

2	INTRODUCTION
3	StepONE – JOIN THE FAMILY
18	StepTWO – DISCOVER YOUR DESIGN
31	StepTHREE– WHERE YOU BELONG
32.	APPENDIX
32.	STATEMENT OF FAITH
35.	LEADERSHIP HONOR CODE
36.	ABUSE POLICY
37.	HOW TO BECOME A CHRISTIAN
39.	DISCOVERING YOUR SPIRITUAL GIFTS
46.	SERVE TEAM DISCRIPTIONS

Welcome to Growth Track! Bedrock's Growth Track guides you to discover your purpose and live the life God created for you.

- 1) Connect with and know us.
- 2) Discover the strengths of your purposeful design
- 3) Develop your personal leadership
- 4) Use your God-given gifts to make a difference in the lives of others

stepONE– Join the Family: Explore the ministry of Bedrock Sarasota and find out how to connect with our church.

stepTWO– Discover Your Design: Dive into the details of your personality and what leadership looks like at Bedrock to help find your best fit in ministry.

stepTHREE– Orientation: Find out what it means to serve at Bedrock and start putting your gifts into practice.

stepONE: JOIN THE FAMILY

Pastor Blake Harcup dreamed of planting a church with a simple goal: to see people transformed by the hope of the Gospel and to connect with God. With the help of a launch team consisting of the Harcup, Kelley and Goins families, 25 people committed to seeing this dream become a reality, Bedrock began on February 2nd, 2019.

From the beginning, Bedrock focused on reaching out to the non-churched community by building relationships through small groups, outreach and services. The life-giving message of the Gospel, the passion and joy of Saturday night services, and the simple style of Bedrock brought immediate change to people's lives. We are still in the first year of the church have seen God do incredible things.

We invite you to see for yourself how exciting church can be when the focus is simple and people are free to pursue God and see their lives transformed!

OUR HOPE AND 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, and his incomparably great power for us who believe. That power is the same as the mighty strength"

EPHESIANS 1:17-19 NIV

YOU ARE FAMILY

Now you are no longer strangers to God and foreigners to heaven, but you are members of God's very own family, citizens of God's country, and you belong in God's household with every other Christian.

EPHESIANS 2:19 TLB

1. _____:

"16 I have not stopped giving thanks for you, remembering you in my prayers. 17

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.**" *EPHESIANS 1:17–18 NIV*

2. _____

"[I pray]... that the eyes of your heart may be enlightened [focused and clear]." EPHESIANS 1:17–18 NIV

*"Therefore confess your sins to each other and **pray for each other so that you may be healed.** The prayer of a righteous person is powerful and effective." JAMES 5:16 NIV*

3. _____

"[I pray]... that you may know the hope to which He has called you." EPHESIANS 1:17–18 NIV

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

"Now you are the body of Christ, and each one of you is a part of it." 1 CORINTHIANS 12:27 NIV

4. _____

"[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 NIV

"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 NIV

We consider one of our greatest responsibilities to be reaching people who do not know God personally. Our Saturday night services are for people at all stages in their spiritual journey. We want to help people that are far from God to know Him and to come into the family of God. We also want to help believers grow more in Christ through our services and participation in groups.

Know God: SATURDAY SERVICES

A. WORSHIP AND CELEBRATION

We believe church should be enjoyable and where we truly celebrate God. It is not about us but about God.

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

"Clap your hands, all you nations; shout to God with cries of joy." PSALM 47:1 NIV

"Though you have not seen him, you love him; and even though you do not see him now, you believe in him and are filled with an inexpressible and glorious joy, for you are receiving the end result of your faith, the salvation of your souls." 1 PETER 1: 8-9

B. _____

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

"But if an unbeliever or an inquirer comes in while everyone is prophesying, they are convicted of sin and are brought under judgment by all, as the secrets of their hearts are laid bare. So they will fall down and worship God, exclaiming, 'God is really among you!'"

1 CORINTHIANS 14:24–25 NIV

"6 Don't you know that you yourselves are God's temple and that God's Spirit dwells in your midst?"

1 CORINTHIANS 3:16

"You make known to me the path of life; you will fill me with joy in your presence, with eternal pleasures at your right hand." PSALM 16:11

C. _____

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 NIV

D. _____

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

"for, "Everyone who calls on the name of the Lord will be saved." How, then, can they call on the one they have not believed in? And how can they believe in the one of whom they have not heard? And how can they hear without someone preaching to them?"

ROMANS 10:13–14 NIV

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

HOW WE SHARE JESUS WITH OTHERS

1. Accept the personal _____

2. Build a personal _____

3. Share your personal _____

4. Give a personal _____

"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 NIV

In our city, our nation, and our world.

1. "In Jerusalem" _____

"Religion that God our Father accepts as pure and faultless is this: to look after orphans and widows in their distress and to keep oneself from being polluted by the world."

JAMES 1:27 NIV

The primary ways we reach our city is through our Saturday services, Groups, and Serving our city through outreach.

2. "In Judea and Samaria" _____

"As they traveled from town to town, they delivered the decisions reached by the apostles and elders in Jerusalem for the people to obey. So the churches were strengthened in the faith and grew daily in numbers."

ACTS 16:4-5 NIV

The primary way we reach our nation is by helping to start new Churches through (Bedrock Church Planting Network" and with strategic partnerships throughout our nation.

Bedrock Church Planting Network is a church-planting organization that started with two church plants just like Bedrock Sarasota. We continue to support BCPN today as it trains, coaches, and resources new church plants across America and abroad every year.

3. "To the ends of the earth" _____

"He (Jesus) said to them, "Go into all the world and preach the gospel to all creation."

MARK 16:15 NCV

The primary way we reach our world is through strategic missions. At Bedrock, we are establishing strategic relationships with organizations around the world with the desire to serve long-term in different areas around the world.

How You Can Jump In

1. _____

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

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

MATTHEW 9:37–38 NIV

2. _____

Give your time and resources to reach people for Christ.

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

MATTHEW 6:19–21 NIV

3. _____

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

"8 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!" ISAIAH 6:8 NIV

1. Find Freedom: _____

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

Therefore confess your sins to each other and pray for each other so that you may be healed. The prayer of a righteous person is powerful and effective.

