“I HAVE COME THAT THEY MAY HAVE LIFE AND HAVE IT TO THE FULL.”

JOHN 10:10
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GROWTH TRACK

The Assembly’s Growth Track guides you to discover your redemptive purpose and live the life God created for you. The Growth Track is made up of three steps that equip you to follow Jesus, connect to the church, discover your purpose, and serve others.

**step ONE – FOLLOW**

This class is a basic introduction to the ministry of The Assembly and will help you understand what it means to be a member of this house.

**step TWO – DISCOVER**

This class guides you through what we do at The Assembly to put our faith in action. We believe this step will guide you toward a successful walk with Christ.

**step THREE – SERVE**

This class will help you discover your personality, gifts, and purpose in life and see how God combines them for the best fit in ministry.

Once all three steps are complete and you have joined a Dream Team, the Growth Track is complete!

Participants do not need to start on step one, although it is highly recommended to take them in order.

*If you haven’t already, we would like for you to get connected with our church through social media, Facebook, Instagram, twitter, and our church app.*
step ONE
FOLLOW
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 FOUR STEPS

To know God

1. ____________________________

“[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

Find Freedom

2. ____________________________

“[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
3. **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

4. **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

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God did not save us, change us, fill us with the Holy Ghost, and strengthen us just to be a church pew sitter.

God has invested in us the power to things in the Earth with His authority. We must always serve with intensity so that others behind us will see our good works.
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.

All God want to do is truly know you. You can know all about someone and never truly know them until you actually engage them.
HOW TO BECOME A CHRISTIAN:

1. **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

2. **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

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Your change of heart will demand that you change. You can’t help but to vocalize what is happening in your spirit man.
3. **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

Our relationship with God is not restored by anything we do, but on the basis of what Jesus already did for us!

4. **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

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**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. In Jesus’ name. Amen.”

“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:

1. I can _______________________________ 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

2. I can try to earn _______________________________ 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

3. I can obey out of _______________________________ or I can obey out of delight.
   “If you love me, you will obey my commands.”
   John 14:15 NCV

Real Christianity is about _______________________________, not _______________________________.

Not meaning sound doctrine, because doctrine is necessary and fundamental.

If I fear God, I will never want Him to engage me. But if Jesus is just my homeboy, He doesn’t get the honor He’s due. The fear of God is honor because of His authority, not because I’m afraid of being “whipped.” There has to be both love and respect.
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:

1. Following _____________________________ set by Christ

2. Demonstrating your __________________________ changed life

3. Declaring your commitment __________________________ publicly

Water baptism declares __________________________ publicly what

has happened __________________________ privately.

There are two words in the Greek for baptism: Baptizo – to immerse and bapzo – to dip. The word used in the New Testament for baptism is baptize, so we practice full immersion.

We are not baptized into salvation, we are baptized into the priesthood of Jesus to do the work of His ministry. (thief on the cross)
STATEMENT OF FAITH

These are nonnegotiable tenets of faith that all Assemblies of God churches adhere to. This list is derived from the official Statement of Fundamental Truths.

1. We believe...The Scriptures are inspired by God and declare His design and plan for mankind.

2. We believe...There is only One True God–revealed in three persons...Father, Son, and Holy Spirit (commonly known as the Trinity).

3. We believe...In the Deity of the Lord Jesus Christ. As God’s son Jesus was both human and divine.

4. We believe...though originally good, Man Willingly Fell to Sin–ushering evil and death, both physical and spiritual, into the world.

5. We believe...Every Person Can Have Restored Fellowship with God Through ‘Salvation’ (trusting Christ, through faith and repentance, to be our personal Savior). [1 of 4 cardinal doctrines of the AG]

6. We believe...and practice two ordinances—(1) Water Baptism by Immersion after repenting of one’s sins and receiving Christ’s gift of salvation, and (2) Holy Communion (the Lord’s Supper) as a symbolic remembrance of Christ’s suffering and death for our salvation.

