

BECOME

GROWTH TRACK



WEEK THREE | **BECOME**

BECOME



BELIEVE

BELONG

BECOME

BUILD

WELCOME HOME

Our church loves God and loves people. Our prayer for you is to:

BELIEVE

Have a relationship with Jesus.

BELONG

Find your place in community through H2oGroups.

BECOME

Discover your God-designed purpose through Growth Track.

BUILD

Get on Team to start building God's House.

Over the next weeks we will continue going over these objectives. We're committed to seeing you live your fullest, best life that God has created you uniquely for.

WELCOME

“I see a church graced with layers of ‘once-in-a-generation’ type leaders – who are naturally gifted, spiritually potent and genuinely humble. Leaders who will pay the price and count the cost of impacting cities and nations with great, God-glorifying churches.”

Welcome to Growth Track. Whether this is your first week, or you’re re-joining us, we’re glad that you’ve chosen to invest your time, and excited for all you’ll take home this week. God has created each of us individually and uniquely to be a small part of a much bigger picture. Part of discovering our purpose happens as we discover our natural patterns of thinking, feeling, and behaving. As we discover more of the whole picture of who we are in Jesus, we discover areas where we are naturally gifted and skilled, and can operate in our “Grace Zone.”

This week, we will be facilitating your Spiritual Gifts and Personality Profiles, as two tools that will help you to get a clearer picture of what you’re created for, alongside the passions God has placed in your heart.

WELCOME



BECOME

STEP THREE

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MY IDENTITY IN JESUS

Becoming all you can be in Jesus, should be based on an understanding of who you are in Jesus. The best place to discover who we are in God, is in His Word. YOU ARE:

LOVED

“I have loved you with an everlasting love; I have drawn you with unfailing kindness.” | JEREMIAH 31:3 (NIV)

A CHILD OF GOD

“See what great love the Father has lavished on us, that we should be called children of God! And that is what we are!” | 1 JOHN 3:1 (NIV)

DELIGHTED IN

“The Lord your God is with you, the Mighty Warrior who saves. He will take great delight in you; in his love he will no longer rebuke you, but will rejoice over you with singing.” | ZEPHANIAH 3:17 (NIV)

FORGIVEN

“He himself bore our sins in his body on the cross, so that we might die to sins and live for righteousness; by his wounds you have been healed.” | 1 PETER 2:24 (NIV)

WASHED CLEAN

“Though your sins are like scarlet, they shall be as white as snow; though they are red as crimson, they shall be like wool.” | ISAIAH 1:18 (NIV)

FREE

“It is for freedom that Christ has set us free. Stand firm, then, and do not let yourselves be burdened again by a yoke of slavery.” |

GALATIANS 5:1 (NIV)

A TEMPLE OF THE HOLY SPIRIT

“Do you not know that your bodies are temples of the Holy Spirit, who is in you, whom you have received from God?” | **1 CORINTHIANS**

6:19 (NIV)

ADOPTED INTO GOD’S FAMILY

“The Spirit you received brought about your adoption to sonship.

And by him we cry, ‘Abba, Father.’” | **ROMANS 8:15 (NIV)**

CO-HEIR WITH CHRIST

“Now if we are children, then we are heirs — heirs of God and co-heirs with Christ.” | **ROMANS 8:17 (NIV)**

RIGHTEOUS

“God made him who had no sin to be sin for us, so that in him we might become the righteousness of God.” | **2 CORINTHIANS 5:21 (NIV)**

NEW

“Therefore, if anyone is in Christ, the new creation has come: The old has gone, the new is here!” | **2 CORINTHIANS 5:17 (NIV)**

A SAINT

“You were washed, you were sanctified, you were justified in the name of the Lord Jesus Christ and by the Spirit of our God.” | 1 CORINTHIANS 6:11 (NIV)

SET APART

“But you are a chosen people, a royal priesthood, a holy nation, God’s special possession...” | 1 PETER 2:9 (NIV)

