make a Difference.

01. Know God

SUNDAY SERVICES

We consider reaching people who do not know God personally one of our greatest responsibilities. Our Sunday services are for people at all stages in their spiritual journey but are primarily geared toward those who do not have a genuine relationship with God.



Sunday Services:

Our Sunday services focus on four values:

01

CELEBRATION

We believe church should be enjoyable.

“I was glad when they said to me, ‘Let us go into the house of the Lord.’”

Psalms 122:1 NKJV

“The kind of worshipers the Father seeks...worship in the Spirit and in truth.”

John 4:23-24

02

INSPIRATION

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

Sunday Services:

Our Sunday services focus on four values:

03

PREPARATION

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

04

SALVATION

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 to share Christ with others:

One of our primary purposes is to reach people far from God.
Every one of us can do our part by following these four principles:

01 Accept the personal

RESPONSIBILITY

02 Build a personal

RELATIONSHIP

03 Share your personal

STORY

04 Give a personal

INVITATION

We share Christ in our city, our nation and our world.

Jesus gave His Church a mandate to reach the world in three areas:

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

Acts 1:8

01 “In Jerusalem”

OUR CITIES

“Real religion, the kind that passes muster before God the Father, is this: Reach out to the homeless and loveless in their plight.”

James 1:27 Message

The primary way we reach our city is through our monthly *I Love My City* projects and weekly Sunday gatherings.

02 “In Judea and Samaria”

OUR NATION

“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 are committed to supporting other church plants nationwide.

The annual *VOUS Conference* hosts thousands of delegates from across the country and is televised around the world.

03 “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

VOUS Church strategically invests a portion of its resources in missions works all around the world with a focus on unreached people groups, children and church planting.

How you can join us:

01

PRAY

Pray for each of these areas that we might reach people 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

02

GO

Go to these areas to serve others and show them God’s love.

“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

How you can join us:

03

GIVE

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



02. Find freedom

VOUS CREWS

We believe real life change happens in the context of authentic relationships, which is why we are a church made up of small groups. In the Bible, they worshiped in the temple, but personal ministry happened “house to house.”

“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



VOUS Crews provide three things:

01 A place to **CONNECT** with others.

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

1 Corinthians 9:22 TLB

02 A place to **PROTECT** each others.

“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

03 A place to **GROW** together.

“As iron sharpens iron, so one person sharpens another.”

Proverbs 27:17



How VOUS Crews work:

A VOUS Crew is an intentional gathering of people who meet regularly.

Since God designed us for relationships, we believe it is through the connections made in small groups that God will help us grow.

VOUS Crews are small gatherings of 10-15 people who meet at different cafe's around Miami to hang, eat and talk about life.

VOUS Crews are also where we pray for each other and support each other. These gatherings take place every other week.

We would love for you to join us at any of our Crews – simply check out the schedule, choose a Crew, and sign up online.

Visit: vouschurch.com



Two things you should know about Crews:

01 We have three seasons every year.

Life flows in seasons, and we want to make it easy for you to be in the right Crew for you in each season. New Crews start and stop three times a year in a cycle we refer to as “seasons.” Our Crew seasons are:

SZN 1 — January to March

SZN 2 — May to July

SZN 3 — September to November

02 You can join a Crew.

We would love for you to get connected in a Crew.

To find the a Crew for you, simply visit vouschurch.com or visit the Connect Corner.



03. Discover purpose

GROWTH TRACK

The VOUS Growth Track offers information and experiences designed to help you discover and develop your redemptive purpose and live the full life God wants for you. Our process is made up of four steps, which guide you to follow Jesus, connect to the church, discover your purpose and serve others.

“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



The VOUS Growth Track:

01 stepOne

FOLLOW

This step explains the spiritual journey that God has for each of us and invites you to follow Jesus personally and publicly. Step One happens the first Sunday of every month.

02 stepTwo

CONNECT

This step is a basic introduction to the ministry of VOUS Church and offers you the opportunity to become a part of our church and joining a VOUS Crew. stepTwo happens the second Sunday of every month.

03 stepThree

DISCOVER

This step guides you through a discovery of your personality and gifts, which point you to your purpose in life. Step Three happens the third Sunday of every month.

04 stepFour

SERVE

This step offers you the opportunity to become part of team by connecting with the team of your choice and learning how you can serve others by using your gifts and living out your purpose. Step Four happens the fourth Sunday of every month. The big-picture goal of the Growth Track is to see every person living God's ultimate purpose for their life, which is to share His love and make an eternal difference in the life of another person. Joining team is the fourth step toward this goal and marks your completion of the Growth Track.



04. Make a difference

TEAM

All of us were created by God to make a difference in the life of another person. 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 that 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 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 one of you is a separate and necessary part of it.”

Acts 20:24

At VOUS Church

01 Every servant leader is


MINISTER

02 Every task is

IMPORTANT

03 Every servant leader is a “10” in

SOME AREA



Join the VOUS Church team

Join the VOUS Church Team at Growth Track stepFOUR

To join the VOUS Team, you need to complete Growth Track.
At Step Four, you will take the following steps to join the team:

01 Orientation

Attend, Growth Track Step Four, learn about the different teams and how to get involved.