James 5:16N NIV

Small Groups provide three things:

1. A place to _____ with others.

At Bedrock we want to be a winsome people. We want to be the kind of people who, by our very character and outlook on life are people that others want to be around. We believe that God has transformed us and that transformation will cause us to connect with others.

"Though I am free and belong to no one, I have made myself a slave to everyone, to win as many as possible. To the Jews I became like a Jew, to win the Jews. To those under the law I became like one under the law (though I myself am not under the law), so as to win those under the law. To those not having the law I became like one not having the law (though I am not free from God's law but am under Christ's law), so as to win those not having the law. To the weak I became weak, to win the weak. I have become all things to all people so that by all possible means I might save some. I do all this for the sake of the gospel, that I may share in its blessings.

1 CORINTHIANS 9:19-23

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

2. A place to _____ each other.

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

1 JOHN 3:16 NLT

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

3. A place to _____ together.

"As iron sharpens iron, so one person sharpens another." PROVERBS 27:17 NIV

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

We base our Small Groups model on the early church as described in the Bible in the book of Acts. In Acts, you can read about how small group meetings in homes helped lay the foundation for tremendous growth in the first church in Jerusalem.

"Day after day, in the temple courts and from house to house, they never stopped teaching and proclaiming the good news that Jesus is the Messiah." ACTS 5:42 NIV

Bedrock Sarasota is a church of Small Groups, not a church with Small Groups.

WHAT YOU NEED TO KNOW ABOUT OUR GROUPS

1. Our groups are open to all.

We want people to gather together based on things they enjoy and are important to them. Essentially, the things you are already doing in your life are the things that can make up your Small Group! From sports groups to lunch groups, parenting groups to student groups, Bible study groups to creative arts groups, our groups are as varied as we are. Some groups meet in homes in different regions of our city.

Our hope is for every person at Bedrock to be connected in meaningful community through a Small Group. We are confident there is a group that is a great fit for you. You can search groups in our online Small Groups directory www.bedrocksarsota.com/a-place-to-belong. Once you find a few groups that interest you, contact the leaders to learn more and make plans to check them out in person.

2. There are three semesters every year.

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

Winter/Spring – 10 Weeks, Summer – 6 Weeks, Fall – 10 Weeks

3. Leading a Group

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

If you want to learn more about becoming a Small Group leader (which we are very excited about!!!!) speak to your Growth track leader and they can get you connected in the right direction!

2. DISCOVER PURPOSE: _____

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

1. stepONE _____

Explore the ministry of Bedrock and find out how to connect with our church.

2. stepTWO _____

Dive into the details of your personality and what leadership looks like at Bedrock to help find your best fit in ministry.

3. stepTHREE _____

Find out what it means to serve at Bedrock and start putting your gifts into practice. All of us were created by God to make a difference in the world around us. God has a place for you where your unique abilities and passions can impact the lives of others. We believe your life will never make sense until you find, develop, and fulfill your purpose.

"For we are God's handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do."
Ephesians 2:10 ESV

"Now God gives us many kinds of special abilities...and there are different kinds of service to God [ministry]...All of you together are the one Body of Christ and each of you is a separate and necessary part of it."
1 CORINTHIANS 12:4-5, 27 TLB

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 until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.
Ephesians 4:11-13

From our perspective, every person is gifted in some area, and every task is important. Discover what you do well, and take the steps to use your gifts to make a difference. You can start by joining a Serve Team at Step Four of the Growth Track!

Bedrock Sarasota Church Government

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

Our church government is made up of three groups:

1. Guided by _____.

The Elders oversee the day-to-day ministry and operations of the church. These elders serve the congregation and are responsible for the development of the spiritual life of the church.

2. Protected by _____.

The Board is made up of members of the congregation appointed by the nomination and approval of the overseers to oversee finances and direct the provision of the facilities needed by the church. They provide counsel to Elders regarding the major financial commitments of the church.

3. Strengthened by _____.

The Overseers are pastors and leaders of respected congregations and ministries who love Bedrock Sarasota and are willing to provide spiritual protection to the church. They may be called upon to help in accountability matters relating to the Senior Pastor if requested to do so by the Pastors or board.

Bedrock Sarasota Finances

"Now about the collection for the Lord's people: Do what I told the Galatian churches to do. 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. Then, when I arrive, I will give letters of introduction to the men you approve and send them with your gift to Jerusalem. If it seems advisable for me to go also, they will accompany me."

1 CORINTHIANS 16:1–4 NIV

At Bedrock, 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.

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

MALACHI 3:10 NIV

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

1. Tithe

The tithe, or "first fruits" of our labor/income belong to God. We find this principle all through God's Word. Tithing, giving God the first 10% of our income to the local church, is the primary, practical way we acknowledge that God is first (Proverbs 3:9–10).

2. Offerings

An offering is giving over and above the tithe. The Bible says that by giving generously, we are able to "take hold of the life that is truly life." You aren't really living unless you are freely giving (1 Timothy 6:18–19).

3. The Gift of Giving

The gift of giving is a spiritual gift that God gives to some people (Romans 12:8). It is a Spirit-given capacity and desire to serve God by giving of your material resources, far beyond the tithe, to further the work of God.

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

How to become a family member:

1. ATTEND

2. SERVE

3. GIVE

stepTWO: DISCOVER YOUR DESIGN

What is Leadership? _____

Leadership is influence. It's about influencing others in a worthwhile cause. It is not dependent on titles or positions. It is dependent on people discovering their gifts and passions and then using them to make a difference in the lives of others. Leaders think about how they can serve and love others to help them become better people. When a leader walks into a room they are thinking about how they serve and help others to get better.

"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

What stands in the way?

"But Moses said to God, 'Who am I, that I should go to Pharaoh and bring the Israelites out of Egypt?' And God said, 'I will be with you. And this will be the sign to you that it is I who have sent you: When you have brought the people out of Egypt, you will worship God on this mountain.'"

EXODUS 3:11-12 NIV

1. "Who am I?" _____

2. "What if they?" _____

3. "I have never." _____

4. "Use someone else." _____

"But you are a chosen generation, a royal priesthood, a holy nation, His own special people, that you may proclaim the praises of Him who called you out of darkness into His marvelous light."