AN AMBASSADOR OF CHRIST

“We are therefore Christ’s ambassadors, as though God were making his appeal through us.” | 2 CORINTHIANS 5:20 (NIV)

A CO-LABORER

“For we are co-workers in God’s service; you are God’s field, God’s building.” | 1 CORINTHIANS 3:9 (NIV)

A SWEET AROMA

“For we are to God the pleasing aroma of Christ among those who are being saved and those who are perishing.” | 2 CORINTHIANS 2:15 (NIV)

NEVER ALONE

“The Lord himself goes before you and will be with you; he will never leave you nor forsake you.” | DEUTERONOMY 31:8 (NIV)

A MASTERPIECE

“For we are God’s masterpiece. He has created us anew in Christ Jesus, so we can do the good things he planned for us long ago.” | **EPHESIANS 2:10 (NLT)**

WONDERFULLY MADE

“I am fearfully and wonderfully made.” | **PSALM 139:14 (NIV)**

BOLD

“Since we have such a hope, we are very bold.” | **2 CORINTHIANS 3:12 (NIV)**

GUARANTEED VICTORY

“You have given me your shield of victory. Your right hand supports me; your help has made me great.” | **PSALM 18:35 (NLT)**

HOLDING A SECURED FUTURE

“‘For I know the plans I have for you,’ declares the Lord, ‘plans to prosper you and not to harm you, plans to give you hope and a future.’” | **JEREMIAH 29:11 (NIV)**

WHOLE IN CHRIST

“In Christ you have been brought to fullness.” | **COLOSSIANS 2:10 (NIV)**



PROFILE + SPIRITUAL GIFTS

During Week 3 our hope is that you take a step towards understanding how your uniquely designed personality, coupled with the spiritual gifts God has given you, help reveal a fulfilling path to your destiny. **PROVERBS 25:2** says it is God's privilege to conceal things and our privilege to discover them.

Together, let's discover all that God has planned and make a positive difference for the Kingdom. The goal of this week is to discover how your design helps to reveal your destiny.

"For we are His workmanship, created in Christ Jesus for good works, which God prepared beforehand so that we would walk in them." | **EPHESIANS 2:10 (NASB)**

"Truly, truly, I say to you, he who believes in Me, the works that I do, he will do also; and greater works than these he will do; because I go to the Father." | **JOHN 14:12 (NASB)**

Your Growth Track Host will give you the link to a questionnaire. This will produce for you two sets of results:

1. A personality profile, commonly known as your D.I.S.C. results. In this assessment there are 4 main personality types, as well as blends with dominant characteristics.
2. Your top 5 spiritual gifts.

“I praise you because I am fearfully and wonderfully made.” 1 PSALM 139:14 (NIV)

If you would like to take the ‘DISC’ Personality and Spiritual Gifts Test in your workbook, you can find it in the back starting on page 50.

PERSONALITY PROFILE + SPIRITUAL GIFTS

PROFILE SUMMARY

MY 'DISC' PERSONALITY TYPE IS:

MY TOP 5 SPIRITUAL GIFTS ARE:

1.

2.

3.

4.

5.

SUGGESTED TEAMS:

Under the following Spiritual Gifts section, we have listed suggested teams with serving environments where the corresponding gifts can be most effective. Find your gifts and write down a few teams that you'd like to explore. Please refer to pages 38-42 for a description of our teams.

If this is your 3rd week of Growth Track – and you have joined us for the sessions we hosted on BELIEVE, BELONG, and now BECOME, we'd like to invite you to join us next week, where we will learn what it means to BUILD God's House in a specific area. Select one of the above Teams, and RSVP to training as part of your signup to Week 4.

PERSONALITY PROFILE

DISCOVERING YOUR PERSONALITY

D

“D”s are 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.

I

“I”s are 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.

S

“S”s are steady and more reserved. Because they are stable and predictable, 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 be 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.

C

“C”s are 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 perfectionism 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 the most.