02 Application

Complete the team application and submit to a team leader during Growth Track Step Four.

03 Conversation

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

04 Serve

Start serving to be trained and equipped to fulfill your purpose on the VOUS Team!

Join the family:

01 Become part of VOUS Church family.

02 Join a VOUS Crew.

03 Complete the Growth Track.

04 Serve on the Team.

VOUS Church Covenant:

Having received Christ as my Lord and Savior and being in agreement with the values and ideas presented in Growth Track stepTwo, I now feel led by the Holy Spirit to unite with VOUS Church family. In doing so, I commit myself to God and to the other members to do the following:

01 I will protect the unity of my church:

By acting in love toward other members.
By refusing to gossip.
By following the leaders.

“So let us concentrate on the things which make for harmony, and on the growth of one another’s character.”

Romans 14:19 PH

“Live in complete harmony with each other—each with the attitude of Christ toward the other.”

Romans 15:5 TLB

“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

02 I will share the responsibility of my church:

By praying for its growth and health.
By inviting the unchurched to attend.
By 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, 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.”

1 Peter 1:22 GNT

03 I will serve the ministry of my church:

By discovering my gifts and talents.
By being equipped to serve by my pastors.
By developing a servant's heart.

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

1 Peter 4:10 PH

“So Christ himself gave...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

04 I will support the testimony of my church:

By attending church and VOUS Crews faithfully.

By living a godly life.

By giving regularly.

“They devoted themselves to the apostles’ teaching and to fellowship, to the breaking of bread and to prayer.”

Acts 2:42

“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 PH



Next steps

Connect



01 Join the Family of VOUS Church.
Being apart of VOUS Church is not about adding your name to a roster; it's about connecting with the people and the vision of the church.

02 Join a VOUS Crew.
Browse our online directory of Crews at vouschurch.com.
Find the Crew for you, contact the leader and make plans to try it out in person.

03 Complete all four steps of the Growth Track.

stepOne: Follow

stepTwo: Connect

stepThree: Discover

stepFour: Serve



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 co-eternal.

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, the second person of the Trinity. 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 (the third person of the Trinity) in the virgin Mary's womb; therefore, He is the Son of God.

Matthew 1:18, 25; Luke 1:35; Isaiah 7:14; Luke 1:27-35

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.

Gen. 1:26-31, 3:1-7; Romans 5:12-21

Regeneration

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

John 6:44, 65; Matthew 19:28; Titus 3:5

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.

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. Thus, through repentance we receive forgiveness of sins and appropriate salvation.

Acts 2:21, 3:19; I 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

I Thessalonians 4:3, 5:23; II Corinthians 3:18, 6:14-18, II Thessalonians 2:1-3, Romans 8:29, 12:1-2, Hebrews 2:11

Jesus' Blood

The Blood that Jesus Christ shed on the Cross of Calvary 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.

I 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 thus making Jesus the Lord of their life as well as 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 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.

Matthew 28:19; Acts 2:38; Mark 16:16; Acts 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 (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. It is given as a sign, which is to follow believers. It is also a part of Jesus' work on the Cross and one of the gifts of the Spirit.

Psalms 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. But because of the fall, many may not receive the full benefits of God's will while on Earth. That fact, though, 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 three days 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 separation.

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, the unbelievers will be judged by God and sent to Hell where they will be eternally separated from God.

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



Grow

stepThree



What to expect

The VOUS Growth Track guides you to discover your redemptive purpose and live the life God created for you.

The Growth Track is made up of four steps that equip you to follow Jesus, connect to the church, discover your purpose, and serve others.

Pro Tip
Join in at any time!

Our hope for you

God created you for a specific purpose. Today, we will help you discover how your design helps reveal a path to fulfilling the purpose for which God created you.

Three reference points of God's plan for your life

01 He made you

PERSONALITY

“For you created my inmost being; you knit me together in my mother’s womb. I praise you because I am fearfully and wonderfully made; your works are wonderful, I know that full well.”

Psalms 139:13-14

02 He gifts you

SPIRITUAL GIFTS

“However, he has given each one of us a special gift through the generosity of Christ.”

Ephesians 4:7 NLT

03 He places you

OPPORTUNITIES

“And we know that in all things God works for the good of those who love him, who have been called according to his purpose.”

Romans 8:28

“We continually ask God to fill you with the knowledge of his will... so that you may live a life worthy of the Lord and please him in every way: bearing fruit in every good work, growing in the knowledge of God...and giving joyful thanks to the Father.”

Colossians 1:9-12

Steps for discovery

How to take the Personality Assessment:

01 Step One

Answer each question 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 other steps.

02 Step Two

Add the total of circled numbers for the five statements under each section. Write each total on the indicated total line for each section.

03 Step Three

Identify the group with the highest totaled number and the second highest totaled number to discover your dominant personality traits.

Box 1= “D” personality

Box 2= “I” personality

Box 3= “S” personality

Box 4= “C” personality

Write your dominant personality traits sequence in box at bottom of page (DI, ID, SC, CD, etc.).

04 Step Four

Read the description of your most dominant personality trait (D, I, S, C) and the description of your two highest personality traits together (DI, ID, SC, CD. etc.)