1 PETER 2:9 NKJV

3 Layers of Leadership

1. Leading _____

2. Leading _____

3. Leading _____

Decision Making

1. Does this decision honor God?

A. _____ . Why do we do what we do?

"Whether, then, you eat or drink or whatever you do, do all to the glory of God."

1 Corinthians 10:31

a) Does this _____ God?

b) HONOR God with our _____ .

Do _____

d) DO everything with _____ .

2. Does it MOVE GOD'S KINGDOM FORWARD?

a.

b.

c.

d.

"I will take you as my own people, and I will be your God. Then you will know that I am the Lord your God, who brought you out from under the yoke of the Egyptians. And I will bring you to the land I swore with uplifted hand to give to Abraham, to Isaac and to Jacob. I will give it to you as a possession. I am the Lord."

Exodus 6:7-8 NIV

3. Is it AUTHENTIC?

Are we making this decision because we truly feel that God is leading in this direction and this is who I am. Are we doing this to catch up with or just to be like others?

A. Be _____ you are Created to BE.

"You did not choose me, but I chose you and appointed you so that you might go and bear fruit—fruit that will last—and so that whatever you ask in my name the Father will give you."

John 15:16 NIV

1. Find _____ in WHO you are.
2. _____ your CHARACTER.
3. Don't change to _____ in.
4. Find Your _____.

4. Is it for people benefit and will it lead to _____?

"Do not conform to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God's will is—his good, pleasing and perfect will". Romans 12:2

"And we all, who with unveiled faces contemplate the Lord's glory, are being transformed into his image with ever-increasing glory, which comes from the Lord, who is the Spirit." 2 Corinthians 3:18

Is the decision that we are making for the benefit of people at Bedrock and to help in transformation in Christ and for the transformation of others?

Is the decision that we are making for the benefit of people at Bedrock and to help in transformation in Christ and for the transformation of others?

CORE MOTIVATIONS:

There are 7 Core Motivations:

1. Server
2. Nurturer
3. Gatherer
4. Teacher
5. Visioner
6. *Avocator*
7. Giver

CORE MOTIVATIONS

1

WHAT ARE CORE MOTIVATIONS?

They are your unique ways of interacting with the world around you. You were born with a set of Motivations—the things that matter the most to you when you interact with your world. We believe God put them in your Core—your human soul when you were born. While no one knows you better than your Creator, the Core Motivations Questionnaire ® you took simply affirmed them for you in a very personal way.

2

YOUR CORE MOTIVATIONAL ROOTS

For centuries, man has been scratching his head to understand who he is, why he was created, and his unique difference. C.S. Lewis calls this the "Numinous awe." All of these questions can be answered in these few ancient but amazingly relevant scriptures.

"Before I formed you in the womb, I knew you, and before you were born I made plans for you." Jeremiah 1:5

3

YOUR CORE MOTIVATIONAL...

Skills

To all who are wise-hearted I have given the skill and ability to make everything that I have commanded you. Exodus 31:6 (AMP)

Service To Others

As each one has received a special gift, employ it in serving one another as good stewards of the manifold grace of God.

1 Peter 4:10.



WHICH AREA OF THE SOUL IS:

Draw lines to match up

PEOPLE ORIENTED

PLANNING ORIENTED

ACTION ORIENTED

MIND (Teacher, Visioner, Gatherer, Giver)

WILL (Advocator, Visioner, Server, Giver)

EMOTIONS (Nurturer, Gatherer, Server, Giver)



VISIONER

A SNAPSHOT OF YOUR MOST OUTSTANDING CHARACTERISTICS:

- INNOVATIVE, DRIVEN TO SUCCESS, COMMUNICATES VISION CLEARLY
- STRONG ABILITY TO STAY FOCUSED WITH TREMENDOUS FOLLOW-THROUGH

WHAT MOTIVATES YOU
is developing, organizing, and making progress on your future.

YOU COMMUNICATE BEST
through your words and body language to excite others to see what's possible.

A FEW OF YOUR WORDS
"So tell me, what are you passionate about?"
"Let me show you what the future holds."

OTHERS BEST COMMUNICATE TO YOU
with a little small talk, eye contact and getting to the point.

SOME OF YOUR SUPER POWERS ARE...
having a very positive attitude, an eye for innovation and being a team builder.

SOME OF YOUR FUN QUIRKS
Your dress is very practical. You pack a lot into your schedule and are usually running 5-10 minutes late for meetings and will not typically volunteer without being asked.



SERVER

A SNAPSHOT OF YOUR MOST OUTSTANDING CHARACTERISTICS:

- GOOD WITH DETAILS
- GIVES 'HANDS-ON' SUPPORT

WHAT MOTIVATES YOU
What gives you energy is serving others who appreciate you.

HOW YOU COMMUNICATE BEST
You work through your actions. You are not a talker. When you use very few words.

HOW YOU SPEAK
*"I hope they don't ask me to talk at small group."
"Please don't touch my stuff. It's just the way I like it."*

HOW OTHERS BEST COMMUNICATE TO YOU
When they are kind, thoughtful, and to the point.

SOME OF YOUR SUPER POWERS ARE...
Working with your hands and having an amazing memory for details

SOME OF YOUR FUN QUIRKS
Your dress and appearance are very neat. You are usually punctual for meetings and will volunteer without being asked.

NURTURER

A SNAPSHOT OF YOUR MOST OUTSTANDING CHARACTERISTICS:

- NURTURING, AFFECTIONATE, PLAYFUL AND FUN
- SOFT TONGUED, PATIENT, AND NON-JUDGMENTAL

WHAT MOTIVATES YOU
is helping others who are hurting emotionally, in need physically and are disconnected and lonely.

YOU COMMUNICATE BEST
to others through physical touch, hugs, body language, facial expressions and a few words.

A FEW OF YOUR WORDS
"You look like you need a hug"
"Aren't those kids just the cutest things you've ever seen?"

OTHERS BEST COMMUNICATE TO YOU
when they smile and start with the good news first.

SOME OF YOUR SUPER POWERS ARE...
nurturing others, being highly creative and a great listener.

SOME OF YOUR FUN QUIRKS
Your fashion is comfortable. You are usually late to most meetings but are very helpful and will volunteer without being asked.