D/I

“D/I”s are 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 causes 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. Biblical Examples: Joshua (Joshua 1), Noah (Genesis 6-9), Sarah (Genesis 16, 1 Peter 3:6)

I/D

“I/D”s are 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. Biblical Examples: John the Baptist (Luke 3), Peter (Matthew 16 and 26, Acts 3), Rebekah (Genesis 24)

S/D

“S/D”s are 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. Because this personality style tends to be determined, persevering through time and struggles, they benefit from encouragement and positive relationships. Biblical Examples: Martha (Luke 10:38-42), Job (Job 1:5, James 5:11)

C/D

“C/D”s are 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. Biblical Examples: Bezalel (Exodus 35:30-36, 8, 37:1-9), Jochebed (Exodus 1:22-2:4), Jethro (Exodus 2,18)

D/S

“D/S”s are attainers and 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. Biblical Examples: Daniel (Daniel 1-6), Job (Job 1:5, James 5:11), Martha (Luke 10:38-42)

I/S

“I/S”s are 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. Biblical Examples: Barnabas (Acts 4, 9, 11-15), Elisha (1 Kings 19, 2 Kings 2-3), Nicodemus (John 3, 7, 19)

S/I

“S/I”s are 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 makes 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 them to follow. Words of affirmation go a long way with this personality type, and with the right motivation, they can be excellent team players. Biblical Examples: Mary Magdalene (Luke 7:36-47), Barnabas (Acts 4, 9, 11-15), Elisha (1 Kings 19, 2 Kings 2-13)

C/I

“C/I”s pay attention 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. Biblical Examples: Miriam (Exodus 15-21, Numbers 12:1-15), Ezra (Ezra 7, 8)

D/C

“D/C”s are challengers and 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. Biblical Examples: Malachi (Malachi 4), Nathan (2 Samuel 12:1-13), Nahum (Nahum 1-3)

I/C

“I/C”s are 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. Biblical Examples: Miriam (Exodus 15-21), Ezra (Ezra 7-8), Shunammite Woman (2 Kings 4:8-37)

S/C

“S/C”s are 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. Biblical Examples: Moses (Exodus 3, 4, 20, 32), John (John 19:26-27), Eliezer (Genesis 24)

C/S

“C/S”s are 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. Precisionist to the letter, they painstakingly require accuracy and fear criticism, which they equate to failure. Diligent workers, their motivation comes from serving others. Biblical Examples: Esther (Esther 4), Zechariah (Luke 1), Joseph (Matthew 1:1-23)

PERSONALITY PROFILE

OPPORTUNITIES FOR PERSONAL GROWTH

We encourage you to highlight areas of growth that you recognize in yourself. Talk to your friends or Connect Group Host if you'd like further support in developing these areas.

D. Dominant, Direct, Task-Oriented, Decisive, Organized, Outgoing, Outspoken

Strive to listen to other people more attentively. Try to be less controlling and domineering.

Develop a greater appreciation for the opinions, feelings and desires of others.

Put more energy into personal relationships. Show your support for the other team members.

I. Influential, Interested in people, Witty, Easy going, Outgoing, People-Oriented

Weigh the pros and cons before making a decision; be less impulsive.

Remember to help with tasks more.

Exercise control over your actions, words and emotions.

Focus more on details and facts.

Remember to slow down your pace for other people. Talk less; listen more.

S. Steady, Stable, Analytical, People-Oriented, Introverted

Consider how change is healthy. Try to change more willingly.

Be more direct in your interactions.

Focus on overall goals of your family or group rather than specific procedures.

Deal with confrontation constructively. Develop more flexibility.
Try to show more initiative.

C. Compliant, Competent, Task-Oriented, Goal-Oriented, Introverted

Concentrate on doing the right things – not just doing things right.

Be less critical of others' ideas and methods. Respond more quickly to accomplish others' goals.

Strive to build relationships with other people and family members.

Be more decisive.

Focus less on facts and more on people.

