

GrowTrack Step Three

“Become”

Today we will cover:

- *The DISC Test (Personality/Leadership Style Test)*
- *The Spiritual Gifts Assessment*
- *Dream Teams*

Your spiritual journey consists of four steps:

Step ONE: _____

Step ONE happens the first Sunday of every month.

“[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*

Step TWO: _____

Step TWO happens the second Sunday of every month.

“[I pray]... that the eyes of your heart may 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*

Step THREE: _____

Step THREE happens the third Sunday of every month.

“[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 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*

Step FOUR: _____

Step FOUR happens the fourth Sunday of every month.

“[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 gifts to each of you from His great variety of spiritual gifts. Use them well to serve one another.” - *1 Peter 4:10 NLT*

Step THREE - Become

THREE REFERENCE POINTS OF GOD’S PLAN FOR YOUR LIFE

1. He made you - _____

“For you created my inmost being; you knit me together in my mother’s womb. I praise you because I am fearfully and wonderfully made; your works are wonderful, I know that full well.” - *Psalms 139:13–14*

2. He gifts you - _____

“However, He has given each one of us a special gift through the generosity of Christ.”
- *Ephesians 4:7*

3. He places you - _____

“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*

PERSONALITY/LEADERSHIP STYLE TEST

My Personality/Leadership Style _____ .

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

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

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

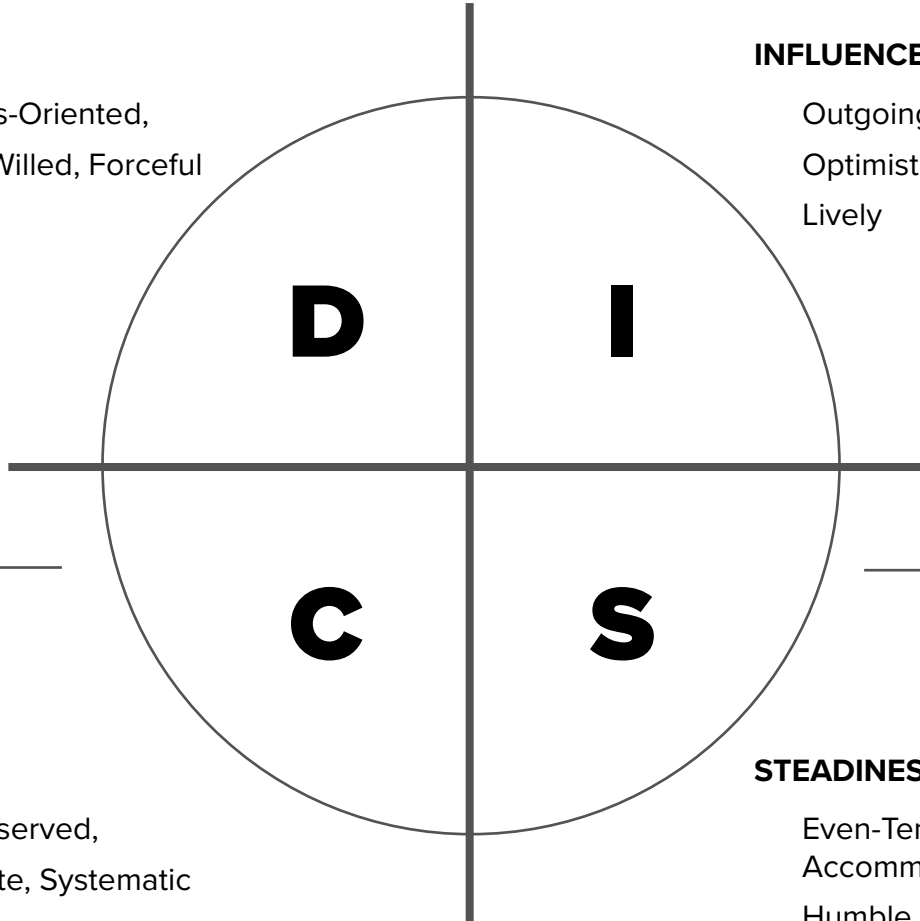
	4. Total _____	Never	Rarely	Sometimes	Often	Always
	I typically do not take big risks.	1	2	3	4	5
	I love tasks, order, and details.	1	2	3	4	5
	I am right most of the time.	1	2	3	4	5
	I comply with clearly defined rules.	1	2	3	4	5
	I am motivated by quality and correctness.	1	2	3	4	5

DOMINANCE:

Direct, Results-Oriented,
Firm, Strong-Willed, Forceful

INFLUENCE:

Outgoing, Enthusiastic,
Optimistic, High-Spirited,
Lively



COMPLIANCE:

Analytical, Reserved,
Precise, Private, Systematic

STEADINESS:

Even-Tempered,
Accommodating, Patient,
Humble, Tactful

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

Psalm 139:14

PERSONALITY/LEADERSHIP STYLE TEST *RESULTS - DOMINANCE*

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

D/I We are curious conclusers who place emphasis on the bottom line and work hard to reach our goals. We are more determined than we are inspirational, yet our high expectations and standards for ourselves, and those around us, typically cause us to make quite an impact, motivating others to follow us. We have an array of interests and can become distracted by taking on too many projects. We often need to focus, prioritize, and simply slow down. Because we thrive on activity and forward motion, we like to accomplish tasks through a large number of people.

Joshua (Joshua 1), Noah (Genesis 6-9), Sarah (Genesis 16, 1 Peter 3:6)

D/S We are achievers with an ability to persevere. We are more active than passive, but possess a kind of calm sensitivity and steadiness that makes us good leaders. We seem to be people-oriented, but can easily be dominant and decisive when it comes to tasks and project planning. We strive to accomplish goals with fierce determination that comes from strong internal drive, but we could benefit from contemplative and conservative thinking, as well as spending more time focusing on relationships.

Daniel (Daniel 1-6), Job (Job 1:5, James 5:11), Martha (Luke 10:38-42)

D/C We are challengers that can either be determined students or defiant critics. Being in charge is important to us, yet, we care little about what others think, as long as we get the job done. We have a great deal of foresight and examine every avenue to find the best solution. We prefer to work alone. Though we fear failure, and the lack of influence, we are motivated by challenges, and can often be excellent administrators. We can benefit from learning to relax and paying more attention to people.

Malachi (Malachi 4), Nathan (2 Samuel 12:1-13), Nahum (Nahum 1-3)

PERSONALITY/LEADERSHIP STYLE TEST *RESULTS - INFLUENCE*

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

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

John the Baptist (Luke 3), Peter (Matthew 16 and 26, Acts 3), Rebekah (Genesis 24)

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

Barnabas (Acts 4, 9, 11-15), Elisha (1 Kings 19, 2 Kings 2-3), Nicodemus (John 3, 7, 19)

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

Miriam (Exodus 15-21), Ezra (Ezra 7-8), Shunammite Woman (2 Kings 4:8-37)

PERSONALITY/LEADERSHIP STYLE TEST *RESULTS - STEADINESS*

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

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

Martha (Luke 10:38-42), Job (Job 1:5, James 5:11)

S/I We are inspirational counselors who exhibit warmth and sensitivity. Tolerant and forgiving, we have many friends because they accept and represent others well. Our social nature, and desire to be likable and flexible, makes us inclined to be overly tolerant and non-confrontational. We will benefit from being more task-oriented and paying more attention to detail. Kind and considerate, we include others, and inspire people to follow us. Words of affirmation go a long way with us, and with the right motivation, we can be excellent team players.

Mary Magdalene (Luke 7:36-47), Barnabas (Acts 4, 9, 11-15), Elisha (1 Kings 19, 2 Kings 2-13)

S/C We are diplomatic and steady, as well as detail-oriented. Stable and contemplative, we like to weigh the evidence and discover the facts in order to come to a logical conclusion. More deliberate, we prefer to take our time, especially when the decision involves others. Possible weaknesses include being highly sensitive and unable to handle criticism, and we also need to be aware of the way we treat others. Operating best in precise, and cause-worthy projects, we can be a peacemaker; this makes us a loyal team member and friend.

Moses (Exodus 3, 4, 20, 32), John (John 19:26-27), Eliezer (Genesis 24)

PERSONALITY/LEADERSHIP STYLE TEST *RESULTS - COMPLIANCE*

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

C/I We are attentive to the details. We tend to impress others by doing things right and stabilizing situations. Not considered aggressive or pushy, we enjoy both large and small crowds. Though we work well with people, we are sometimes too sensitive to what others think about us and our work. We could benefit from being more assertive and self-motivated. Often excellent judges of character, we easily trust those who meet our standards. We are moved by genuine and enthusiastic approval as well as concise and logical explanations.

Miriam (Exodus 15-21, Numbers 12:1-15), Ezra (Ezra 7, 8)

C/S We are systematic and stable. We tend to do one thing at a time and do it right. Reserved and cautious, we would rather work behind the scenes to stay on track; however, we seldom take risks, or try new things, and naturally dislike sudden changes in our environments. Precisionists to the letter, we painstakingly require accuracy and fear criticism, which we equate to failure. Diligent workers, our motivation comes from serving others.

