



growth TRACK

The logo features the word "growth" in a teal, handwritten-style font, with a grey circular arrow looping around it. To the right, the word "TRACK" is in a bold, grey, sans-serif font. A grey arrow points upwards from the top of the letter "A", and another grey arrow points to the right from the bottom of the letter "K".

KNOW GOD. FIND FREEDOM. DISCOVER PURPOSE. MAKE A DIFFERENCE.

*i came that they may
have life & have it
ABUNDANTLY*
→ JOHN 10:10



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

stepONE | **INVITATION TO BELONG**

Explore what Newport Mesa Church is all about. Hear more about the story of our church and discover how you can connect to and be a part of our future.

stepTWO | **DISCOVER YOUR PURPOSE**

Dive into the details of your personality, discover your gifts, and see how your design reveals your purpose in life and your best fit in ministry. Connect to the opportunities available at Newport Mesa Church to live out your purpose and serve others by using your God-given gifts.



DISCOVER YOUR PURPOSE
JOIN THE TEAM

ministry strengths ASSESSMENT

God gives what we call “ministry strengths” to every Christian. (Romans 12:3-8). These 7 gifts are also called “Motivational” or “Functional” Gifts. They are distributed to every believer in part, however each believer will have at least one of the gifts as their dominant focus and motivation. How the motivational gifts are distributed within our lives influence how we view things and how we respond. The gifts are a matter of function. God works through us using these gifts to help us function together to help the Church grow and remain healthy.

- Answer each question on a scale of 0 to 5
- Refer to the scale indicator below
- Do not think as much as react.
- Answer quickly and honestly.
- Once all questions are completed, add up each column and a facilitator will provide the next step.
- Although you may have one dominant gift, all 7 are areas we can strive to grow in



	1	2	3	4	5	6	7
	1	2	3	4	5	6	7
	8	9	10	11	12	13	14
	15	16	17	18	19	20	21
	22	23	24	25	26	27	28
	29	30	31	32	33	34	35
	36	37	38	39	40	41	42
TOTALS							

ROW 1	<ol style="list-style-type: none"> 1. I relate and measure everything I experience accordingly to God's Word. 2. When others are in my home, I like to wait on them "hand and foot." 3. I don't take anything at face value. 4. Others seem to look to me for advice and help. 5. When people need help with money, they come to me. 6. I can visualize the "big picture" of a major project. 7. I'm easily bothered by others' lack of compassion.
ROW 2	<ol style="list-style-type: none"> 8. I will speak the truth whether or not it causes hurt feelings. 9. I neglect my own work in order to help others. 10. I feel compelled to share knowledge. 11. Discouraged people are often encouraged by my words. 12. I cheerfully give time or money, regardless of how much I have to give. 13. I can organize and delegate people and resources easily. 14. I have compassion for all living creatures.
ROW 3	<ol style="list-style-type: none"> 15. People see me as a frank and outspoken person. 16. I easily identify tasks that need to get done and do them myself. 17. People seem to learn easily from me. 18. I don't hesitate to give constructive criticism. 19. I can be described as responsible, charitable, and disciplined. 20. My natural tendency is to step up and take control. 21. I will not confront others if I feel it may hurt them.
ROW 4	<ol style="list-style-type: none"> 22. I will stand alone on something I believe in strongly. 23. I enjoy doing little things to help people. 24. Communicating the facts in a situation is something I do well. 25. Others tell me I'm a good listener. 26. I don't expect repayment for favors I do for others. 27. Deadlines challenge me and I usually meet them on time. 28. I am compelled to comfort people who are hurting or suffering.
ROW 5	<ol style="list-style-type: none"> 29. I can discern the motives of others fairly easily. 30. I am the first one to help with household duties. 31. I enjoy research as well as sharing what I find. 32. I find it easy to maintain an optimistic outlook. 33. I make decisions by counting the cost of my investment of time and resources. 34. I can create order out of organizational chaos. 35. I find strength from bearing other's burdens.
ROW 6	<ol style="list-style-type: none"> 36. My focus on right and wrong may be read as being judgmental. 37. I volunteer my time and talents to worthwhile causes. 38. My use of knowledge may appear prideful. 39. I enjoy helping others develop a plan of action to deal with their concerns. 40. While I'm frugal in personal spending, I'm often led to give to others. 41. I can select the best person for particular tasks. 42. I'm moved with compassion to cry with others.