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

| PROVERBS 27:17 (NIV)

SPIRITUAL GIFTS

DISCOVERING YOUR SPIRITUAL GIFTS

“Now about the gifts of the Spirit, brothers and sisters, I do not want you to be uninformed.” 1 CORINTHIANS 12:1 (NIV)

HOW DO I RECEIVE SPIRITUAL GIFTS?

- A. Accept Jesus as Lord of your life.
- B. Acquire faith and truth in the area of spiritual gifts by asking God for it.
- C. Apply yourself to learning about spiritual gifts, that’s why you’re here today!
- D. Ask God to give you spiritual gifts.

“Then Jesus said to the centurion, “Go! It will be done just as you believed it would.” And his servant was healed at that moment.” 1 MATTHEW 8:13 (NIV)



SPIRITUAL GIFTS

SPIRITUAL GIFTS ARE NOT:

NATURAL APTITUDES, STRENGTHS OR ABILITIES

We all have natural abilities that we've learned from those around us regardless of Christian faith. Many times our natural abilities and strengths are redeemed by the Lord to become spiritual gifts.

CHARACTER TRAITS

We all have character traits, but our gifts should produce the nature of Jesus. A person should not say he has the "gift of peace" when we are all encouraged to develop that characteristic. Spiritual gifts offer opportunities for us to exemplify Jesus.

TITLES OR POSITIONS

Spiritual gifts often lead to titles or positions but a person may have the gift without the role or the role without the gift. Regardless, we should serve whenever we are given the opportunity. Working in the area of your gifting will allow you to "be" the person that God has called you to be rather than just "doing" good things.

SELF-PROMOTING

Spiritual gifts are endowments given by God to His people for accomplishing His purpose on the earth. Spiritual gifts are given for the glory of God.

SPIRITUAL GIFTS

GIFT DEFINITIONS AND SCRIPTURE

The following contains definitions of the Spiritual Gifts. While not meant to be dogmatic or final, these definitions and supporting scriptures do correspond to characteristics of the gifts as expressed in the Gifts Questionnaire.

The team list provides suggested teams with serving environments where the corresponding gifts can be most effective.

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 (ALL TEAMS! PARTICULARLY; EVENTS, WELCOME, LOGISTICS, CREW, GROWTH TRACK, AND CREATIVE)**

B. APOSTLESHIP

The gift of apostleship is the divine strength or ability to pioneer new churches and ministries through planting, overseeing, and training. In many ways an Apostle is a Father of fathers.

ACTS 15:22-35; 1 CORINTHIANS 12:28; 2 CORINTHIANS 12:12; GALATIANS 2:7-10; EPHESIANS 4:11-14 (CREATIVE, GROWTH TRACK AND CITYHOPE)

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 (CREATIVE, CREW, PARKING, SECURITY, H2OKIDS, AND CITYHOPE)**

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, H2O YOUTH, SECURITY, AND SEATERS)

E. EVANGELISM

The gift of evangelism is the divine strength or ability to help non-Christians take the necessary steps to becoming a born-again Christian. ACTS 8:5-6, 8:26-40, 14:21, 21:8; EPHESIANS 4:11-14 (H2O YOUTH, CITYHOPE, H2OKIDS, PARKING, AND TRANSLATIONS)

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 (ALL TEAMS!)

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 by 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 (H2O PARTNERS, CITYHOPE, H2OKIDS AND GROWTH TRACK)

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 (CITYHOPE, SEATERS, AND H2OKIDS)**

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. **MARK 15:40-41; ACTS 9:36; ROMANS 16:1-2; 1 CORINTHIANS 12:28 (ALL TEAMS!)**

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 (CREATIVE, EVENTS, GROWTH TRACK, WELCOME, PARKING, H2OKIDS, PARENTS ROOM, sSECURITY, H2O CAFE)**

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 (ALL TEAMS!)**

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 (EVENTS, GROWTH TRACK, H2O KIDS AND H2O CAFE)**

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 (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 (H2OKIDS, H2O YOUTH, CITYHOPE, PARENTS ROOM, PARKING, AND WELCOME)**