GATHERER

A SNAPSHOT OF YOUR MOST OUTSTANDING CHARACTERISTICS:

- *VERY FRIENDLY, RELATIONALLY FOCUSED*
- *GATHERS PEOPLE WITH A DESIRE TO SEE PERSONAL GROWTH*

WHAT MOTIVATES YOU
*is being with others with the purpose
 of encouraging them to personally
 grow and develop.*

YOU COMMUNICATE BEST
*to others through words, eye contact
 and demonstrative facial expressions.*

A FEW OF YOUR WORDS
*"Are you having a good day? I know I am."
 "I believe in you... you can do this."*

OTHERS BEST COMMUNICATE TO YOU
*when they smile and make eye contact and
 give you the good news first.*

SOME OF YOUR SUPER POWERS ARE...
*a positive attitude, seeing the potential in others,
 persuasive communicator.*

SOME OF YOUR FUN QUIRKS
*Your fashion is usually neat and stylish. If you
 are late it's because you are engaged in
 conversation and lost track of the time.
 You usually will volunteer without being asked.*

TEACHER

A SNAPSHOT OF YOUR MOST OUTSTANDING CHARACTERISTICS:

- *REALISTIC, PUNCTUAL AND STABLE*
- *SELF-DISCIPLINED AND OBJECTIVE*

WHAT MOTIVATES YOU
is thinking, learning, researching and sharing your knowledge with those who appreciate it.

YOU COMMUNICATE BEST
to others by sharing your intellectual passions and providing helpful and informative knowledge.

A FEW OF YOUR WORDS
"I wonder where they got that information?"
"Did you know...?"

OTHERS BEST COMMUNICATE TO YOU
with facts and well-thought-out information.

SOME OF YOUR SUPER POWERS ARE...
high academic intelligence,
continuous researcher, clear communicator.

SOME OF YOUR FUN QUIRKS
Your fashion is usually neat and practical. You are usually the first one to arrive to meetings and very prepared. You usually have to be asked to help instead of naturally volunteering.

ADVOCATOR

A SNAPSHOT OF YOUR MOST OUTSTANDING CHARACTERISTICS:

- RESULTS ORIENTED AND HIGH LEVEL OF COMMITMENT
- COMPETITIVE AND A TRUTH-SEEKER

WHAT MOTIVATES YOU
is living, serving and passionately reaching others for a cause.

YOU COMMUNICATE BEST
to others through being honest and direct while often using your hands to emphasize your words.

A FEW OF YOUR WORDS
*"Don't beat around the bush, just give it to me straight."
"I don't have a good feeling about that."*

OTHERS BEST COMMUNICATE TO YOU
through their actions and with face-to-face authentic truth.

SOME OF YOUR SUPER POWERS ARE
very intuitive about people, dependable and loyal

SOME OF YOUR FUN QUIRKS
Your fashion is stylish and stands out. You are usually on time for meetings. You usually have to be asked to help instead of naturally volunteering.

\$ GIVER

A SNAPSHOT OF YOUR MOST OUTSTANDING CHARACTERISTICS:

- GOOD MANAGER OF RESOURCES
- LOYAL AND EXECUTES VISION WELL

WHAT MOTIVATES YOU
is managing resources in ways that help change lives for the better.

YOU COMMUNICATE BEST
to others by listening first then sharing your ideas in a warm and friendly manner.

A FEW OF YOUR WORDS
"Hey boss, how about you let us handle that for you?"
"I'm sorry, but that's not in the budget."

OTHERS BEST COMMUNICATE TO YOU
about any subject and you enjoy talking with all types of people.

SOME OF YOUR SUPER POWERS ARE...
natural business acumen,
very industrious and well-rounded personality

SOME OF YOUR FUN QUIRKS
Your fashion is very high quality and stylish.
You are usually on schedule and will volunteer without being asked.

stepTHREE: WHERE YOU BELONG

1. I WANT TO make a difference.

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

2 TIMOTHY 1:9 MSG

2. DOING SOMETHING that makes a difference.

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

1 CORINTHIANS 3:12–15 NLT

3. WITH PEOPLE who want to make a difference.

"Two are better than one, because they have a good return for their labor." ECCLESIASTES 4:9 NIV

1. Complete any paperwork or background checks that are necessary to begin serving
2. Participate in a conversation with your new serve team lead.
3. Shadow a member of your desired team today.

Appendix

STATEMENT OF FAITH

THE BIBLE: The Holy Bible, and only the Bible, is the authoritative Word of God. It alone is the final authority in determining all doctrinal truths. It is inspired, infallible and inerrant (II Timothy 3:16; II Peter 1:20-21; Proverbs 30:5; Romans 16:25-26).

TRINITY: There is one God, eternally existent in three persons: Father, Son and Holy Spirit. These three are coequal and co-eternal (I John 5:7; Genesis 1:26; Matthew 3:16-17, 28:19; Luke 1:35; Isaiah 9:6; Hebrews 3:7-11).

GOD THE FATHER: God as Father reigns with providential care over His universe, His creatures, and the flow of the stream of human history according to the purposes of His grace. ...God is Father in truth to those who become children of God through faith in Jesus Christ.

JESUS CHRIST: Jesus Christ is God the Son, the second person of the Trinity. On earth, Jesus was 100% God and 100% man. He is the only man ever to have lived a sinless life. He was born of a virgin, lived a sinless life, performed miracles, died on the cross for mankind and thus, atoned for our sins through the shedding of His blood. He rose from the dead on the third day according to the Scriptures, ascended to the right hand of the Father, and will return again in power and glory (John 1:1,14, 20:28; I Timothy 3:16; Isaiah 9:6; Philippians 2:5-6; I Timothy 2:5).

GOD THE HOLY SPIRIT: The Holy Spirit is the Spirit of God, fully divine. ...He exalts Christ. He convicts men of sin, of righteousness and of judgment. ...He enlightens and empowers the believer and the church in worship, evangelism, and service.

VIRGIN BIRTH: Jesus Christ was conceived by God the Father, through the Holy Spirit (the third person of the Trinity) in the virgin Mary's womb; therefore, He is the Son of God (Matthew 1:18, 25; Luke 1:35; Isaiah 7:14; Matthew 1:18, 23-25; Luke 1:27-35).