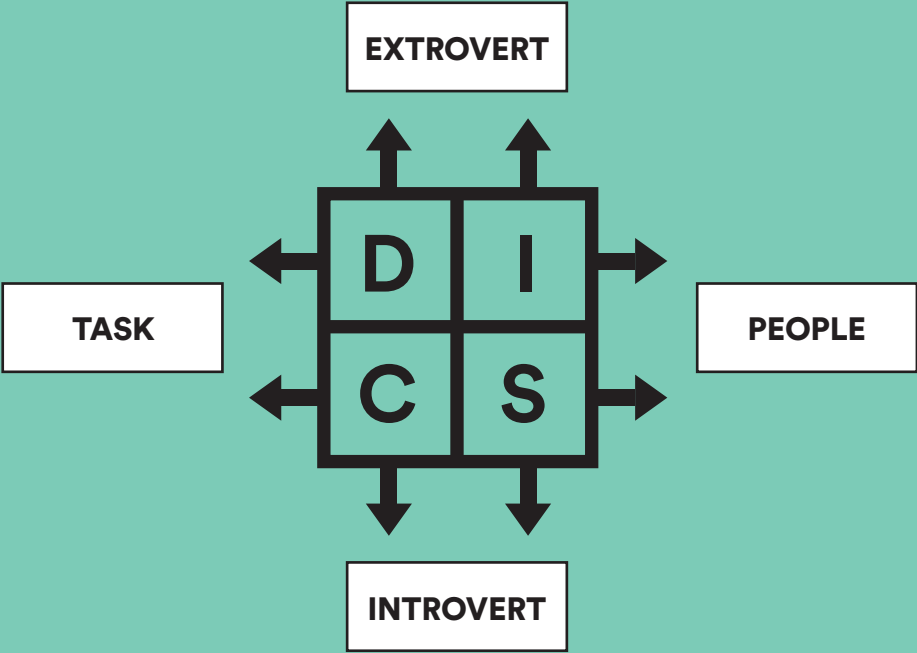
<div>D</div>	1. Total						
			Never	Rarely	Sometimes	Often	Always
I am assertive, demanding and decisive.			1	2	3	4	5
I enjoy doing multiple tasks at once.			1	2	3	4	5
I thrive in a challenge-based environment.			1	2	3	4	5
I think about tasks above others or myself.			1	2	3	4	5
I am motivated by accomplishment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

I	2. Total						
			<i>Never</i>	<i>Rarely</i>	<i>Sometimes</i>	<i>Often</i>	<i>Always</i>
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

S	3. Total						
			<i>Never</i>	<i>Rarely</i>	<i>Sometimes</i>	<i>Often</i>	<i>Always</i>
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

C	4. Total						
			<i>Never</i>	<i>Rarely</i>	<i>Sometimes</i>	<i>Often</i>	<i>Always</i>
I typically avoid taking 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

My Personality/Leadership Style:



“I praise you because I am fearfully and wonderfully made;
your works are wonderful, I know that full well.”

Psalms 139:14

D Direct and decisive; they are risk takers and problem solvers. They are more concerned with completing tasks and winning than they are with gaining approval from people. Though the internal drive tends to make them insensitive to those around them, “D”s are not afraid to challenge the status quo, and they thrive when it comes to developing new things. They need discipline to excel, and they respond to direct confrontation. The greatest fear of a “D” is to be taken advantage of, and even despite their possible weaknesses—which include an aversion to routine, a tendency to overstep authority, an argumentative nature, and a habit of taking on too much—they place a high value on time and use their innovative thinking to accomplish difficult tasks and conquer challenges.

D/I Curious conclusers who place emphasis on the bottom line and work hard to reach their goals. They are more determined than they are inspirational, yet their high expectations and standards for themselves and those around them typically cause them to make quite an impact, motivating others to follow them. They have an array of interests and can become distracted by taking on too many projects. They often need to focus, prioritize, and simply slow down. Because “D/I”s thrive on activity and forward motion, they 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 Achievers with an ability to persevere. They are more active than passive, but they possess a kind of calm sensitivity and steadiness that makes them good leaders. They seem to be people-oriented but can easily be dominant and decisive when it comes to tasks and project planning. They strive to accomplish goals with fierce determination that comes from strong internal drive, but they 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 Challengers that can either be determined students or defiant critics. Being in charge is important to them, yet they care little about what others think as long as they get the job done. They have a great deal of foresight and examine every avenue to find the best solution. They prefer to work alone. Though they fear failure and the lack of influence, they are motivated by challenges and can often be excellent administrators. They 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 Inspiring and impressive. Enthusiastic, optimistic, impulsive, and emotional—they tend to be creative problem solvers and excellent encouragers. They often have a large number of friends, but they can become more concerned with approval and popularity than with getting results. An “I”’s greatest fear is rejection, but they thrive when it comes to motivating others. Their positive sense of humor helps them negotiate conflicts. Though they can be inattentive to details and poor listeners, they can be great peacemakers and effective teammates when they control their feelings and minimize their urge to entertain and be the center of attention. They value lots of human touch and connection.