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, hope, faith, and divine direction. **ACTS 9:36-42, 19:11-12, 20:7-12; ROMANS 15:18-19; 1 CORINTHIANS 12:10, 28 (CREATIVE, CITYHOPE, AND H2O YOUTH)**

Q. MISSIONARY

The gift of missions 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 (ALL TEAMS! PARTICULARLY; CITYHOPE)**

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. **DEUTERONOMY 31:22; 1 SAMUEL 16:16; 1 CHRONICLES 16:41-42; 2 CHRONICLES 5:12-13, 34:12; PSALM 150 (H2OKIDS, H2O YOUTH, AND CREATIVE)**

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. **JOHN 10:1-18; EPHESIANS 4:11-14; 1 TIMOTHY 3:1-7; 1 PETER 5:1-3 (ALL TEAMS! PARTICULARLY; H2OKIDS, CITYHOPE, PARENTS ROOM AND H2O YOUTH)**

T. PROPHECY

The gift of prophecy is the divine strength or ability to edify and encourage God's people, calling out God-given dreams and destiny in others, boldly speaking and bringing clarity to scripture, and 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 (H2OKIDS, H2O YOUTH, AND CREATIVE)**

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. **ACTS 6:1-7; ROMANS 12:7; GALATIANS 6:10; 1 TIMOTHY 1:16-18; TITUS 3:14 (ALL TEAMS!)**

V. TEACHING

The gift of teaching is the divine strength or ability to study and learn from the Scriptures primarily to bring understanding and depth to other Christians. **ACTS 18:24-28, 20:20-21; 1 CORINTHIANS 12:28; EPHESIANS 4:11-14 (GROWTH TRACK, H2OKIDS, H2O YOUTH, AND H2O CAFE)**

W. TONGUES

The gift of tongues is the divine strength or ability to pray in a heavenly language to encourage your spirit and to communicate with God. **ACTS 2:1-13; 1 CORINTHIANS 12:10, 14:1-14 (ALL TEAMS!)**

X. WISDOM

The gift of wisdom is the divine strength or ability to apply the truths of Scripture in a practical way, producing the fruitful outcome and character of Jesus Christ. **ACTS 6:3,10; 1 CORINTHIANS 2:6-13, 12:8 (GROWTH TRACK, CITYHOPE, H2O KIDS AND H2O YOUTH)**

TEAMS

As well as finding where you BELONG in our House through H2oGroups, we also hope that you'd consider being on Team, to BUILD church using your unique God given talents and abilities.

+ Maybe your Questionnaire didn't reveal a said "gifting" in one or more of these areas, but yet you're passionate about it—that's just as valid a reason to get involved on Team!

CityHOPE

CityHOPE is how H2o Church loves and serves our local community. Through CityHOPE H2oGroups, and Teams, we bring the Good News of Jesus through our love and service by practically being the hands and feet of Jesus in our communities. We serve our local communities by coming alongside those who are often overlooked by our society. We believe that caring and meeting the needs of our local community is not the job of the "missions department" but it is who we are as a church. We believe that we are ALL called to be part of Jesus' solution in our communities, so if you would love to be a part of the solution we'd love to have you!

CREATIVE*

The Creative Team encompasses all the creative aspects of H2o Church. Our team includes following departments:

- Worship
- Production
- Stage
- Communications
- Media
- Dance and Arts
- Creative Support.

Whatever your creative gifts and talents, there is a place for YOU to serve on the Creative Team! During Week 4 training, you will hear about all the

many teams these departments include and will be able to sign up for an individual team within each department.

CREW*

Working behind the scenes to make sure church runs smoothly every Sunday, Crew are first in the doors, and the last to leave. If you have a heart to help our church run like clockwork and enjoy working with your hands, we'd love to have your help!

EVENTS*

The Events Team take care of all the details. Working behind the scenes to facilitate Sunday Services and midweek events, we ensure that information is communicated effectively throughout our church's many venues and Teams. If you have a strategic mind, an eye for detail and a heart for people, then this is the Team for you!