MAN: Man is the special creation of God, in His own image. He created them male and female as the crowning work of His creation. ...By his free choice man sinned against God and brought sin into the human race. ... The sacredness of human personality is evident in that God created

man in His own image, and in that Christ died for man; therefore every person of every race possesses dignity and is worthy of respect and Christian love. (Gen. 1:27)

SALVATION: We are saved by grace through faith in Jesus Christ; His death, burial, and resurrection. Salvation is a gift from God, not a result of our good works or of any human efforts (Ephesians 2:8-9; Galatians 2:16, 3:8; Titus 3:5; Romans 10:9-10; Acts 16:31; Hebrews 9:22).

REDEMPTION: Man was created good and upright, but by voluntary transgression he fell; his only hope of redemption is in Jesus Christ, the Son of God (Gen. 1:26-31, 3:1-7; Romans 5:12-21).

REGENERATION: For anyone to know God, regeneration by the Holy Spirit is absolutely essential (John 6:44, 65).

REPENTANCE: Repentance is the commitment to turn away from sin in every area of our lives and to follow Christ, which allows us to receive His redemption and to be regenerated by the Holy Spirit. Thus, through repentance we receive forgiveness of sins and appropriate salvation (Acts 2:21, 3:19; I John 1:9).

SANCTIFICATION: Sanctification is the ongoing process of yielding to God's Word and His Spirit in order to complete the development of Christ's character in us. It is through the present ministry of the Holy Spirit and the Word of God that the Christian is enabled to live a godly life (I Thessalonians 4:3, 5:23; II Corinthians 3:18, 6:14-18, II Thessalonians 2:1-3, Romans 8:29, 12:1-2, Hebrews 2:11).

THE CHURCH: The church is the Body of Christ, the habitation of God through the Spirit, with divine appointments for the fulfillment of Jesus' great commission. Every person who is born again is an integral part of the church as a member of the body of believers. There is a spiritual unity of all believers in our Lord Jesus Christ. A New Testament church of the Lord Jesus Christ is an autonomous local congregation of baptized believers, associated by covenant in the faith and fellowship of the gospel, observing the two ordinances of Christ, governed by His laws, exercising the gifts, rights, and privileges invested in them by His Word, and seeking to extend the gospel to the ends of the earth.

(Ephesians 1:22, 2:19-22; Hebrews 12:23; John 17:11, 20-23).

EVANGELISM AND MISSION

It is the duty and privilege of every follower of Christ and every church of the Lord Jesus Christ to endeavor to make disciples of all nations... to seek constantly to win the lost to Christ by verbal witness undergirded by a Christian lifestyle, and by other methods in harmony with the gospel of Christ. (Matt. 28:18-20)

TWO SACRAMENTS:

Water Baptism: Following faith in the Lord Jesus Christ, the new convert is commanded by the Word of God to be baptized in water by immersion in the Name of the Father and of the Son and of the Holy Spirit (Matthew 28:19; Acts 2:38).

The Lord's Supper: A unique time of communion in the presence of God when the elements of bread and grape juice (the Body and Blood of the Lord Jesus Christ) are taken in remembrance of Jesus' sacrifice on the Cross (Matthew 26:26-29; Mark 16:16; Acts 8:12, 36-38; 10:47-48; I Corinthians 10:16, 11:23-25).

RESURRECTION: Jesus Christ was physically resurrected from the dead in a glorified body three days after His death on the cross. In addition, both the saved and the lost will be resurrected; they that are saved to the resurrection of life and they that are lost to the resurrection of eternal damnation (Luke 24:16, 36, 39; John 2:19-21, 20:26-28, 21:4; Acts 24:15; I Corinthians 15:42, 44; Philippians 1:21-23, 3:21).

SECOND COMING: Jesus Christ will physically and visibly return to earth for the second time to establish His Kingdom. This will occur at a date undisclosed by the Scriptures (Matthew 24:30, 26:63-64; Acts 1:9-11; I Thessalonians 4:15-17; II Thessalonians 1:7-8; Revelation 1:7).

LEADERSHIP HONOR CODE

As an essential part of Bedrock Sarasota 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 Bedrock.

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

- Indulging in much wine or other alcoholic beverages
- Dishonest gain
- Illicit drugs
- Pornography
- Sexual immorality (sexual activity outside of marriage)
- All behaviors which might cause Christ to grieve and others to stumble

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

ABUSE POLICY

I understand that Bedrock Sarasota is a safe place for children and vulnerable adults and that Bedrock complies with all Federal and State laws regarding reporting suspected child abuse. As a member of the Serve Team, I understand that suspected abuse is to be reported to the staff member who oversees the area in which I serve. I also understand the four types of abuse 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 Serve Team, I agree to comply with this policy and report any suspected abuse to the staff person who oversees the area in which I serve.

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

NIV

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 Thes. 4:14

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."

Eph. 4: 8-9

Our relationship with God is not restored by anything we do, but on the basis of what Jesus has already done 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

"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

YOU CAN TAKE THESE STEPS BY PRAYING A SIMPLE PRAYER OF COMMIT- MENT 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."

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 NIV

"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 NIV

SPIRITUAL GIFTS SURVEY

DIRECTIONS

This is not a test, so there are no wrong answers. The *Spiritual Gifts Survey* consists of 80 statements. Some items reflect concrete actions; other items are descriptive traits; and still others are statements of belief.

- Select the one response you feel best characterizes yourself and place that number in the blank provided. Record your answer in the blank beside each item.
- Do not spend too much time on any one item. Remember, it is not a test. Usually your immediate response is best.
- Please give an answer for each item. Do not skip any items.
- Do not ask others how they are answering or how they think you should answer.
- Work at your own pace.