MINISTRY STRENGTHS ILLUSTRATION

Imagine 7 people at the dinner table when someone accidentally spills a platter of spaghetti on one of the guests and makes a huge mess. Here is how each of those 7 people would respond in relationship to their gift.

1. PROPHECY

The person with the motivational gift of prophecy would say, "If you would have been more alert and careful this wouldn't have happened. You need to learn from this and don't make the same mistake again." The motivation is to point out how they missed it and bring awareness to their mistake.

2. SERVING

The one with the serving gift would immediately jump up, reach for a towel and begin cleaning up the mess. The motivation here is the heart to help meet the practical need.

3. TEACHING

The person with the teaching gift would use the event as a teaching moment. You would see them begin to give a step by step explanation of how to properly balance a plate while providing a thorough understanding of gravity,

4. ENCOURAGEMENT

The one with the gift of encouragement would begin encouraging the person by telling them to keep trying. Telling them that they are going to be a great waiter one day while trying to place the blame on the plate.

5. GIVING

The person with the giving gift would say, "No problem, I can buy another dish and buy another plate of spaghetti and hot fudge sundaes for everyone." They use their personal assets to meet the need.

6. LEADERSHIP

The one with the gift of leading would immediately take charge and begin directing and organizing everything from clean up, to how to replace the food, and to bring peace to everyone and the situation.

7. MERCY

The person with the mercy gift would respond by telling the person it's okay. Telling them to not feel bad or embarrassed explaining that they have done the exact same thing even possibly shedding a tear if needed.

“For just as each of us has one body with many members, and these members do not all have the same functions, so in CHRIST we, through many, form one body, and each member belongs to all the others. We have different gifts, according to the grace given to each of us. If your gift is prophesying, then prophesy in accordance with your faith; if it is serving, then serve; if it is teaching, then teach; if it is to encourage, then give encouragement; if it is giving, then give generously; if it is to lead, do it diligently; if it is to show mercy, do it cheerfully.”

→ ROMANS 12:4-8

the proclaimers PROPHECY

Definition: One who is motivated to see the truth of God's will revealed to all people.

Key Words: Perceiver, Stimulator, Moralist, Preacher, Truth-Speaker, Advocate, Prosecutor

THE FUNCTIONAL GIFT PROPHECY | RMNS 12:6

LIKES TO BE	LIKES OTHERS TO BE
To the point, direct	Genuinely honest
Wants to be	Truthful, Convincing
Challenge:	To express love for others
Focus:	Truth and Justice
Pace	Intense
Dislikes	Corruption, Contradictions
A LIE THEY MUST FIGHT AGAINST	
I can solve my own problems better than God.	
POTENTIAL TEAMS:	
GROWTH TRACK INVITE TEAM PUBLIC SPEAKING PRAYER CREATIVE WORSHIP SECURITY	
GUIDING VERSE	
<p>"Let no unwholesome word proceed from your mouth, but only such a word as is good for edification according to the need of the moment, so that it will give grace to those who hear."</p> <p>EPHESIANS 4:29</p>	

Those with the gift of prophecy have the ability to communicate the Word of God with truth and excellence. It does not necessarily mean that they have the ability to predict the future. Rather, they have the ability to boldly declare truth for the purpose of encouraging, strengthening and comforting others.

CHARACTERISTICS

Those with the gift of prophecy tend to see things as only black and white with no gray. They are very direct and persuasive. They are loyal to truth over friendship and are usually very serious and extremely dedicated. Those with the gift of prophecy tend to be more vocal with a need to speak out and be heard. They tend to have the ability to better discern the true character and motives of people and see things in absolutes. They are aggressively committed to making sure the integrity of God's Word is upheld.

MISUNDERSTANDINGS

Their frankness may be viewed as harshness. They may be judged as intolerant because of their focus on right and wrong. Their strong desire to convey truth may be misinterpreted as having no compassion or interest in others or their point of view. They may seem to be unfriendly because of their emphasis on strict standards and public boldness. It may seem like they only see things in the negative. In other words, they see the glass as always half empty versus the exhorter who always sees the glass as half full.