GROWTH TRACK TEAM

Our Growth Track Team is made up of those passionate about Growth Track and helping people discover their God-given purpose. If you love to make people feel welcome, can work with a computer and are great with details we have a place for you.

WELCOME*

The Welcome Team extends "Welcome Home" to everyone who comes through our doors and exists to create community and connection around all our midweek events and Sunday Services. If you have a smile to share, and love to connect with others, we would love you to serve with us!

SEATERS

The Seaters Team make sure everyone find their seats comfortably and in an organized manner. If you are a people's person and love coordination with a smile on your face this team is for you.

H2O KIDS

Our Kids Team love children and consider it a great honor to be serving the children of our church community. We take great care in presenting Jesus in a way that is fun and relevant. During our weekend Church Services we provide quality, age specific programs with crafts, music, and bible teaching. If you're passionate about seeing kids connect with God, from pastoral to creative there is a place for you! *Please note that there will be further formal background checks for anyone wishing to serve with children or young people at H2o Church, beyond the regular requirements of being on Team.*

H2O PARTNERS

H2o Partners is a team, that everyone can join; anyone who calls H2o HOME. H2o Partners exists to partner your generosity with the vision of our church. It is giving above and beyond our tithes and offerings to take new ground and help more people in need.

LOGISTICS*

The Logistics Team is the first in and last out! We keep track of all of the gear from every Team, we always know where it is and where it's going. We also keep track of our storage units and Team orders. If you have an eye for detail and a heart for people, this is the Team for you!

PARENTS ROOM*

Working behind the scenes to set up and connect with our parents during our Services, this Team is for anyone who has a heart for families and want to come alongside and serve them during our services. If you love families, this Team is for you!

RESOURCE

Our Team connects people to teaching, preaching and worship resources that we believe is vital in helping them grow in their faith walk and personal development to become all they can be in Jesus.

TRANSLATIONS*

Our Team works toward removing language barriers in what our church does, from on a Sunday, to even translating written material, like our Growth Track booklet! If you speak another language and are passionate about connecting with others who speak that language this Team is for you! If you're from an H2o Location that doesn't yet offer this Team, please join another Team and get in contact with your local Teams Pastor to let them know that you're ready to help when this Team is established.

IT

Our IT team helps with all our Church's IT support and development. If you love to help people, enjoy coding, or can manage projects like a champ, we would love to hear from you!

PARKING

We believe that our Sunday Worship experience begins at our Parking Lot, therefore we are looking for people with a heart for serving others and a passion to see lives touched by God to be a part of this very important team.

SECURITY

If you have any train in the special forces, or have a passion to keep our community secure welcome to the team!

H2O YOUTH

Our Leaders are passionate about seeing students in Middle School, High School and Young Adults find their God-given potential. If empowering this generation of world changers is something you want to be part of-then Youth and Young Adults is for you! *Please note that there will be further formal background checks for anyone wishing to serve with children or young people at H2o Church, beyond the regular requirements of being on Team.*

PERSONAL DEVELOPMENT

At H2o Church, our desire is to equip you to become spiritually healthy. In Week 1 of Growth Track, you will learn what we believe about church, God, the bible, giving, worship and private devotion. We'd love to see you flourish in your relationship with Jesus.

“Those who are planted in the house of the Lord, Shall flourish in the courts of our God.” 1 PSAM 92:13 (NKJV)

DAILY REFLECTION

One method that you might find helpful in your private devotion is what we commonly refer to as the S.A.V.E. devotion method. This stands for:

Speak to others about Jesus.

Anchor your life in the word of God.

Visit your church and H2o group weekly.

Exercise prayer daily.

Aside from your own personal devotional time of daily prayer and bible reading, joining a community midweek of people who are on the same journey as you are through H2o Groups and serving on one of our Teams, we also have some additional resources to help you grow.