7. We believe...the Baptism in the Holy Spirit is a Special Experience Following Salvation that empowers believers for witnessing and effective service, just as it did in New Testament times. [1 of 4 cardinal doctrines of the AG]

8. We believe...The Initial Physical Evidence of the Baptism in the Holy Spirit is ‘Speaking in Tongues,’ as experienced on the Day of Pentecost and referenced throughout Acts and the Epistles.
9. We believe...Sanctification Initially Occurs at Salvation and is not only a declaration that a believer is holy, but also a progressive lifelong process of separating from evil as believers continually draw closer to God and become more Christ like.

10. We believe...The Church has a Mission to seek and save all who are lost in sin. We believe ‘the Church’ is the Body of Christ and consists of the people who, throughout time, have accepted God’s offer of redemption (regardless of religious denomination) through the sacrificial death of His son Jesus Christ.

11. We believe...A Divinely Called and Scripturally Ordained Leadership Ministry Serves the Church. The Bible teaches that each of us under leadership must commit ourselves to reach others for Christ, to worship Him with other believers, to build up or edify the body of believers—the Church and to Meet human need with ministries of love and compassion.

12. We believe...Divine Healing of the Sick is a Privilege for Christians Today and is provided for in Christ’s atonement (His sacrificial death on the cross for our sins). [1 of 4 cardinal doctrines of the AG]

13. We believe...in The Blessed Hope—When Jesus Raptures His Church Prior to His Return to Earth (the second coming). At this future moment in time all believers who have died will rise from their graves and will meet the Lord in the air, and Christians who are alive will be caught up with them, to be with the Lord forever. [1 of 4 cardinal doctrines of the AG]

14. We believe...in The Millennial Reign of Christ when Jesus returns with His saints at His second coming and begins His benevolent rule over earth for 1,000 years. This millennial reign will bring the salvation of national Israel and the establishment of universal peace.

15. We believe...A Final Judgment Will Take Place for those who have rejected Christ. They will be judged for their sin and consigned to eternal punishment in a punishing lake of fire.

16. We believe...and look forward to the perfect New Heavens and a New Earth that Christ is preparing for all people, of all time, who have accepted Him. We will live and dwell with Him there forever following His millennial reign on Earth. ‘And so shall we forever be with the Lord!’
NextSteps

FOLLOW

1. Give your heart to Jesus to be saved.
   You can use the salvation prayer on page 13 as a guide.

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

3. If you’re a new believer or new member, make the decision to join one of our Growth Groups.

4. Complete all three steps of the Growth Track.
   - Step One – FOLLOW
   - Step Two – DISCOVER
   - Step Three – SERVE
step **TWO**

DISCOVER
THE ASSEMBLY’S PURPOSE

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

1. ____________________________  
   Know God  
   No matter if you are a Christian or not, you were made by a Creator, and you are naturally drawn to His presence.

2. ____________________________  
   Find Freedom  
   We all have mess that we need help with but God wants to see us prosper.

3. ____________________________  
   Discover purpose  
   Everybody has a purpose in the Kingdom.

4. ____________________________  
   Make a difference  
   Everything is about walking in a place of selflessness. You cannot be a Christian and be selfish.

Everything Jesus asks of us is to use our life to elevate other people. If we want to be first in the Kingdom of God, we have to first be last.
WE ORGANIZE OURSELVES AROUND THESE FOUR STEPS

1. 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 towards those who do not have a genuine relationship with God.

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At The Assembly, you will often hear us refer to our Sunday and Wednesday services as Experiences.

We are all in a process, but God can meet you right where you are. You are not a dollar sign, you are a person with a purpose. The Scripture says in Romans that the Body of Christ is designed to fit together to function.
SUNDAY SERVICES

Our Sunday services focus on four values:

1. **Celebration**

   We believe church should be enjoyable.

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

   Psalm 122:1 NKJV

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

   John 4:23-24

2. **Inspiration**

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

   “But if everyone is proclaiming God’s message 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

   The presence of God can do more in a moment than I can do in a lifetime of preaching.