POSSIBLE PITFALLS

1. Harsh, tactless, can be too opinionated, impulsive or outspoken
2. Loner, difficult to get close to, rejects those that don't live up to their standards
3. Low self-esteem, can be very hard on themselves for not meeting their own high standards
4. Pessimistic, realistic view of human nature and focus on the need for repentance can bring on a negative outlook
5. Intolerant, judgmental, unforgiving, tendency to see everything black and white leaves no room for gray

the helper **SERVING**

Definition: One who is motivated to identify practical needs and fill them.

Key Words: Helper, Minister, Volunteer, Self-starter, Reliable Doer, Expediter, Task complete

THE FUNCTIONAL GIFT

SERVING | RMNS 12:7

LIKES TO BE	LIKES OTHERS TO BE
Working & Busy	Appreciative
Wants to be	Helpful, Dependable
Challenge:	To help and not enable
Focus:	Tasks & Duties
Pace	Continuous
Dislikes	Idleness, Neglect, Incompletion
A LIE THEY MUST FIGHT AGAINST	
I am most valuable when other people depend on my help.	
POTENTIAL TEAMS:	
KIDS * BAPTISM/COMMUNION BUILD * FACILITIES FIRST RESPONDER FIRST IMPRESSIONS GROWTH TRACK HOSPITALITY * ADMIN PARKING * CREATIVE YOUTH * WORSHIP TECH * SECURITY	
GUIDING VERSE	
"What ever you do, do your work heartily, as for the Lord rather than for men, knowing that from the Lord you will receive the reward of the inheritance. It is the Lord Christ whom you serve." COLOSSIANS 3:23-24	

A helper has the God-given ability to recognize a need and administer assistance to others. In the context of a church, their ability to help releases others to effectively utilize their God-given gifts as well.

CHARACTERISTICS

Helpers enjoy working with their hands and helping others. They are able to recognize what the practical needs are and then quickly begin helping meet the need. Those with the gift of serving are dependable and will work extra to see the job completed. They need to be shown and told that what they are doing is appreciated. Helpers enjoy working with their hands and serving others. They often are involved in a lot of activity because they have a hard time saying no.

MISUNDERSTANDINGS

Their concentration on the practical gives them the appearance of being unspiritual. They may appear to be pushy because of their need to see the job completed. The server's emphasis on things and projects may appear as lack of interest in personal relationships and even a neglect of family. They can appear upset and frustrated because they don't feel others have the same motive to accomplish tasks

POSSIBLE PITFALLS

1. Pushy, bossy, excludes others, insensitive when focused on taking care of a project
2. Can't say "no", too many projects, burnout from serving in ways they don't enjoy or are not equipped to handle
3. Neglecting family in favor of commitments, self-sacrifice extends to family
4. Physically exhausted or sick from working too hard, resists being served by others
5. Prideful and oversensitive if their work goes unappreciated [Do all things for the glory of God]

the teacher TEACHING

Definition: One who is motivated to research, understand and impart knowledge of the truth of God's word.

Key Words: Learner, Academic, Intellectual, Subject Expert, Analytical, Scholarly

THE FUNCTIONAL GIFT TEACHING | RMNS 12:7

LIKES TO BE	LIKES OTHERS TO BE
Thorough	Accurate
Wants to be	Well Informed, Knowledgeable
Challenge:	Balance
Focus:	Proof & Validation
Pace	Reflective
Dislikes	Misinformation, Ignorance
A LIE THEY MUST FIGHT AGAINST	
I know I have the truth and it gives me power. I am right and have all accurate information.	
POTENTIAL TEAMS:	
KIDS FIRST IMPRESSIONS SMALL GROUP GROWTH TRACK PUBLIC SPEAKING HOSPITALITY PRAYER * CREATIVE YOUTH * WORSHIP	
GUIDING VERSE	
"Be diligent to present yourself approved to God as a workman who does not need to be ashamed, accurately handling the work of truth." 2 TIMOTHY 2:15	

The teacher is not content with the knowledge simply being proclaimed; it must also be explained. They want information elaborated and made clear. The gift involves research and detailed study; a digging out of the facts and accumulating knowledge.

CHARACTERISTICS

Teachers love to read and study. They place great emphasis on the accuracy of facts and words. Teachers often get more joy in doing research than in teaching the material. They will present truth in a systematic way and avoid scripture out of context and they tend to be more objective than subjective.