I/D Persuaders who are outgoing and energetic. They enjoy large groups and use their power of influence to attain respect and convince people to follow their lead. Sometimes they can be viewed as fidgety and nervous, but it comes from their need to be a part of challenges that have variety, freedom, and mobility. “I/D”s could benefit from learning to look before they leap and spending more time being studious and still. They 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 Influential counselors who love people, and it’s no surprise that people love them. They live to please and serve, and they tend to be good listeners. Looking good and encouraging others is important to them, as is following through and being obedient. They often lack in the area of organization and can be more concerned with the people involved than they are with the task at hand. However, they can be center stage or behind the scenes with equal effectiveness, and they 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 Inspiring yet cautious assessors who are excellent communicators through the combination of concerned awareness and appreciation of people. They excel in determining ways to improve production. They tend to be impatient and critical, and they can also be overly persuasive and too consumed by the desire to win. “I/C”s like to work inside the box, and they could benefit from trying new things and caring less about what others think. This personality type often possesses a gift for teaching; they 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 Steady and more reserved. They do not like change, and they thrive in secure, non-threatening environments. They 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. Their greatest fear, however, is loss of security, and their possible weaknesses naturally include not only resistance to change, but also difficulty adjusting to it. They can also be too sensitive to criticism and unable to establish priorities. In order to avoid being taken advantage of, “S”s need to be stronger and learn how to say “no.” They also like to avoid the limelight, but when given an opportunity to genuinely help others, they will gladly rise to the occasion. They feel most valued when they have truly helped someone.

S/D Quiet leaders who can be counted on to get the job done. They perform better in small groups and do not enjoy speaking in front of crowds. Though they can be soft- and hard-hearted at the same time, they enjoy close relationships with people, being careful not to dominate them. Challenges motivate them, especially ones that allow them to take a systematic approach. “S/D”s tend to be determined, persevering through time and struggles. They benefit from encouragement and positive relationships. *Martha (Luke 10:38-42), Job (Job 1:5, James 5:11)*

S/I Inspirational counselors who exhibit warmth and sensitivity. Tolerant and forgiving, they have many friends because they accept and represent others well. Their social nature and desire to be likable and flexible make them inclined to be overly tolerant and non-confrontational. “S/I”s will benefit from being more task-oriented and paying more attention to detail. Kind and considerate, they include others and inspire people to follow them. Words of affirmation go a long way with this personality type, and with the right motivation, they 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 Diplomatic and steady, as well as detail-oriented. Stable and contemplative, they like to weigh the evidence and discover the facts to come to a logical conclusion. More deliberate, they prefer to take their time, especially when the decision involves others. Possible weaknesses include being highly sensitive and unable to handle criticism, and they also need to be aware of the way they treat others. Operating best in precise and cause-worthy projects, the “S/C” can be a peacemaker; this makes them a loyal team member and friend. *Moses (Exodus 3, 4, 20, 32), John (John 19:26-27), Eliezer (Genesis 24)*

C Compliant and analytical. Careful and logical lines of thinking drive them forward, and accuracy is a top priority. They hold high standards and value systematic approaches to problem solving. Though they thrive when given opportunities to find solutions, they tend to ignore the feelings of others and can often be critical and downright crabby. Verbalizing feelings is difficult for them, but when they are not bogged down in details and have clear-cut boundaries, they can be big assets to the team by providing calculated “reality checks.” The “C”’s biggest fear is criticism, and their need for perfection is often a weakness, as is their tendency to give in when in the midst of an argument. However, they are thorough in all activities and can bring a conscientious, even-tempered element to the team that will provide solid grounding. They value being correct.

C/I Attentive to the details. They tend to impress others by doing things right and stabilizing situations. Not considered aggressive or pushy, they enjoy both large and small crowds. Though they work well with people, they are sometimes too sensitive to what others think about them and their work. They could benefit from being more assertive and self-motivated. Often excellent judges of character, they easily trust those who meet their standards. They 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 Systematic and stable. They tend to do one thing at a time—and do it right. Reserved and cautious, they would rather work behind the scenes to stay on track; however, they seldom take risks or try new things and naturally dislike sudden changes in their environments. Precisionists to the letter, they painstakingly require accuracy and fear criticism, which they equate to failure. Diligent workers, their motivation comes from serving others. *Esther (Esther 4), Zechariah (Luke 1), Joseph (Matthew 1:1-23)*

C/D Cautious and determined designers who are consistently task-oriented and very aware of problems. Sometimes viewed as insensitive, they do care about individual people but have a difficult time showing it. They often feel they are the only ones who can do the job the way it needs to be done, but because of their administrative skills, they are able to bring plans for change and improvements to fruition. “C/D”s have a tendency to be serious and could benefit from being more optimistic and enthusiastic. Despite their natural drive to achieve, they 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)*

Developing your personality

Each personality has strengths, and it is important to understand how to balance your natural abilities with the natural abilities of other people. The following information will give you specific areas to focus on as you work with others.

“D” personalities are dominant, direct, task-oriented, decisive, organized, outgoing, outspoken

- 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, people-oriented

- 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, people-oriented

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

“C” personalities are compliant, competent, task-oriented, goal-oriented, introverted

- 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
- Respond to helping others accomplish their goals

“For we are his workmanship, created in Christ Jesus for good works”.

Ephesians 2:10 NASB



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



Discovering Spiritual Gifts:

01 The

HOLY SPIRIT

is God's primary gift.