   We believe in the flow and use of the gifts in service, but we believe it should be done decently and in order, according to 1 Corinthians 14:40.
3. **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

4. **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 WE 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 simple principles:

1. Accept the personal \underline{\text{responsibility}}.

2. Build a personal \underline{\text{relationship}}.

3. Share your personal \underline{\text{story}}.

4. Give your personal \underline{\text{invitation}}.

We all have a part to play in the story of salvation.

People are more apt to read your life than their Bible.

There is someone out there that needs your testimony more than you do.

Church growth is not derived from the pulpit, but from the pew.

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

The Assembly believes the mission field is more than just our city and church. The AG is the largest mission-oriented denomination in the world.

God saved you in order to use you to save others. We have a responsibility to God as well as ourselves.

People will always look at the stability and longevity of your testimony.
1. “In Jerusalem” - _______________________________  

“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 cities is through our Sunday services, Growth Groups, SUM Bible College and Theological Seminary of West Monroe, and outreach ministries. Learn more at theassembly.cc.

2. “In Judea and Samaria” - _______________________________

“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

The primary way we reach our Nation is by starting new churches and strengthening existing churches through the organization known as the Assemblies of God USA.

The Assemblies of God USA, a constituent member of the World Assemblies of God Fellowship, is a church-planting organization that was established in 1914 from a meeting of about 300 ministers in Hot Springs, Arkansas. The Assembly was born in 1924 out of the ministry of E.L. Tanner, one of the early pioneers of the Assemblies of God.

To learn more about the amazing history of our fellowship, visit ag.org/top/about/History/.

When we pray, we cannot forget to engage outside of our local church and city. Pray for our missionaries around the world and also over Israel.
3. “To the ends of the earth” - our world

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

Mark 16:15 NCV

The primary way we reach our world is through strategic missions. The Assembly strategically invests a portion of its resources in missions work all around the world with a focus on unreached people groups, children and church planting.
HOW YOU CAN JOIN US:

1. _________________ Pray  Engage in prayer daily.

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

2. _________________ Go  Engage in serving. Have a “Yes, Lord” mentality.

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

3. _________________ Give  Engage in giving.

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

Look at a man’s vehicle, closet, and checkbook and you will see where his priorities are.

People finance what they believe in.
2. FIND FREEDOM

Growth Groups

We believe real life change happens in the context of authentic relationships, which is why we are a church made up of small groups called Growth 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

GROWTH GROUPS PROVIDE THREE THINGS:

1. 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

2. A place to protect each other.

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

1 John 3:16 NLT

3. A place to grow together.

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

Proverbs 27:17
HOW GROWTH GROUPS WORK:

A Growth Group is a small intentional gathering of people who meet regularly outside of the Sunday and Wednesday Experiences to foster relationships and facilitate spiritual growth. Since God designed us for relationships, we believe it is through the connections made in Growth Groups that God will help us grow. People form groups around what matters in their lives. This can look like connecting with people who share similar interests or are at the same season in life as well as finding people who have experience in an area in which you want to grow. We eat, pray, learn, and serve together, just like they did in Acts 42. Growth Groups meet in locations all around our city, and with many groups to choose from, we believe there is a group out there for you.
FOUR THINGS YOU SHOULD KNOW ABOUT GROWTH GROUPS:

1. Our groups are “free market.”

“Free market” simply means group leaders are free to use their gifts and interests to determine when and where their group meets and what they meet about. From women’s groups and lunch groups to Bible studies and coffee meet-ups, our groups are as varied as we are. Most groups fall into one of these three categories:

   Freedom Groups / Study Groups / Interest Groups

2. We have three semesters every year.

Life flows in seasons, and we want to make it easy for you to be in the right Growth Group for you in each season. This is why we have new groups that start and stop three times a year in what we refer to as “semesters.”

3. You can join.

We would love for you to get connected in a Growth Group. To find the right group for you, simply visit theassembly.cc/growthgroups to search our online directory of groups. If you have questions or need assistance call the church office at 318-387-1500.

4. You can host a group.

We believe everyone has areas of strength and gifting that can benefit others, and hosting a Growth Group is a great way to make meaningful connections. The first step toward becoming a Growth Group host is to connect with the Growth Group Director and fill out the Growth Group information form. You’ll discover that it’s easier than you think.
3. DISCOVER PURPOSE

The Assembly 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 three steps, which guide you to follow Jesus, discover our church culture, and find a place where you can use your gifts to 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
4. MAKE A DIFFERENCE

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.”