MISUNDERSTANDINGS

Teachers may appear to lack warmth and feeling. Their emphasis on scriptural illustrations and interpretation can seem as if they are neglecting its practical application. Because of their love for study and research it can make them appear more dependent on information than on the inspiration of the Holy Spirit. Their use of knowledge and testing others may make them seem prideful.

POSSIBLE PITFALLS

1. Loner, prefers books to people, could neglect family and friends because of time-consuming research/study
2. Exclusive, proud of educational achievements, disregard for others with less knowledge
3. Rejecting the entire message if one aspect is not accurate
4. Fact-based, could bore people with facts, lack of practical application accompanying their teaching, unemotional
5. Intolerant, stubborn, suspicious, unforgiving, missing the spirit of the law in favor of the letter

The Encourager ENCOURAGING

Definition: One who is motivated to participate in the process of self and others growing closer to God.

Key Words: Influencer, Coach, Mentor, Exhorter, Counselor, Story-Teller, Cheerleader

THE FUNCTIONAL GIFT ENCOURAGEMENT | R 12:6

LIKES TO BE	LIKES OTHERS TO BE
Optimistic	Responsive
Wants to be	Flexible, Enthusiastic
Challenge:	To overcome criticism
Focus:	Advancing People
Pace	Upbeat & Social
Dislikes	Criticism, Loneliness, Negativity
A LIE THEY MUST FIGHT AGAINST	
I am only important when people want and need to be around me.	
POTENTIAL TEAMS:	
HOSPITALITY TEAMS HOST SMALL GROUPS WORSHIP PRAYER	
GUIDING VERSE	
"We urge you, brethren, admonish the unruly, encourage the fainthearted, help the weak, be patient with everyone." I THESSALONIANS 5:14	

The Encourager lifts others and amplifies spiritual growth through counseling and speaking. They draw near to individuals in time of need and encourage them to take courage and face their challenges.

CHARACTERISTICS

The person with the gift of encouraging has a divine ability to reassure, strengthen and affirm those around them. They help inspire and exhort others to do their best. Encouragers are very positive and are natural "cheerleaders" – motivating people to keep moving forward toward the goal. They are usually very friendly and get along with others easily. Encouragers are natural networkers and influencers. They are motivated to see people improve and succeed by following the truth of God's Word.

MISUNDERSTANDINGS

The encouragers enthusiasm may appear to be unreal, unnecessary or overbearing. Their strong emphasis on specific steps may appear as if they over simplify the problems. Because they are so focused on sharing their solutions, they can seem to be poor listeners.

POSSIBLE PITFALLS

1. Sets goals that others aren't prepared to reach, expects too much too soon, people can become projects
2. Opinionated, outspoken, interrupting others with own ideas, overconfidence in their own counsel or advice
3. May be easily swayed by other's advice or pressure
4. Others can become too dependent on them, interfering with God's plans
5. Using human experience over the Bible or facts, taking things out of context to try to make them applicable

the contributor **GIVING**

Definition: One who is motivated to give from all their resources to further the work of God.

Key Words: Giver, Investor, Value-Builder, Supplier, Provider, Multiplier, Asset-Protector

THE FUNCTIONAL GIFT GIVING | RMNS 12:8

LIKES TO BE	LIKES OTHERS TO BE
Low Key	Trustworthy
Wants to be	Endowing, Worthwhile
Challenge:	To pass along credit
Focus:	Stewardship & Value
Pace	Cautious
Dislikes	Waste, Fraud, Ungratefulness
A LIE THEY MUST FIGHT AGAINST	
I am important when people depend on my generosity.	
POTENTIAL TEAMS:	
ALL TEAMS	
GUIDING VERSE	
<p>'But when you give to the poor, do not let your left hand know what your right hand is doing, so that your giving will be in secret, and your Father who sees what is done in secret will reward you.'</p> <p>MATTHEW 6:3-4</p>	

Those with the gift of giving have the ability to give freely of what God has entrusted them. This includes giving time, material goods and financial resources with joy and eagerness and without "ulterior motives" that would benefit the giver.