CONFERENCES

Our church is committed to raising leaders, and offers three incredible, dynamic and life changing conferences a year:

ELEVATE CONFERENCE

A local church conference whose mandate is to championing the cause of local churches, everywhere. Our Global Senior Pastors, Dionny and Yarisette Baez, and H2o Church has hosted Elevate Conference since we started our church. It is a life changing time you will not want to miss.

ELEVATE WOMEN

A conference birthed in the heart of God and given to our Global Pastor Yarisette Baez, it has worked to champion the cause of women around the globe. Elevate Women was birthed through a strong sense from God to create a conference for young women, girded about by older women. This conference champions the young girls of this generation.

HEROES CONFERENCE

This is our annual Men's Conference, created to minister every men and bring out the purpose for what they were created.

ACTIVATE CONFERENCE

Activate conference is our annual prophetic conference, designed to bring people together to search the heart of God, and hear what he is saying.

REFLECTION - ALWAYS. ONLY. JESUS.

A PRIVATE STUDY FOR YOU TO TAKE HOME.

Have you ever thought you had everything you needed, only to later find out that you're missing something really important? Like maybe you're cooking a special meal, but unfortunately you forgot to buy a key ingredient. That one ingredient is key to the recipe and now you spent all that time preparing only to be disappointed that you can no longer have what you initially desired to eat. Or maybe worse, you booked a really expensive, all-inclusive vacation to an international island, but just before boarding the plane you realize you forgot your passport.

Likewise, our world doesn't understand what satisfies the human soul. We can truly have everything in the natural: the money, status, education and material possessions and still be missing a key ingredient that fulfills the very thing our soul is longing for. Jesus says, what good is it if you gain the whole world, but you lose your soul in the process? We as Christians believe the key ingredient our soul desperately needs is Always. Only. Jesus. Only He and Him alone can fill the void in your heart. Without Him we have nothing, but with him we have everything we need.

"But seek first his kingdom and his righteousness, and all these things will be given to you as well." | MATTHEW 6:33 (NIV)

TRUTHS FOR A HEALTHY FOUNDATION

Once you start a relationship with Jesus you need to know that this entire faith is predicated on your relationship with Jesus and seeking Him first. You have not joined a church, a religion, or a social club but you have started a relationship with your Creator. Your walk with Jesus is yours, it will be

unique, personal, and you cannot compare it to the person next to you. This relationship with Jesus brings freedom to your soul and there is a sweet unforced, ease to the rhythm of getting to know Him.

“Are you tired? Worn out? Burned out on religion? Come to me. Get away with me and you’ll recover your life. I’ll show you how to take a real rest. Walk with me and work with me—watch how I do it. Learn the unforced rhythms of grace. I won’t lay anything heavy or ill-fitting on you. Keep company with me and you’ll learn to live freely and lightly.” † **MATTHEW 11:28-30 (MSG)**

In becoming all God has created you to be, we want to help you lay a solid foundation for you to build on. If you do not build on a strong foundation, nothing will have a sense of stability to stand and remain.

Therefore everyone who hears these words of mine and puts them into practice is like a wise man who built his house on a rock.”

† **MATTHEW 7:24 (NIV)**

REFLECTION - ALWAYS. ONLY. JESUS.

QUESTIONS FOR REFLECTION

1. What does my communication with God look like? Can I implement something more in my communication with Him?
2. What does my Bible reading look like? How often do I read? Do I understand what I'm reading?
3. What does my community look like? Are the people around me speaking into my life in healthy ways? Are they helping me to grow in my relationship with Jesus? Do I need to change some of my community?



PERSONALITY + SPIRITUAL GIFTS TESTS

HOW TO TAKE THE PERSONALITY ASSESSMENT:

In this assessment there are 4 main personality types, as well as blends with dominant characteristics.

STEP 1: Answer each question under sections 1-4 by circling the number that best describes you. Your first response is best. Allow yourself two to three minutes to complete this step before moving on to other steps.