1 Corinthians 12:4-5, 27 LB
AT THE ASSEMBLY:

1. Every member is a __________ minister __________.

2. Every task is __________ important __________.

3. Every member is a “10” in __________ some area __________.

Join the Dream Team at Growth Track step THREE

Some of The Assembly’s Dream Teams require you to complete our Growth Track. We strongly encourage you to complete the Growth Track so you are better oriented for the ministries you will be serving in.

1. Orientation

   Attend a meeting with a ministry leader in the ministry area of your choice to learn how to get involved.

2. Application

   Complete the Dream Team application and submit it to the ministry leader.

3. Serve

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

   Before: Five to six minutes for someone to decide if they like a church.

   Now: Two and a half minutes for someone to decide if they like a church.

   That makes Greeters and the Parking Lot Team the most important people in the church.
THE ASSEMBLY GOVERNMENT

Believers who invest their heart, time, family and finances in the building of a local church deserve to have confidence in church leadership. People are looking for leaders to conduct themselves with integrity and respect when making decisions that affect their lives.
OUR CHURCH GOVERNMENT IS MADE UP OF THREE GROUPS OF ELDERS:

1. Guided by _______________________________ pastors.

The Pastoral staff is under the leadership of the Senior Pastor. This team oversees the day-to-day ministry and operations of the church. These staff pastors serve the congregation and are responsible for the development of the spiritual life of the church.

2. Strengthened _______________________________ overseers.

The Administrative Board who provide assistance with the operations of The Assembly, provide financial oversight alongside the Senior Pastor, and are willing to provide spiritual protection for the church.

3. Protected by _______________________________ trustees.

The Trustees who are a select group of men of the congregation appointed by the Senior Pastor to assist in providing insight and assistance to the Senior Pastor as well as the Administrative Board of Elders.

We handle everything with integrity.
The Assembly has checks and balances for EVERYTHING.
It’s impossible to steal from this church.
CHURCH FINANCES

“A tithe of everything...belongs to the Lord; it is holy to the Lord.”

Leviticus 27:30

“On the first day of every week, each one of you should set aside a sum of money in keeping with your income, saving it up, so that when I come no collections will have to be made.”

1 Corinthians 16:2

1. Tithe
2. Offerings
3. Gift of giving

| 10% of your gross income. |
| Anything over your tithe. |
| Partnership in capital campaigns and church projects. |

At The Assembly, we practice tithing for the support of Christ’s Body, the Church, as God commands. We recognize that giving 10% of our income is the Biblical standard for giving. From Genesis to Revelation.

Many people love to give to God but need to have confidence in the methods and purposes used by organizations to which they give. Therefore, there are a great number of people willing to give if they are able to see honesty, integrity and genuine spiritual values reflected in the lifestyles of their church leaders.

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

Give God and this church one year in obedience to tithing and attendance and you'll never be the same!

Everything in your life will shift.
CHURCH MEMBERSHIP

THE ASSEMBLY’S MEMBERSHIP COVENANT

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

1. 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

2. 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.”

   Romans 15:7 TLB

Ministry at our church is not about having power over you, it’s about empowering you to do ministry.

You cannot build a great church out of great preaching. You build a great church out of great people.
3. I will serve the ministry if 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

4. I will support the testimony of my church:

By attending church and Growth Groups faithfully.
By living a godly lifestyle.
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

DISCOVER

1. Become a member of The Assembly.

Membership at The Assembly is not about adding your name to a roster; it’s about connecting with the people and the vision of the church.

2. Join a Growth Group.

Browse our online directory of groups at: theassembly.cc/connect/growth-groups. Find a group that interests you, contact the leader and make plans to try it out in person.

3. Complete all three steps of Growth Track.

*step ONE* – FOLLOW
*step TWO* – DISCOVER
*step THREE* – SERVE
step THREE
SERVE
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. We want to provide you with a clear next step by connecting you with a team where you can use the gifts God has given you to serve others and make a difference.
THREE REFERENCE POINTS OF GOD’S PLAN FOR YOUR LIFE

1. 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.”