Your response choices are:

- 5—Highly characteristic of me/definitely true for me
 - 4—Most of the time this would describe me/be true for me
 - 3—Frequently characteristic of me/true for me—about 50 percent of the time
 - 2—Occasionally characteristic of me/true for me—about 25 percent of the time
 - 1—Not at all characteristic of me/definitely untrue for me
-

- _____ 1. I have the ability to organize ideas, resources, time, and people effectively.
 - _____ 2. I am willing to study and prepare for the task of teaching.
 - _____ 3. I am able to relate the truths of God to specific situations.
 - _____ 4. I have a God-given ability to help others grow in their faith.
 - _____ 5. I possess a special ability to communicate the truth of salvation.
 - _____ 6. I have the ability to make critical decisions when necessary.
 - _____ 7. I am sensitive to the hurts of people.
 - _____ 8. I experience joy in meeting needs through sharing possessions.
 - _____ 9. I enjoy studying.
 - _____ 10. I have delivered God's message of warning and judgment.
 - _____ 11. I am able to sense the true motivation of persons and movements.
 - _____ 12. I have a special ability to trust God in difficult situations.
 - _____ 13. I have a strong desire to contribute to the establishment of new churches.
 - _____ 14. I take action to meet physical and practical needs rather than merely talking about or planning to help.
 - _____ 15. I enjoy entertaining guests in my home.
 - _____ 16. I can adapt my guidance to fit the maturity of those working with me.
 - _____ 17. I can delegate and assign meaningful work.
-

- _____ 18. I have an ability and desire to teach.
- _____ 19. I am usually able to analyze a situation correctly.
- _____ 20. I have a natural tendency to encourage others.
- _____ 21. I am willing to take the initiative in helping other Christians grow in their faith.
- _____ 22. I have an acute awareness of the emotions of other people, such as loneliness, pain, fear, and anger.
- _____ 23. I am a cheerful giver.
- _____ 24. I spend time digging into facts.
- _____ 25. I feel that I have a message from God to deliver to others.
- _____ 26. I can recognize when a person is genuine/honest.
- _____ 27. I am a person of vision (a clear mental portrait of a preferable future given by God). I am able to communicate vision in such a way that others commit to making the vision a reality.
- _____ 28. I am willing to yield to God's will rather than question and waver.
- _____ 29. I would like to be more active in getting the gospel to people in other lands.
- _____ 30. It makes me happy to do things for people in need.
- _____ 31. I am successful in getting a group to do its work joyfully.
- _____ 32. I am able to make strangers feel at ease.
- _____ 33. I have the ability to plan learning approaches.
- _____ 34. I can identify those who need encouragement.
- _____ 35. I have trained Christians to be more obedient disciples of Christ.
- _____ 36. I am willing to do whatever it takes to see others come to Christ.
- _____ 37. I am attracted to people who are hurting.
- _____ 38. I am a generous giver.
- _____ 39. I am able to discover new truths.
- _____ 40. I have spiritual insights from Scripture concerning issues and people that compel me to speak out.
- _____ 41. I can sense when a person is acting in accord with God's will.
- _____ 42. I can trust in God even when things look dark.
- _____ 43. I can determine where God wants a group to go and help it get there.
- _____ 44. I have a strong desire to take the gospel to places where it has never been heard.
- _____ 45. I enjoy reaching out to new people in my church and community.
- _____ 46. I am sensitive to the needs of people.
- _____ 47. I have been able to make effective and efficient plans for accomplishing the goals of a group.

- _____ 48. I often am consulted when fellow Christians are struggling to make difficult decisions.
- _____ 49. I think about how I can comfort and encourage others in my congregation.
- _____ 50. I am able to give spiritual direction to others.
- _____ 51. I am able to present the gospel to lost persons in such a way that they accept the Lord and His salvation.
- _____ 52. I possess an unusual capacity to understand the feelings of those in distress.
- _____ 53. I have a strong sense of stewardship based on the recognition that God owns all things.
- _____ 54. I have delivered to other persons messages that have come directly from God.
- _____ 55. I can sense when a person is acting under God's leadership.
- _____ 56. I try to be in God's will continually and be available for His use.
- _____ 57. I feel that I should take the gospel to people who have different beliefs from me.
- _____ 58. I have an acute awareness of the physical needs of others.
- _____ 59. I am skilled in setting forth positive and precise steps of action.
- _____ 60. I like to meet visitors at church and make them feel welcome.
- _____ 61. I explain Scripture in such a way that others understand it.
- _____ 62. I can usually see spiritual solutions to problems.
- _____ 63. I welcome opportunities to help people who need comfort, consolation, encouragement, and counseling.
- _____ 64. I feel at ease in sharing Christ with nonbelievers.
- _____ 65. I can influence others to perform to their highest God-given potential.
- _____ 66. I recognize the signs of stress and distress in others.
- _____ 67. I desire to give generously and unpretentiously to worthwhile projects and ministries.
- _____ 68. I can organize facts into meaningful relationships.
- _____ 69. God gives me messages to deliver to His people.
- _____ 70. I am able to sense whether people are being honest when they tell of their religious experiences.
- _____ 71. I enjoy presenting the gospel to persons of other cultures and backgrounds.
- _____ 72. I enjoy doing little things that help people.
- _____ 73. I can give a clear, uncomplicated presentation.
- _____ 74. I have been able to apply biblical truth to the specific needs of my church.
- _____ 75. God has used me to encourage others to live Christlike lives.
- _____ 76. I have sensed the need to help other people become more effective in their ministries.

- _____ 77. I like to talk about Jesus to those who do not know Him.
- _____ 78. I have the ability to make strangers feel comfortable in my home.
- _____ 79. I have a wide range of study resources and know how to secure information.
- _____ 80. I feel assured that a situation will change for the glory of God even when the situation seem impossible.