CHARACTERISTICS

Those with the gift of giving have a divine ability to give money, time, and resources to the work of the Lord with cheerfulness and liberality. They just LOVE to give and want to see the work of God go forward and succeed. Those with the gift of giving are excited by the prospect of blessing others; they desire to give quietly, in secret, but will also motivate others to give. The giver is very alert and sensitive to people's needs; they give cheerfully and always give the best that they can. A key principle for the giver is stewardship.

MISUNDERSTANDINGS

The desire to increase the effectiveness of a ministry by their gift may appear as an attempt to control the work or person. It may seem they are trying to gain respect and a place of leadership in the church. Their focus on giving may be misunderstood as only being interested in the temporal instead of the spiritual. Their acumen for financial stewardship can appear as lack of faith instead of God honoring stewardship.

POSSIBLE PITFALLS

1. Controlling people with their gifts, allowing people to rely on them instead of God, spoiling children
2. Being too stingy with family, being miserly, not looking for opportunities to give
3. Being judgmental about who deserves to receive their gifts
4. Focus on earthly treasures, putting financial advice before God's, greed, corruption
5. Pressuring other to give, judging how others use their money

the leader LEADERSHIP

Definition: One who is motivated by envisioning the will of God and working with people and resources to achieve it.

Key Words: Overseer, Visionary, Orchestrator, Systematic, Achiever, Director, Goal-Oriented

THE FUNCTIONAL GIFT LEADERSHIP | RMNS 12:8

LIKES TO BE	LIKES OTHERS TO BE
To the point, direct	Genuinely honest
Wants to be	Focused, Goal-oriented
Challenge:	To have healthy relationships
Focus:	Execution & Organization
Pace	Efficient
Dislikes	Chaos, Sloppiness, Disorganization
A LIE THEY MUST FIGHT AGAINST	
I am important when I have authority over others.	
POTENTIAL TEAMS:	
KIDS * BUILD * FACILITIES FIRST IMPRESSIONS GROWTH TRACK SMALL GROUP ADMIN * PARKING PRAYER * CREATIVE YOUTH * WORSHIP TECH * SECURITY	
GUIDING VERSE	
"I press on toward the goal for the prize of the upward call of God in Christ Jesus." PHILIPPIANS 3:14	

Those with the gift of leadership have the God-given ability to lead others in meaningful endeavors which demonstrates personal care and concern in order to meet the needs of others and encourage their growth.

CHARACTERISTICS

The person with the gift of leading has the divine ability to understand what makes an organization function, and the special ability to plan, execute, and achieve procedures that increase the church's organizational effectiveness. They help provide direction and move everyone toward achieving the goal or vision. Those who have the gift of leading help bring order by setting up systems, processes and structure. They see the big picture and are motivated to see the plans and purposes of God fulfilled.

MISUNDERSTANDINGS

The leader's ability to delegate may appear as being lazy. Because of their focus on completing the project at all cost they can seem callous and insensitive. It may seem as if the completion of the project is more important than how the people feel. They often appear to be rigid and inflexible.

POSSIBLE PITFALLS

1. Using people, appearance of laziness because everything is delegated
2. Too ambitious, workaholic, pushy, insensitive, to others need to take a break
3. Playing favorites to those that work harder or appear more loyal
4. Taking charge where not called, bossy, not listening to other's ideas
5. Neglecting family and responsibilities in favor of more exciting projects

the empathizer **MERCY**

Definition: One who is motivated to identify with the emotions of others and show God's love.

Key Words: Empathetic, Artistic, Compassionate, Nurturer, Tenderhearted, Sensitive, Emotional

THE FUNCTIONAL GIFT MERCY | RMNS 12:8

LIKES TO BE	LIKES OTHERS TO BE
Caring	Comfortable
Wants to be	Faithful, Loving, Affectionate
Challenge:	To avoid needy relationships
Focus:	Emotional Needs
Pace	Unhurried
Dislikes	Insensitivity, Conflict
A LIE THEY MUST FIGHT AGAINST	
I can earn God's favor through my self-sacrifice.	
POTENTIAL TEAMS:	
FIRST RESPONDER FIRST IMPRESSIONS GROWTH TRACK HOSPITALITY PARKING * PRAYER CREATIVE YOUTH * WORSHIP	
GUIDING VERSE	
"Rejoice with those who rejoice, and weep with those who weep." ROMANS 12:15	

Those with the gift God-given gift of mercy have the ability to have immediate compassion for those who are suffering, combined with great joy in being able to meet their needs.