Psalm 139:13-14

2. 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

3. 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

Position yourself for what you’ve been trained to do.
STEPS FOR DISCOVERY

How to take the Personality Assessment:

Step 1: 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.

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.

Write your dominant personality traits sequence in the top right hand corner (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.)
# My Personality/Leadership Style

**1. Total**

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

<table>
<thead>
<tr>
<th>Sentiment</th>
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<th>Rarely</th>
<th>Sometimes</th>
<th>Often</th>
<th>Always</th>
</tr>
</thead>
<tbody>
<tr>
<td>I enjoy influencing and inspiring other people.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>I am optimistic about others.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>I tend to be the life of the party.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>I think about motivating people.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>I am motivated by recognition and approval.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
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**3. Total**

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<th>Sometimes</th>
<th>Often</th>
<th>Always</th>
</tr>
</thead>
<tbody>
<tr>
<td>I thrive in consistent environments.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
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<tr>
<td>I prefer specifics over generalizations.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>I enjoy small groups of people.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>I prefer being a member of a team.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>I am motivated by stability and support.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
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</table>

**4. Total**

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<th>Sometimes</th>
<th>Often</th>
<th>Always</th>
</tr>
</thead>
<tbody>
<tr>
<td>I typically avoid taking big risks.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>I love tasks, order and details.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>I am right most of the time.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>I comply with clearly defined rules.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>I am motivated by quality and correctness.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
</tbody>
</table>
“I praise you because I am fearfully and wonderfully made; your works are wonderful, I know that full well.”

Psalm 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 concluders 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.

**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.
DESCOVERING 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
DESCOVERING SPIRITUAL GIFTS

1. The _______________________________ 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

2. God’s Spirit works in us to _______________________________ and _______________________________.

   “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

   Fruit with no gift is fruit with no power. Gifts without fruit have no character.

   Gifts and fruit need to grow together on the same tree, firmly rooted and unable to shifted.
3. 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

To find a selfish Christian is finding one that doesn’t have the Holy Spirit.

Live your life so that if you were ever persecuted for being a Christian there would be enough evidence to convict you.
HOW TO TAKE THE SPIRITUAL GIFTS ASSESSMENT:

Step 1: Respond to the spiritual gifts statements on pages 66-67 by writing the number that indicates how each statement describes you in the blanks on page 69:

1 - Almost never
2 – Sometimes
3 - Almost always

Allow yourself six minutes to answer all questions before moving on to other steps. Step 2: Add each line on page 69 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 the pages following the assessment.)

Step 4: Read about your gifts.

Connect with a team or outreach group that complements your personality, highest rated spiritual gifts and availability to serve.
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 my 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 one of my highest priorities.
___ 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.
___ 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 as loving and caring.
___ 31. Believing God to do 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 am very sensitive to sad stories.
___ 40. Miracles often happen when I am 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 his or her life is not hard for me.

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

46. I share Biblical truths 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 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.
<table>
<thead>
<tr>
<th></th>
<th>1 Almost Never</th>
<th>2 Sometimes</th>
<th>3 Almost Always</th>
<th>TOTAL</th>
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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 serve teams in The Assembly’s Dream Team Connection Guide that are a 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.
   (A-Team, Assembly Kids Check-in, Production Team)

B. APOSTLESHIP
   The gift of apostleship is the divine strength or ability to pioneer new churches and ministries through planting, overseeing and training.
   Acts 15:22-35; 1 Corinthians 12:28; 2 Corinthians 12:12; Galatians 2:7-10; Ephesians 4:11-14
   (Growth Track Team, Growth Group Leadership)

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.
   (Special Events, Assembly Kids Team, Assembly Jr. & Sr. High Ministries, Production Team, Hospitality)

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.
   (Growth Track Team, Assembly Kids Check-in, Prayer Team, Outreach Team, Growth Group Leadership, Ushers)