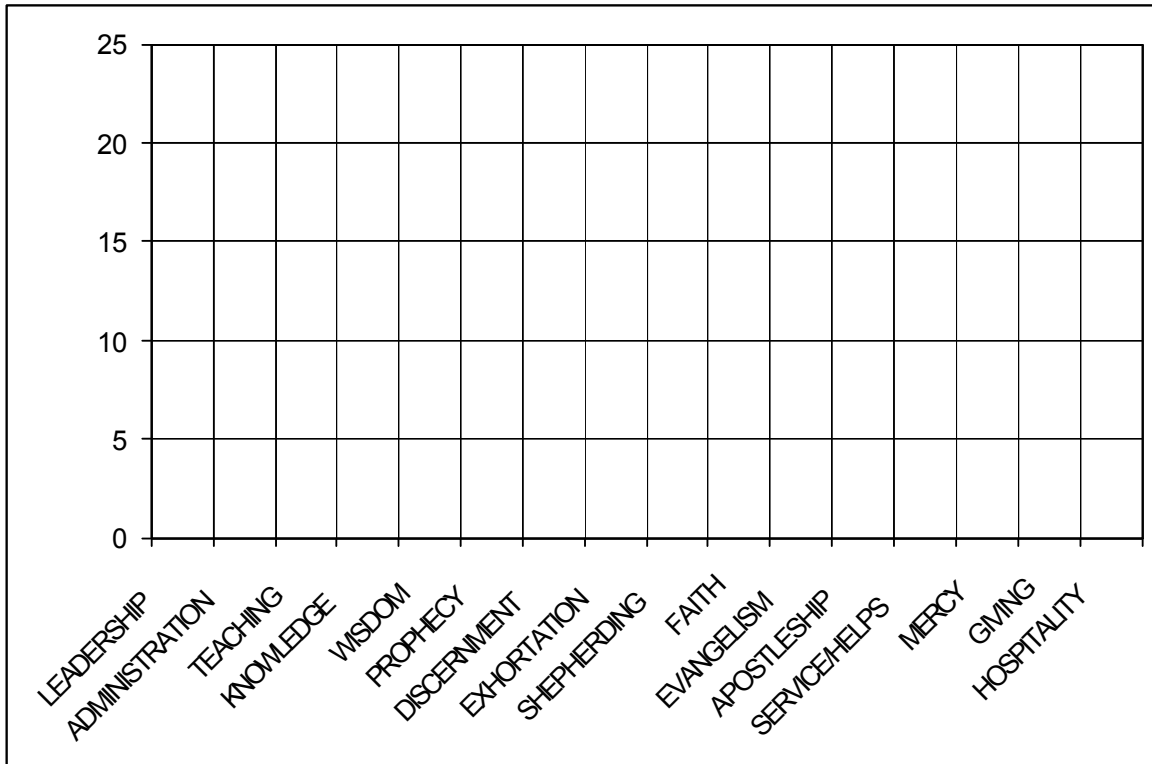
SCORING YOUR SURVEY

Follow these directions to figure your score for each spiritual gift.

- Place in each box your numerical response (1-5) to the item number which is indicated below the box.
- For each gift, add the numbers in the boxes and put the total in the TOTAL box.

LEADERSHIP	_____	+	_____	+	_____	+	_____	+	_____	=	_____
	Item 6		Item 16		Item 27		Item 43		Item 65		TOTAL
ADMINISTRATION	_____	+	_____	+	_____	+	_____	+	_____	=	_____
	Item 1		Item 17		Item 31		Item 47		Item 59		TOTAL
TEACHING	_____	+	_____	+	_____	+	_____	+	_____	=	_____
	Item 2		Item 18		Item 33		Item 61		Item 73		TOTAL
KNOWLEDGE	_____	+	_____	+	_____	+	_____	+	_____	=	_____
	Item 9		Item 24		Item 39		Item 68		Item 79		TOTAL
WISDOM	_____	+	_____	+	_____	+	_____	+	_____	=	_____
	Item 3		Item 19		Item 48		Item 62		Item 74		TOTAL
PROPHECY	_____	+	_____	+	_____	+	_____	+	_____	=	_____
	Item 10		Item 25		Item 40		Item 54		Item 69		TOTAL
DISCERNMENT	_____	+	_____	+	_____	+	_____	+	_____	=	_____
	Item 11		Item 26		Item 41		Item 55		Item 70		TOTAL
EXHORTATION	_____	+	_____	+	_____	+	_____	+	_____	=	_____
	Item 20		Item 34		Item 49		Item 63		Item 75		TOTAL
SHEPHERDING	_____	+	_____	+	_____	+	_____	+	_____	=	_____
	Item 4		Item 21		Item 35		Item 50		Item 76		TOTAL
FAITH	_____	+	_____	+	_____	+	_____	+	_____	=	_____
	Item 12		Item 28		Item 42		Item 56		Item 80		TOTAL
EVANGELISM	_____	+	_____	+	_____	+	_____	+	_____	=	_____
	Item 5		Item 36		Item 51		Item 64		Item 77		TOTAL
APOSTLESHIP	_____	+	_____	+	_____	+	_____	+	_____	=	_____
	Item 13		Item 29		Item 44		Item 57		Item 71		TOTAL
SERVICE/HELPS	_____	+	_____	+	_____	+	_____	+	_____	=	_____
	Item 14		Item 30		Item 46		Item 58		Item 72		TOTAL
MERCY	_____	+	_____	+	_____	+	_____	+	_____	=	_____
	Item 7		Item 22		Item 37		Item 52		Item 66		TOTAL
GIVING	_____	+	_____	+	_____	+	_____	+	_____	=	_____
	Item 8		Item 23		Item 38		Item 53		Item 67		TOTAL
HOSPITALITY	_____	+	_____	+	_____	+	_____	+	_____	=	_____
	Item 15		Item 32		Item 45		Item 60		Item 78		TOTAL

GRAPHING YOUR PROFILE



1. For each gift place a mark across the bar at the point that corresponds to your TOTAL for that gift.
2. For each gift shade the bar below the mark that you have drawn.
3. The resultant graph gives a picture of your gifts. Gifts for which the bars are tall are the ones in which you appear to be strongest. Gifts for which the bars are very short are the ones in which you appear not to be strong.

Now that you have completed the survey, thoughtfully answer the following questions.

The gifts I have begun to discover in my life are:

1. _____
2. _____
3. _____

- After prayer and worship, I am beginning to sense that God wants me to use my spiritual gifts to serve Christ's body by _____.
- I am not sure yet how God wants me to use my gifts to serve others. But I am committed to prayer and worship, seeking wisdom and opportunities to use the gifts I have received from God.

Ask God to help you know how He has gifted you for service and how you can begin to use this gift in ministry to others.

Discover Your Spiritual Gifts!

Gene Wilkes

Ken Hemphill defines a spiritual gift as “an individual manifestation of grace from the Father that enables you to serve Him and thus play a vital role in His plan for the redemption of the world.”ⁱ Peter Wagner defines a spiritual gift as “a special attribute given by the Holy Spirit to every member of the Body of Christ according to God’s grace for use within the context of the Body.”ⁱⁱ I like to use this definition:

A spiritual gift is an expression of the Holy Spirit in the life of believers which empowers them to serve the body of Christ, the church.