"I will ask the Father, and He will give you another Helper, that He may be with you...and will be in you."

John 14:16-17

"I tell you the truth, it is to your advantage that I go away; for if I do not go away, the Helper will not come to you; but if I go, I will send Him to you."

John 16:7

02 God's spirit works in us to

PRODUCE FRUIT

and

STEWARD GIFTS

"But the Holy Spirit produces this kind of fruit in our lives: love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control."

Galatians 5:22-23 NLT

"Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms."

1 Peter 4:10

"Follow the way of love and eagerly desire gifts of the Spirit...try to excel in those that build up the church."

1 Corinthians 14:1,12

03 Displaying his fruit and using his gifts result in greater works

through us to

REACH OTHERS

“But you will receive power when the Holy Spirit comes on you; and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth.”

Acts 1:8

“I pray that out of his glorious riches he may strengthen you with power through his Spirit in your inner being, so that Christ may dwell in your hearts through faith. And I pray that you, being rooted and established in love, may have power, together with all the Lord’s holy people, to grasp how wide and long and high and deep is the love of Christ, and to know this love that surpasses knowledge—that you may be filled to the measure of all the fullness of God. Now to him who is able to do immeasurably more than all we ask or imagine, according to his power that is at work within us, to him be glory in the church and in Christ Jesus throughout all generations, for ever and ever! Amen.”

Ephesians 3:16-20

How to take the Spiritual Gifts Assessment:

01 Respond to the spiritual gifts statements by writing the number that indicates how each statement describes you in the blanks:

- 1 - Almost never
- 2 - Sometimes
- 3 - Almost always

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

02 Add each line left to right and place the totaled number in the total column.

03 Identify your three highest totaled numbers with the corresponding letter and the spiritual gift it represents (listed on the pages following the assessment.)

04 Read about your gifts.

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



Spiritual Gifts Statements

1. I like organizing services and events.
2. I am interested in starting new churches.
3. I enjoy working with my hands.
4. I can tell when someone is insincere.
5. I pray daily for people who don't know Jesus.
6. Encouraging others is a high priority in my life.
7. I trust God to provide for my daily needs.
8. I am passionate about financially investing in the Kingdom of God.
9. I look for opportunities to pray for the sick.
10. I enjoy doing little things that others typically do not enjoy.
11. I often have people over to my house.
12. I enjoy spending hours in prayer for other people.
13. Education is very important to me.
14. I tend to motivate others to get involved.
15. I hurt when I see others hurting.
16. I believe God will use me to enact His miracles.
17. I enjoy sharing the Gospel with other people groups and nationalities.
18. I've devoted considerable time to mastering my voice and/or musical instrument.
19. Caring for the hurting is one of my highest priorities.
20. I get frustrated when people knowingly sin.
21. I enjoy serving behind the scenes.
22. I like creating outlines of the Bible.
23. God has used me to interpret what someone speaking in tongues is saying.
24. I enjoy the book of Proverbs more than any other book in the Bible.
25. I am passionate about managing details.
26. I like to help start new ministry projects.
27. I consider myself a craftsman or craftswoman.
28. I sense when situations are spiritually unhealthy.
29. I am greatly motivated by seeing people who don't know God be saved.
30. I come across as loving and caring.
31. Asking God for a list of seemingly impossible things is exciting to me.
32. I find ways to give offerings above my tithe.
33. I believe miraculous healing is possible and still happens.
34. Helping others is one of my greatest motivations.
35. Creating a warm and welcoming environment is important to me.
36. I am burdened to pray for situations affecting the world.
37. People come to me to learn more about God and the Bible.

38. I prefer to take the lead whenever possible.
39. I'm very sensitive to sad stories.
40. Miracles often happen when I'm nearby.
41. The idea of living in another country to benefit the Gospel is exciting to me.
42. I desire to serve the church through worship.
43. I enjoy connecting, caring for, and coaching others.
44. Confronting someone about a sin in their life is important to me.
45. It bothers me when people sit around and do nothing.
46. I share Biblical truth with others to help them grow.
47. I pray in tongues daily.
48. When I study Scripture, I receive unique insights from God.
49. Creating a task list is easy and enjoyable for me.
50. I am attracted to ministries that start new churches.
51. Building something with my hands is very satisfying to me.
52. I can pinpoint issues or problems quickly.
53. Sharing the Gospel with someone I do not know is exciting and natural for me.
54. I look for ways to encourage other people.
55. I trust that God has my back in every situation.
56. I want to make more money so that I can give more.
57. God has used me to bring healing to those who are sick.
58. Being a part of the process is fulfilling to me.
59. I tend to make total strangers feel at home.
60. People often ask me to pray for them.
61. I enjoy knowing Biblical details and helping others understand them, too.
62. I delegate responsibilities to accomplish tasks.
63. I am motivated to help people in need.
64. I have a constant hunger to see God's miraculous power.
65. I focus a lot on reaching the world for Christ.
66. I gain my deepest satisfaction through leading others in vocal or instrumental worship.
67. I enjoy helping people who are going through a difficult time.
68. I enjoy hearing passionate and clear preaching of God's Word.
69. I like to do small things that others overlook.
70. I prefer to teach and study the Bible topically rather than verse by verse.
71. Praying in tongues is encouraging and important to me.
72. When faced with difficulty, I tend to make wise decisions.