Esther (Esther 4), Zechariah (Luke 1), Joseph (Matthew 1:1-23)

C/D We are cautious and determined designers who are consistently task-oriented and very aware of problems. Sometimes viewed as insensitive, we do care about individual people, but have a difficult time showing it. We often feel we are the only ones who can do the job the way it needs to be done, but because of our administrative skills, we are able to bring plans for change and improvements to fruition. We have a tendency to be serious and could benefit from being more optimistic and enthusiastic. Despite our natural drive to achieve, we should concentrate on developing healthy relationships and simply loving people.

Bezalel (Exodus 35:30-36, 8, 37:1-9), Jochebed (Exodus 1:22-2:4), Jethro (Exodus 2,18)

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, and outspoken. As you embrace these strengths, also make sure to:

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

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

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

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

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

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

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

“For we are His workmanship, created in Christ Jesus for good works.” - Ephesians 2:10

DISCOVERING YOUR SPIRITUAL GIFTS

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

Discovering Spiritual Gifts

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*

“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*

3. Displaying His fruit and using His gifts result in greater works through us to _____.

“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 is 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, forever and ever! Amen!” - *Ephesians 3:16-21*

SPIRITUAL GIFTS ASSESSMENT

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.
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 as 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 for me.
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.

Please answer with 1, 2, or 3

1 = Almost Never

2 = Sometimes

3 = Almost Always

Total:

Gift:

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

UNDERSTANDING 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 to serve in the church, so you will also find a list of Victory Dream Teams that correspond to your spiritual gifts.

A

Administration

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

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

Administrative, Campus Support, Kids Check-in, Production, Setup/Teardown

B

Apostleship

The gift of apostleship is the divine strength or ability to pioneer small groups 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

Dream Center, Kids Club, GrowTrack Host, Small Group Leader, Victory Life Leader, Girls/Boys Ministry

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

Campus Support, Creative, Dream Center, Victory Kids, Student Church, Production, Setup/Teardown, Girls/Boys Ministry

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

Prison Ministry, GrowTrack Host, Kids Check-in, Prayer, Small Group Leaders, 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

Victory Life Leader, Prison Ministry, Dream Center, Kids Club, Student Church, Prayer, Small Group Leader, Girls/Boys Ministry

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

Campus Host, Prison Ministry, Special Events, Greeters, GrowTrack Host, Victory Kids, Student Church, Kids Check-in, Nursery/Preschool, Parking Team, Small Group Leaders, 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

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.

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

First Responders, Prayer

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

Administrative, Campus Host, Campus Support, Dream Center, Special Events, First Responders, Information, VictoryCare Network

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

Baptism, Campus Host, Special Events, Greeters, GrowTrack Host, Victory Kids, Student Church, Kids Check-in, Parking Team, Ushers, Information



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, Small Group Leader



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

First Responders, Prayer, Small Group Leader, Victory Life Leader, Ushers



Leadership

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

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

Small Group Leaders, Victory Life Leader, All Teams



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

Dream Center, Kids Club, First Responders, Small Group Leader



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

First Responders, Prayer



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

Prison Ministry, Dream Center, Kids Club, Small Group Leader

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 Chron. 5:12-13, 34:12; Psalm 150
Creative, Victory Kids, Student Church, Worship, Music, Nursery/Preschool

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
Dream Center, GrowTrack Host, Victory Kids, VictoryCare Network, Student Church, Small Group Leader, 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.

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

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
Administrative, Baptism, Dream Center, Special Events, Nursery/Preschool, Information, Setup/Teardown, VictoryCare Network

V**Teaching**

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

Acts 18:24-28, 20:20-21; 1 Corinthians 12:28; Ephesians 4:11-14
Victory Life Leader, Small Group Leader

W**Tongues (and Interpretation)**

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

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



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

Dream Center, Worship, Prayer, Small Group Leader, Ushers

DREAM TEAM DESCRIPTIONS

Discipleship Team

PRAYER TEAM

This team utilizes their gifts to serve the church by praying for people coming forward and with those receiving Christ as Savior at the end of each service. *Serves weekly.*

SMALL GROUP LEADERS

This team is made up of people who lead Small Groups, offering a place for people to find meaningful community. *Serves weekly during small group season. Background check.*

VICTORY LIFE LEADERS - North Campus Only

This team is made up of people who teach, or facilitate, weekly Bible classes or support groups.