Romans 12:6-8; 1 Corinthians 12:8-10, 28-30; Ephesians 4:11; and 1 Peter 4:9-11 contain representative lists of gifts and roles God has given to the church. A definition of these gifts follows.ⁱⁱⁱ

Leadership - Leadership aids the body by leading and directing members to accomplish the goals and purposes of the church. Leadership motivates people to work together in unity toward common goals (Rom. 12:8).

Administration - Persons with the gift of administration lead the body by steering others to remain on task. Administration enables the body to organize according to God-given purposes and long-term goals (1 Cor. 12:28).

Teaching - Teaching is instructing members in the truths and doctrines of God’s Word for the purposes of building up, unifying, and maturing the body (1 Cor. 12:28; Rom. 12:7; Eph. 4:11).

Knowledge - The gift of knowledge manifests itself in teaching and training in discipleship. It is the God-given ability to learn, know, and explain the precious truths of God’s Word. A word of knowledge is a Spirit-revealed truth (1 Cor. 12:28).

Wisdom - Wisdom is the gift that discerns the work of the Holy Spirit in the body and applies His teachings and actions to the needs of the body (1 Cor. 12:28).

Prophecy - The gift of prophecy is proclaiming the Word of God boldly. This builds up the body and leads to conviction of sin. Prophecy manifests itself in preaching and teaching (1 Cor. 12:10; Rom. 12:6).

Discernment - Discernment aids the body by recognizing the true intentions of those within or related to the body. Discernment tests the message and actions of others for the protection and well-being of the body (1 Cor. 12:10).

Exhortation - Possessors of this gift encourage members to be involved in and enthusiastic about the work of the Lord. Members with this gift are good counselors and motivate others to service. Exhortation exhibits itself in preaching, teaching, and ministry (Rom. 12:8).

Shepherding - The gift of shepherding is manifested in persons who look out for the spiritual welfare of others. Although pastors, like shepherds, do care for members of the church, this gift is not limited to a pastor or staff member (Eph. 4:11).

Faith - Faith trusts God to work beyond the human capabilities of the people. Believers with this gift encourage others to trust in God in the face of apparently insurmountable odds (1 Cor. 12:9).

Evangelism - God gifts his church with evangelists to lead others to Christ effectively and enthusiastically. This gift builds up the body by adding new members to its fellowship (Eph. 4:11).

Apostleship - The church sends apostles from the body to plant churches or be missionaries. Apostles motivate the body to look beyond its walls in order to carry out the Great Commission (1 Cor. 12:28; Eph. 4:11).

Service/Helps - Those with the gift of service/helps recognize practical needs in the body and joyfully give assistance to meeting those needs. Christians with this gift do not mind working behind the scenes (1 Cor. 12:28; Rom. 12:7).

Mercy - Cheerful acts of compassion characterize those with the gift of mercy. Persons with this gift aid the body by empathizing with hurting members. They keep the body healthy and unified by keeping others aware of the needs within the church (Rom. 12:8).

Giving - Members with the gift of giving give freely and joyfully to the work and mission of the body. Cheerfulness and liberality are characteristics of individuals with this gift (Rom. 12:8).

Hospitality - Those with this gift have the ability to make visitors, guests, and strangers feel at ease. They often use their home to entertain guests. Persons with this gift integrate new members into the body (1 Pet. 4:9).

God has gifted you with an expression of His Holy Spirit to support His vision and mission of the church. It is a worldwide vision to reach all people with the gospel of Christ. As a servant leader, God desires that you know how He has gifted you. This will lead you to where He would have you serve as part of His vision and mission for the church.

[Download the Spiritual Gifts Survey from LifeWay.com.](#)

Gene Wilkes is pastor of Legacy Church, Plano, Texas. This article was adapted from [Jesus on Leadership: Developing Servant Leaders](#), by Gene Wilkes (LifeWay Christian Resources 1998).

ⁱ Ken Hemphill, *Serving God: Discovering and Using Your Spiritual Gifts Workbook* (Dallas: The Sampson Company, 1995), 22.

ⁱⁱ *Your Spiritual Gifts Can Help Your Church Grow* by C. Peter Wagner, Copyright © 1979, Regal Books, Ventura, CA 93003. Used by permission, 42.

ⁱⁱⁱ These definitions exclude the “sign gifts” because of some confusion that accompanies these gifts and because they are difficult to fit into ministries within a typical church’s ministry base.

SERVE TEAM DESCRIPTIONS:

Small Group Leadership

This team is huge part of Bedrock, because we believe that real life change happens in the context of relationships. Small groups are the greatest opportunity for you to connect with others, fulfill your passion and live out a life of ministry.

Prayer Team

This is an organized team of intercessors who cover every area of Bedrock with prayer from ministries, services, events, pastors and staff they have an emphasis on attracting the Lord's presence through worship.

KidsRock

This team helps create a place where each and every week children are boldly exposed to the love of Jesus. Invest in the lives of children by serving in a ministry that is both energetic and effective through worship, videos and object lessons.

Welcome Team

This team loves on people and enjoys making them feel welcome. They serve by opening doors and handing out bulletins in order to welcome guests into an experience with the Jesus.

Café Team

This energetic team creates a welcoming environment by serving coffee to guests and members of Bedrock. They also prepare other refreshments like teas, water and snacks!

Guest Services

This team assists first time guests as well as members by answering their questions about Bedrock's ministries, calendar, and services.

Parking/Signage Team

This team is a fun and rewarding ministry opportunity for friendly people who enjoy being out- doors, look good in uniform, and enjoy telling people where to go.

Worship Collective

This team leads the church into worship, either vocally or instrumentally. Use your musical abilities and talents to lead people into a dynamic worship experience with God.

Events

This team plans and implements special events at Bedrock, from setting up for an event in our community to serving at our Growth Tracks throughout the year.

Service Production

This team runs sound, lights and video production for all services. You can serve by running presentation software, assisting with tech set up or assisting with lights and sound.

Administration

This team assists in the week to week or even month to month needs of Bedrock.

Media Team

This team is responsible for most of the visuals related to Bedrock. They specialize in video production, web development, and graphic design. They also have a hand in our app development and maintenance as well as our online media presence.

Sign Language/Translation Team

This team translate into sign language for those that are hearing impaired