Add your
results over
here >>>



1 Almost Never

2 Sometimes

3 Almost Always

			TOTAL	GIFT
1. _____	25. _____	49. _____	_____	A. _____
2. _____	26. _____	50. _____	_____	B. _____
3. _____	27. _____	51. _____	_____	C. _____
4. _____	28. _____	52. _____	_____	D. _____
5. _____	29. _____	53. _____	_____	E. _____
6. _____	30. _____	54. _____	_____	F. _____
7. _____	31. _____	55. _____	_____	G. _____
8. _____	32. _____	56. _____	_____	H. _____
9. _____	33. _____	57. _____	_____	I. _____
10. _____	34. _____	58. _____	_____	J. _____
11. _____	35. _____	59. _____	_____	K. _____
12. _____	36. _____	60. _____	_____	L. _____
13. _____	37. _____	61. _____	_____	M. _____
14. _____	38. _____	62. _____	_____	N. _____
15. _____	39. _____	63. _____	_____	O. _____
16. _____	40. _____	64. _____	_____	P. _____
17. _____	41. _____	65. _____	_____	Q. _____
18. _____	42. _____	66. _____	_____	R. _____
19. _____	43. _____	67. _____	_____	S. _____
20. _____	44. _____	68. _____	_____	T. _____
21. _____	45. _____	69. _____	_____	U. _____
22. _____	46. _____	70. _____	_____	V. _____
23. _____	47. _____	71. _____	_____	W. _____
24. _____	48. _____	72. _____	_____	X. _____

Understanding your spiritual gifts

Now that you've identified your primary spiritual gifts, we want to help you use those gifts to live out God's purpose for your life. On the following pages, you will find definitions of each spiritual gift and supporting Scriptures that will help you understand more about your gifts.

We believe God has a place for every person in ministry, so you will also find a list of teams that are recommended fit for your spiritual gift.

A. Administration

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

+ Teams: A-Team, Load in/Load out, Production, Growth Track

Luke 14:28-30; Acts 6:1-7; 1 Corinthians 12:28

B. Apostleship

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

+ Teams: Growth Track, VOUS Crew Leadership

Acts 15:22-35; 1 Corinthians 12:28; 2 Corinthians 12:12; Galatians 2:7-10; Ephesians 4:11-14

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.

+ Teams: VOUS Kids, Load-in/Load-out, Production, Environments

Exodus 30:22, 31:3-11; 2 Chronicles 34:9-13; Acts 18:2-3

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.

+ Teams: Growth Track, VOUS Kids, Venue Control, Hosts, VOUS Crew Leadership

Matthew 16:21-23; Acts 5:1-11, 16:16-18; 1 Corinthians 12:10; 1 John 4:1-6

E. Evangelism

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

+ Teams: VOUS Crew Leadership, I Love My City, Connect Corner

Acts 8:5-6, 8:26-40, 14:21, 21:8; Ephesians 4:11-14

F. Exhortation

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

+ Teams: Growth Track, Hosts, Connect Corner, Kids, Parking Team, VOUS Crew Leadership, Welcome Team

Acts 14:22; Romans 12:8; 1 Timothy 4:13; Hebrews 10:24-25

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.

+ All Teams

Acts 11:22-24; Romans 4:18-21; 1 Corinthians 12:9; Hebrews 11

H. Giving

The gift of giving is the divine strength or ability to produce wealth and to give by tithes and offerings for the purpose of advancing the Kingdom of God on earth.

+ All Teams

Mark 12:41-44; Romans 12:8; 2 Corinthians 8:1-7, 9:2-7

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.

+ All Teams

Acts 3:1-10, 9:32-35, 28:7-10; 1 Corinthians 12:9, 28

J. Helps

The gift of helps is the divine strength or ability to work in a supportive role for the accomplishment of tasks in Christian ministry.

+ All Teams

Mark 15:40-41; Acts 9:36; Romans 16:1-2; 1 Corinthians 12:28

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.

+ Teams: Growth Track, Connect Corner, Parking, Hosts, Welcome

Acts 16:14-15; Romans 12:13, 16:23; Hebrews 13:1-2; 1 Peter 4:9

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.

+ Teams: VOUS Crew Leadership, Connect Corner, Growth Track

Hebrews 7:25; Colossians 1:9-12, 4:12-13; James 5:14-16

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.

+ All Teams

Acts 5:1-11; 1 Corinthians 12:8; Colossians 2:2-3

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.

+ All Teams

Romans 12:8; 1 Timothy 3:1-13, 5:17; Hebrews 13:17

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.

+ Teams: VOUS Crew Leadership, Connect Corner, I Love My City

Matthew 9:35-36; Mark 9:41; Romans 12:8; 1 Thessalonians 5:14

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.

+ All Teams

Acts 9:36-42, 19:11-12, 20:7-12; Romans 15:18-19; 1 Corinthians 12:10, 28

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.