Guest Service Teams

CAFÉ TEAM

This team serves in fostering an excellent hospitality experience at the Victory Café. *Serves monthly.*

FIRST RESPONDER TEAM

This team serves to provide a safe and secure environment and basic medical attention in the event of an accident or emergency for those attending Victory Church. *Serves as needed. Medical Certification.*

GREETER/HOST TEAM

This team helps to ensure a friendly environment by warmly welcoming people in various areas of the building. *Serves weekly or biweekly.*

GROW TRACK TEAM

This team hosts Grow Track attendees and provides assistance throughout the four steps of GrowTrack. *Serves weekly or monthly.*

INFORMATION TEAM

This team ensures that everyone who attends Victory Church has their questions answered, is provided helpful information about weekly services and upcoming events, and gets connected to what is happening in the church. *Serves monthly.*

PARKING TEAM - North Campus Only

This team provides the first impression for guests of Victory as they navigate the parking lot. *Serves monthly.*

USHER TEAM

This team greets guests in the sanctuary, assists people to their seats, facilitates the offering, and helps maintain a distraction-free service environment. *Serves weekly.*

WELCOME CENTER/GUEST CENTRAL TEAM

This team hosts our First Time Guest reception after each morning service and welcomes them to the Victory family. *Serves monthly.*

Victory Kids Teams

GIRLS MINISTRIES

This team teaches girls K-12th grade Biblical truths that will help them learn to make God-pleasing decisions through weekly meetings, yearly camping trips, sleepovers, ceremonies, and much more. *Serves weekly. Background check.*

ROYAL RANGERS

This team is a mentoring program for young men K-12th grade. We provide Christ-like character formation and servant leadership development in a highly relational and fun environment. *Serves weekly. Background check.*

VICTORY KIDS TEAM

This team creates a fun-filled environment where kids K – 5th grade can grow in their knowledge about God. This Dream Team intentionally invests in the lives of children through teaching, worship, skits, greeting, games, and more! *Serves once a month. Background check.*

VICTORY KIDS JR TEAM

This team leads infant – pre-K children into relationship with Jesus through Bible teaching, worship, prayer, fun-filled activities, and personal interactions. *Serves once a month. Background check.*

Student Church

STUDENT CHURCH TEAM

This team pours into the next generation of middle school and high school students through fun and exciting worship experiences, Small Groups, mission trips and life-changing retreats. *Serves 1-2 times a month. Background check.*

Worship, Production & Creative Teams

VICTORY WORSHIP TEAM

This team prepares the way for our guests to encounter the presence of God through vocals, and instruments. *Serves 2-3 times a month.*

VICTORY MUSIC TEAM - North Campus Only

This team ministers through the choir and orchestra during our weekly worship experience, concerts, and seasonal events. *Serves weekly.*

TECH/PRODUCTION TEAM

This team uses creativity and technology to ensure that guests are able to effectively participate in the worship experience. *Serves 2-3 times per month.*

CREATIVE TEAM

This team assists with producing creative content and set design to help communicate the heart and vision of Victory Church. *Serves as needed.*

Additional Serving Opportunities – Schedules Vary

ADMINISTRATIVE/CAMPUS SUPPORT TEAM

This team works behind the scenes to provide office support and organization to serve the church in areas like data entry, mailer preparation, conference set-up, bulletin stuffing, pew management or special events. *Age: 18+, Serves as needed.*

BUS DRIVER TEAM

This team transports guests to church, and drives as needed for special events. *Age: 18+, Background check to include MVR Report, CDL or Class E.*

DREAM CENTER OF LAKELAND

This team facilitates serving opportunities through First Saturday Serve Projects, Tuesday Food Pantry, and other campus outreach expressions.

KIDS' CLUB TEAM

This team spends time playing games, singing, and sharing great lessons with at-risk boys and girls, ages 4 thru 5th Grade throughout the school year. Includes Circle J Day Camp.

SET UP/TEAR DOWN TEAM - South Campus Only

Our team facilitates the Victory experience at our Lakeside campus by setting up before service and taking down after the service. *Serves Weekly.*

VictoryCare NETWORK

This team responds to various needs within our church and community through AdultPlus Seniors ministry, visitation, transportation, calls/cards, prayer, marriage mentoring, coaching, benevolence, prison outreach, and general helps. *Serves as needed.*

Your Next Steps

1. Use your gifts to make a difference.

Now that you know more about how God designed you, you can begin using your gifts to make a positive impact in the lives of others through the Church. To find out more about serving opportunities at Victory Church, come to GrowTrack Step FOUR.

2. Complete all four steps of GrowTrack.

Step One - Believe, Step Two - Belong, Step Three - Become, Step Four - Build