E. EVANGELISM
   The gift of evangelism is the divine strength or ability to help non-Christians take the necessary steps to becoming Christ followers.
   Acts 8:5-6, 8:26-40, 14:21, 21:8; Ephesians 4:11-14
   (Outreach, Assembly Jr. & Sr. High Ministries, Prayer Team, Growth Group Leadership)
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
(Outreach Team, Serve Team, Special Events, Greeters, Growth Track Team, Assembly Kids Team, Assembly Jr. & Sr. High Ministries, Hospitality Team, Assembly Kids Check- in, Parking Team, Preschool/Nursery, Growth Group Leadership, Ushers)

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
(All Teams)

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.
(First Responders, Prayer Team)

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
(A-Team, Serve Team, Events, Events Team, First Responders)

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.
(Serve Team, Events, Greeters, Growth Track Team, Assembly Jr. & Sr. High Ministries, Hospitality Team, Assembly Kids Check-in, Parking Team, Ushers)

L. INTERCESSION
The gift of intercession is the divine strength or ability to stand in the gap in prayer for someone, something or someplace, believing for profound results.
Hebrews 7:25; Colossians 1:9-12, 4:12-13; James 5:14-16
(Prayer Team, Growth Group Leadership)
**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
(Outreach Team, First Responders, Prayer Team, Growth Group Leadership, Ushers)

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

Romans 12:8; 1 Timothy 3:1-13, 5:17; Hebrews 13:17
(All Teams)

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

Matthew 9:35-36; Mark 9:41; Romans 12:8; 1 Thessalonians 5:14
(Outreach Team, First Responders, Growth Group Leadership)

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

Acts 9:36-42, 19:11-12, 20:7-12; Romans 15:18-19; 1 Corinthians 12:10, 28
(Outreach Team, First Responders, Prayer Team)

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

Acts 8:4, 13:2-3, 22:21; Romans 10:15
(Outreach Team, Growth Group Leadership)

**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
(Assembly Kids Team, Assembly Jr. & Sr. High Ministries, Worship Team, Preschool/Nursery, Growth Group Leadership)

**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
(Growth Track Team, Assembly Kids Team, Assembly Student Ministries, Online Campus, Growth Group Leadership, Ushers)
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.
(Prayer Team, Growth Group Host Team)

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
(A-Team, Serve Team, Special Events Team, Preschool/Nursery, Ushers, Growth Track Team)

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.
(Growth Group Host Team)

W. TONGUES (and Interpretation)
The gift of tongues is the divine strength and ability to pray in a heavenly language to build yourself up, commune with God, and intercede for God’s perfect will, even when God’s perfect will is unknown to the one praying. The gift of tongues also manifests as a message from God to the church body and in this context is always accompanied by interpretation and must be used in order; subject to the authority of the pastor leading the service.
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 a fruitful outcome and the character of Jesus Christ.
Acts 6:3,10; 1 Corinthians 2:6-13, 12:8
(Worship Team, Prayer Team, Growth Group Host Team)
AS A FOLLOWER OF JESUS, I MAKE A DIFFERENCE WHEN I:

1. **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

2. **Build** relationships with my **team**.
   
   Real life change happens and leaders are developed when we take a step forward 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

3. **Empower** others.
   
   We are 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

4. **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

Ministry is not about having power over people, but empowering people to do ministry.
TO BEGIN SERVING

1. Orientation

   Attend a meeting with a ministry leader in the ministry of your choice to learn how to get involved in one of the Dream Teams.

2. Application

   Complete any necessary applications/paperwork and submit it to a ministry leader during your orientation session.

3. Serve

   Start serving to be trained and equipped to fulfill your purpose on the Dream Team.
DREAM TEAM LEADERSHIP REQUIREMENTS

1. 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

A Dream Team Member:

• Is sincere, worthy of respect and of a good reputation
• Tithes regularly to The Assembly
• 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
2. Leadership Honor Code Commitment

As an essential part of The Assembly’s 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 The Assembly.