+ Teams: I Love My City, VOUS Crew Leadership

Acts 8:4, 13:2-3, 22:21; Romans 10:15

R. Music / Worship

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

+ Teams: Worship, VOUS Kids

Deuteronomy 31:22; 1 Samuel 16:16; 1 Chronicles 16:41-42; 2 Chronicles 5:12-13, 34:12 Psalm 150

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 mending life issues.

+ Teams: Growth Track, VOUS Kids, VOUS Crew Leadership

John 10:1-18; Ephesians 4:11-14; 1 Timothy 3:1-7; 1 Peter 5:1-3

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.

+ All Teams

Acts 2:37-40, 7:51-53, 26:24-29; 1 Corinthians 14:1-4; 1 Thessalonians 1:5

U. Service

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

+ All Teams

Acts 6:1-7; Romans 12:7; Galatians 6:10; 1 Timothy 1:16-18; Titus 3:14

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.

+ Teams: Growth Track, VOUS Crew Leadership

Acts 18:24-28, 20:20-21; 1 Corinthians 12:28; Ephesians 4:11-14

W. Tongues (and Interpretation)

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 appropriately.

+ All Teams

Acts 2:1-13; 1 Corinthians 12:10, 14:1-14

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.

+ All Teams

Acts 6:3,10; 1 Corinthians 2:6-13, 12:8



Next steps

Discover



01 Use your gifts to make a difference.

Now that you know more about how God designed you, you can use those gifts to start making a positive impact in your everyday life and through VOUS Church. To find out more about serving opportunities at VOUS, come to Growth Track Step Four.

02 Complete all four steps of the Growth Track.

stepOne: Follow

stepTwo: Connect

stepThree: Discover

stepFour: Serve





Growth Track

stepFour: Serve

The best is yet to come



Our hope for you

Our hope is to provide you with clear next steps to connect you with a team where you can use the gifts God has given you to serve others and make a difference.

Pro Tip
Join in at any time!

As a follower of Jesus, I make a difference when I:

01

CONNECT

with

NEW

people.

People matter to God, so they matter to us.

“Welcome one another as Christ has welcomed you, for the glory of God.”

Romans 15:7 ESV

02

BUILD

relationships

with my

TEAM

Real life change happens and leaders are developed when we take a step towards intentional relationships.

“I always pray with joy because of your partnership in the gospel from the first day until now.”

Philippians 1:4-5

03

EMPOWER

others.

We are a people of purpose, working together on purpose.

“He is the one we proclaim, admonishing and teaching everyone with all wisdom, so that we may present everyone fully mature in Christ.”

Colossians 1:28

04

CELEBRATE

the wins.

There is nothing more powerful than a life changed by Christ.

“In the same way, I tell you, there is rejoicing in the presence of the angels of God over one sinner who repents.”

Luke 15:10

To Begin Serving

01 Orientation

Attend, Growth Track stepFOUR, learn about the different teams and how to get involved.

02 Application

Complete the team application and submit to a team leader during Growth Track stepFOUR.

03 Conversation

Participate in a one-on-one conversation with one of our team leaders at your orientation session to make a personal connection to the team.

04 Serve

Start serving to be trained and equipped to fulfill your purpose on the VOUS Team!



Team Leadership Requirements

01 Qualifications and Leadership Commitment

“The same goes for those who want to be servants in the church: serious, not deceitful, not too free with the bottle, not in it for what they can get out of it. They must be reverent before the mystery of the faith, not using their position to try to run things. Let them prove themselves first. If they show they can do it, take them on. No exceptions are to be made for women— same qualifications: serious, dependable, not sharp-tongued, not overfond of wine. Servants in the church are to be committed to their spouses, attentive to their own children, and diligent in looking after their own affairs. Those who do this servant work will come to be highly respected, a real credit to this Jesus-faith.”

1 Timothy 3:8-13 The Message

Team:

- Is sincere, worthy of respect and of a good reputation
- Tithes regularly to VOUS Church
- Has a genuine desire to serve and minister to other people
- Leads, motivates, and teaches other people
- Creates positive group dynamics and resolves conflict within the group

02 Leadership Honor Code Commitment

As an essential part of the VOUS Church Leadership family, you have a responsibility to develop and exhibit mature Christian behavior. This should be the basic premise of your desire to participate in a servant-leader position here at VOUS Church.

While serving the Body of Christ as a servant-leader at VOUS Church, you pledge to present a good appearance at all times. In both attire and behavior, you should 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 never be an embarrassment to Christ, but should exemplify the best qualities of a mature believer and servant-leader.

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

- Profanity
- Dishonest gain
- Indulging in much wine or other alcoholic beverages
- Illegal drugs
- Pornography
- Sexual immorality
- 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 themselves. This is a way of life measured by the heart and commitment of each leader in the VOUS Church family. We should regard it as an essential part of our development, not as an imposition or restriction.

03 Abuse Policy Acknowledgment

I understand that VOUS Church is a safe place for children and vulnerable adults and that VOUS complies with all Federal and State laws regarding reporting suspected child abuse. As a part of the VOUS Team, I understand that suspected abuse is to be reported to the team leader who oversees the area in which I serve. I also understand the 4 types of abuse defined below:

- **Physical:** a physical act directed at a child or vulnerable adult that causes injury.
- **Sexual:** contact or interactions between a child and an adult, or another child, when the child is being used for sexual stimulation of the perpetrator or another person. This includes exploitation through photographs, videos or other communication methods.
- **Emotional:** acts or omissions by the parent 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 or caregiver if abuse is suspected. As a part of the VOUS Team, I agree to comply with this policy and report any suspected abuse to the team leader who oversees the area in which I serve.