STEP 2: Add the total of circled numbers for the five statements under each section. Write each total on the indicated total line for each section.

STEP 3: 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 on top of page 51 (DI, ID, SC, CD, etc.).

STEP 4: 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.) found on pages 20-27 in this book.

MY "DISC" PERSONALITY PROFILE IS: _____

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

2 TOTAL _____

	NEVER	RARELY	SOMETIMES	OFTEN	ALWAYS
I enjoy influencing and inspiring people. 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 over changing ones.	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 over leading the team. I am	1	2	3	4	5
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

PERSONALITY + SPIRITUAL GIFTS TESTS

HOW TO TAKE THE SPIRITUAL GIFTS TEST

STEP 1: 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

Your first response is best. Allow yourself six minutes to answer all questions before moving on to other steps.

STEP 2: Add each line left to right and place the totaled number in the total column.

STEP 3: Identify your three highest totaled numbers with the corresponding letter and the spiritual gift it represents (listed on pages 32-37).

STEP 4: Read about your gifts.

SPIRITUAL GIFTS STATEMENTS

- 1 I like organizing services and events.
- 2 I enjoy starting new churches.
- 3 Working with my hands is fun for me.
- 4 I can tell when someone is insincere.
- 5 I pray for the lost daily.
- 6 Encouraging others is a high priority in my life.
- 7 Believing God for our daily needs is important to me.
- 8 Influencing others for the kingdom of God through finances is extremely important to me.
- 9 I look for opportunities to pray for the sick.
- 10 I enjoy doing the little things that others do not.
- 11 Having people over to my house is something I do often.
- 12 Spending hours in prayer for other people is very enjoyable to me.
- 13 Education is very important to me.
- 14 I tend to motivate others to get involved.
- 15 My heart hurts 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 instrument.
- 19 Caring for the hurting is paramount in my eyes.
- 20 The willful sin of others really aggravates me.
- 21 I enjoy serving behind the scenes.
- 22 I like creating outlines of the Bible.
- 23 God has used me to interpret a heavenly language.
- 24 I enjoy the book of Proverbs more than any other book in the Bible.
- 25 I am passionate about managing details.
- 26 I prefer to pioneer new ministry projects.
- 27 I consider myself a craftsman or craftswoman.
- 28 I sense when situations are spiritually unhealthy.
- 29 I am greatly concerned about seeing the lost saved.
- 30 I try to come across loving and caring.
- 31 Asking God for a list of big things is exciting to me.

32 I find ways to give offerings above my tithe.

33 I believe miraculous healing is for this day and age.

34 Helping others is one of my highest achievements.

35 Creating a warm and welcoming home is important to me.

36 I am burdened to pray for situations in the world.

37 People seek me out to learn more about the Kingdom of God.

38 I prefer to take the lead whenever necessary.

39 I'm very sensitive to sad stories.

40 Miracles often happen when I'm nearby.

41 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 with sin in their life is not hard.

45 It bothers me when people sit around and do nothing.

46 I share Biblical truth with others in hopes of their personal growth.

47 I pray in tongues daily.

48 When I study scripture God gives me unique insights.

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 rewarding to me.

52 I can pinpoint issues or problems before others.

53 I enjoy sharing the gospel with a total stranger.

54 I look for ways to be an encouragement to other people.

55 I trust that God has my back in every situation.

56 Making more money means 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 describe me as a prayer warrior.

61 I enjoy knowing biblical details and helping others to understand.

- 62 I delegate responsibilities to accomplish tasks.
- 63 I am motivated to help those who are less fortunate.
- 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 walking with someone in times of difficulty.
- 68 I enjoy hearing passionate and clear preaching of the truth.
- 69 I like to do small things that others pass over.
- 70 I prefer to teach the Bible topically rather than verse by verse.
- 71 Praying in the Spirit is encouraging and important to me.
- 72 When faced with difficulty I tend to make wise decisions and choices.

SPIRITUAL GIFTS TEST SCORING

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 _____



BELUMÉ