While serving the Body of Christ as a servant-leader at The Assembly, 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, The Assembly’s leaders are to maintain a disciplined life of Bible reading, prayer and fasting. You must also refrain from such things as:

- Profanity
- Smoking or chewing tobacco
- Gambling
- Indulging in alcoholic beverages
- Dishonest gain
- 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 Assembly family. We should regard it as an essential part of our development, not as an imposition or restriction.

*Sometimes you will be the only "Bible" people will ever read!*
This concept applies to our lives on social media as well. When deciding to be a part of our Dream Teams you agree to adhere to the same social media covenant our staff adheres to. We ask that when posting, commenting, liking, or sharing any content on your personal social media platforms that you consider and follow:

1. Be Authentic and Consistent
   The gospel messages you share will be more readily accepted if you are exhibiting all around Christ-like social media behavior. For example, it is very difficult- if not impossible for you to encourage modesty and self-control when your previous social media post contained revealing photos, profanity, or drinking content. The message you convey to onlookers should be consistent no matter what they may be viewing on your platform.

2. Edify and Uplift
   Our posts should always edify and uplift. Sharing funny content is perfectly acceptable, just be sure to consider the message your content is sending. Avoid contention. If you are aware that someone you know or a group of individuals could be negatively affected by your sense of humor, it is probably best to avoid sharing that with the general public. Racially or politically charged content whether intended to be humorous or legitimate is not appropriate for any audience. Do not allow yourself to engage in arguments.

3. Respect Leadership
   What we communicate through social media should be respectful to everyone- including our own organization and the leadership. People will not always agree on how to attain a common goal. However, at no point should you be found rallying the troops for a vision that does not coincide with the vision established by our organization’s leadership. Our constituents are entitled to their opinion, as are the individuals on staff at The Assembly. As an employee, however, you do not have the right to sow discord and division without consequence. When you choose to be employed with The Assembly, you choose to support the leadership and their decisions. If you have a differing opinion it should be taken to leadership privately.

4. Use Wisdom and be Vigilant
   Just because there is an option to delete something shared on the internet does not mean that the affects from it will be deleted. Whether less desirable or harmful content is on the internet for a day or for a second it has the opportunity to affect someone’s perspective. So use wisdom when you post. Be careful to consider with whom and how you are communicating.

Any issues that may arise regarding social media will be dealt with on an individual basis.
3. Abuse Policy Acknowledgment

I understand that The Assembly is a safe place for children and vulnerable adults and that The Assembly complies with all Federal and State laws regarding reporting suspected child abuse. As a member of the Dream Team, I understand that suspected abuse is to be reported to the ministry 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 member of the Dream Team, I agree to comply with this policy and report any suspected abuse to the ministry leader who oversees the area in which I serve.

Anyone intending to serve in ministry with those under the age of 18 is required by law to submit a background check.
DREAMTEAMS & DESCRIPTIONS

A-TEAM (Administration): This team utilizes their gifts of administration and organization to serve the church in administrative areas like visitor follow-up, mailer preparation and more.
[Flexible Schedule]

OUTREACH TEAM: These groups are involved in countless outreach ministries with a focus on being the hands and feet of Jesus to bring God’s love to our communities and world by meeting both physical and spiritual needs.
[Flexible Schedule]

SPECIAL EVENTS TEAM: This team helps host conferences and special events such as our Christmas production by assisting with the setting up of staging and production elements and works to create an environment of excellence.
[Flexible Schedule]

FIRST RESPONDERS: This unit of healthcare providers serves to triage basic medical attention to our guests in the event of an accident or emergency at The Assembly.
[Fixed Schedule: Sunday & Wednesday]

GREETERS: This team loves people and makes them feel at home at The Assembly. They welcome guests at the door with a smile and hand out the church bulletin and event pamphlets for Sunday services.
[Fixed Schedule: Sunday & Wednesday]

KIDZCITY TEAM: This team creates an environment in our kids’ services 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, greeting, games and more.
[Fixed Schedule: Sunday & Wednesday]

KIDZCITY CHECK-IN TEAM: This team welcomes families as they arrive at our The Assembly Kids areas and facilitates the check-in process, ensuring children are cared for effectively and efficiently.
[Fixed Schedule: Sunday & Wednesday]
**ASSEMBLY JUNIOR HIGH MINISTRIES:** Our Junior High team builds the next generation, one dynamic worship experience, relevant Small Group, impactful retreat and life-changing mission trip at a time!
[Fixed Schedule: Wednesday]