Team Descriptions

Creative

These teams work together closely to expressively lift up the name of Jesus.

Design: This team weaves shape, color, texture, and text into designs that both serve a function and stand alone as individual expressions of collective creativity.

Blog: A testament to the power of the written word, this team shares helpful content and heartfelt stories through devotionals, interviews, How-Tos, event recaps, and more.

Communications: This team manages our digital conversations to keep our internal and external VOUS community informed and involved.

Social Media: Through Instagram, Twitter, Facebook, Snapchat, and Periscope, this team forms a digital expression of the in-person experience of our church.

Environments: From dreaming to designing, installing to breakdown (Load in to Load out) the environments team serves to make VOUS spaces and events inviting and inspiring. Here are some skills that are useful on this team: building, carpentry, using power tools and interior designers.

Film: This team of directors, producers, videographers, and editors capture and communicate stories through the power of film on a wide array of projects in varied settings.

Photo: This team of photographers, editors, and photo curators skillfully capture our weekend services, biweekly small groups, and special events and express their creativity through scheduled shoots and creative assignments.

Web: This team of web designers and developers creates opportunities for online connection within our community and with those beyond our four walls.

Production

These teams work behind the scenes to perfect our programming and streamline our services.

Audio: From our live experiences to studio projects and video production, this team works to mix and master audio.

Broadcast: This team records and displays all live content at VOUS Church. From Sundays to special events, this team films and displays content that will be shown live on our screens and later on our social media platforms.

Lights: Working in spaces as varied as storied theaters, production studios, and middle school classrooms, our lighting engineers illuminate the spaces around us and the subjects that fill them.

Stage: This behind-the-scenes team, concealed beneath the cover of black attire, silently shifts our stage elements and assists our Worship Team, MCs, and speakers as they enter and exit our stages.

Translation: Allows non-English speaking guests to engage and participate in our services by connecting with them and providing Spanish translation. This team is also looking for Portuguese and Creole translators.

Stage Design: A division of Environments, this team focuses specifically on our staging. This team helps design and build each installation for Sunday services and midweek events.

Worship

Worship: Across varied contexts, settings, and gatherings, this team of vocalists and instrumentalists use their gifts to lead our church in worship.

Dance: Through graceful movement and expressive choreography, this team brings rhythm to our VOUS Kids services and special events.

VOUS Kids

Creates an environment where children are consistently exposed to the real love of Jesus. They intentionally invest in the lives of our children through worship, videos, skits, small groups, games and more. VOUS Kids is not babysitting, it's leadership development VOUS Kids Areas:

Registration | Check-In

Dreamers | 6 months - 24 months

Heroes | 2 years - 4 years

Legends | 5 years - 11 years

VOUS Buddies | Special Needs Ministry

Operations

These team works diligently to maintain a spirit of excellence in every area of our church.

Guest Experience

- **Guest Relations:** Provides an overall excellent guest experience. Hospitality and people are their heart. They set the atmosphere by ensuring guests have a space to feel at home by “effortlessly” hosting guests to their seats and setting the tone with their smiles & energy.
- **Hosts:** Prepares people for a positive worship experience by welcoming and assisting them to a seat, facilitating the offering and maintaining a distraction-free environment.
- **Venue Control:** Provides the security and safety of our church.

First Impressions

- **Connect Corner:** Creates an atmosphere for connecting guests to the life of the church.
- **Parking:** Welcomes guests and is the first friendly face as people pull into our church. They seamlessly facilitate the organization of our parking lot as people enter.
- **Welcome:** Loves people and makes them feel at home here at VOUS Church. They welcome guests with a smile, encouragement, and a personal touch so that hearts are open to the Gospel message.

Next Steps

- **A-Team (Administration)** - Utilizes the gifts of administration and organization to keep people connected and accounted for through: check-in, data entry and follow up.
- **Growth Track:** Creates an environment to help facilitate people on their next steps as they journey with God.
- **Resource Corner:** Provides resources for people to continue their journey with Christ through books and bibles. They also set up pop-up stores for special events and VOUS merch.

Facilities

- **Load In/Load Out:** Facilitates the experience by setting up before service and taking down after service.

VOUS Care

I Love My City: Facilitates serving opportunities through I Love My City projects and other community events, both local and global. VOUS Church partners with different organizations to serve our city.

Prayer Team: Provides intercessory prayer for services, teams and events at VOUS Church.

VOUS Care Classes: Creates an environment to help facilitate our ongoing collection of classes that help navigate people through the different seasons of life.

VOUS Foster Care: Exists to recruit, equip and encourage families who are feeling the call to foster as well as provide security and love to children who are in need of a place to call home.



Next steps

Serve



01 Upon completion of all four steps, a team leader from the team orientation you attended at stepFOUR will follow up with you to take next steps for serving on the VOUS Team.

02 Invite others to discover their purpose by going through Growth Track.



The best is yet to come