**ASSEMBLY SENIOR HIGH MINISTRIES:** Our Senior High team builds the next generation, one dynamic worship experience, relevant Small Group, impactful retreat and life-changing mission trip at a time!
[Fixed Schedule: Wednesday]

**HOST TEAM:** Our Host Team engages guests from parking lot to parking lot, ensuring that our guests’ questions and needs are taken care of.
[Fixed Schedule: Sunday & Wednesday]

**AHQ TEAM:** Our AHQ Team serves other Dream Team members as they serve our guests by providing refreshments before their scheduled service assignment.
[Fixed Schedule: Sunday]

**GREEN ROOM TEAM:** This team prepares a quiet and private place for ministers and their associates to prepare, recharge, and rest before, between, and after serving.
[Fixed Schedule: Sunday & Wednesday]

**HOSPITALITY TEAM:** This team connects with guests by offering a hot cup of coffee and a warm welcome while also keeping our coffee stations clean and stocked.
[Fixed Schedule: Sunday & Wednesday]

**WELCOME TEAM:** This team serves guests by answering questions and providing information on all of our current events, ministry opportunities and services at The Assembly.
[Fixed Schedule: Sunday & Wednesday]

**LEGACY TEAM:** This team uses the gift of giving to serve the church. Through strategic financial offerings above their tithe, they support projects that impact our cities, state, nation and world.
[Flexible Schedule]
PARKING LOT TEAM: This team is guest’s first impression of The Assembly. They manage the flow of the parking lot for services and events, making parking easy and efficient. [Fixed Schedule: Sunday & Wednesday]

PRESCHOOL/NURSERY TEAM: This team leads children into a real relationship with Jesus through Bible stories, worship, prayer, hands-on activities and personal interactions. [Fixed Schedule: Sunday & Wednesday]

PRODUCTION TEAM: This team uses creativity and technology to reach thousands by delivering the Word and worship through cameras, lighting and other visual elements. [Fixed Schedule: Sunday & Wednesday]

GROWTH GROUP LEADERSHIP TEAM: This team hosts Growth Groups, offering a place for people to find meaningful community. Growth Group leaders host groups based on topics or activities they are passionate about. [Flexible Schedule]

USHERS: These men prepare people for a positive worship experience by welcoming and assisting them to a seat, facilitating the offering, and maintaining a distraction-free environment. [Fixed Schedule: Sunday & Wednesday]
NextSteps
SERVE

1. Upon completion of all three steps, one of the ministry leaders from the Dream Team you chose to be a part of during step three will follow up with you to take next steps for serving on that Dream Team.

2. Invite others to discover their purpose by going through The Assembly’s Growth Track.
**ANSWER KEY**

*step ONE – Follow*

- Page 9: Know God; Find Freedom
- Page 10: Discover Purpose; Make a difference
- Page 12: Realize; Believe
- Page 13: Accept; Invite
- Page 15: do more; already been done; God’s approval; God’s love for me; duty; delight; relationship; religion
- Page 16: example; changed life; publicly; publicly; privately

*step TWO – Discover*

- Page 23: Know God; Find Freedom; Discover Purpose; Make a difference
- Page 24: Sunday services
- Page 25: Celebration; Inspiration
- Page 26: Preparation; Salvation
- Page 27: responsibility; relationship; story; invitation
- Page 28: Our cities; Our nation
- Page 29: Our world
- Page 30: Pray; Go; Give
- Page 31: Growth Groups; connect; protect; grow
- Page 34: Growth Track; Follow
- Page 35: Dream Team
- Page 36: minister; important; some area
- Page 38: Pastors; Overseers; Trustees

*step THREE – Serve*

- Page 49: Personality; Spiritual Gifts; Opportunities
- Page 59: Holy Spirit; produce fruit; steward gifts
- Page 60: reach others
- Page 69: Connect; new; Build; team; Empower; Celebrate