CHARACTERISTICS

Those with the gift of mercy have a special ability to minister cheerfully and appropriately to people who are suffering. They feel a genuine empathy and compassion for others who are going through difficulties and challenges in their life. We all are to be merciful, but those who have this as their dominant gift have a much stronger sense of compassion and a motivation to help individuals, who are hurting or in trouble.

MISUNDERSTANDINGS

Their avoidance of firmness and confrontation may appear as weakness and indecisiveness. The sensitivity to words and actions which have caused hurts in a person's life can be viewed as a weakness. Because of their great compassion towards those who are in trouble it can appear they take sin lightly.

POSSIBLE PITFALLS

1. Intuitive decisions can appear emotional or weak, lack of conviction - taking a stand might alienate someone
2. Misinterpretation or misuse of affectionate nature, closely monitor counseling and relationships with the opposite sex
3. Takes up other's offense, unforgiving to those who cause pain, possessive relationships, easily hurt by lack of love
4. Interfering with God's plan by not allowing others to learn from the trials in their life
5. Empathy overload, not releasing burdens to God, developing literal sympathy pains

MINISTRY PASSION ASSESSMENT

The purpose of this assessment is to assist you in the identification and articulation of your God-given Ministry Passion. The results will release greater motivation and enthusiasm in your life and ministry.

DIRECTIONS

- 1. You may not be able to answer all of the questions. That is okay. The Assessment is designed to explore a variety of ways that your passion might be personally discovered.
- 2. Since this is an individual exercise, complete the Assessment on your own. [You can talk about it with others afterward.]
- 3. There are no right or wrong answers.
- 4. At this point, do not take a lot of time and overthink it. What comes to your mind should be your answer.

QUICK THOUGHTS

If you won first place in a talent show, it would be for _____

I can't pass up a book or a movie about _____

If could do anything I want for a week I would _____

Most people don't know this, but I really enjoy _____

I am the go-to person when my friends need help with _____

If I could star in my own how-to TV show it would be about _____

At the end of my life I'd love to be known for _____

Taking a glance at the answers above, which one or two answers best represent something you truly care about or think of most often.

FRUSTRATIONS

Frustrations are like red flags and they can serve us as a roadmap in the direction of our passion. Take a look at the statements below. Put a checkmark next to the one and only one that you are most frustrated by.

___ It frustrates me when people don't have the knowledge, skills or resources to improve.

___ It frustrates me when potential is misused or unexposed.

___ It frustrates me when people are lonely, left out or lost.

___ It frustrates me when people who need help or protection are overlooked.

___ It frustrates me when things don't look right, sound right, are boring or bland.

___ It frustrates me when I see something that needs to be fixed and no one else does.

___ It frustrates me when things are disorganized and unprepared.

Looking at your primary frustration above and using the words below as a guide, what is something you are passionate about? Feel free to come up with your own word(s). Write one or two of these words in the box below.

Teaching	Excellence	Joy	Helping	Creativity
Leadership	Generosity	care	Cleanliness	Discipleship
Networking	Friendship	Intentionality	Honor	Safety
Construction	Organization	Outreach	Productivity	Future

PEOPLE GROUPS

Ministry Passions can be centered around a people group. Consider these partial lists and indicate any that tug at your heart. It is okay if you do not have a desire to make a difference to any of these areas.

Infants	Children	Students	College Students	Single Parents
Divorced	Widowed	Singles	Parents	Refugees
Homeless	Unemployed	Elderly	Disabled	Veterans
Prisoners	Poor	Hospitalized	Other: _____	

NARROW IT DOWN

Looking back at your responses to the last 3 exercises choose one or two that are your top passions and write them in the box below. If you know your passion and it wasn't listed above write it in the box below.

MY MINISTRY PASSION

MY MINISTRY PROFILE

MY MINISTRY STRENGTHS:

MY ENNEAGRAM TYPE:

MY MINISTRY PASSION:

MY SKILLS / TALENTS:

Congratulations on creating your ministry profile!

God uniquely created you and gave you these strengths, skills and passions for a reason. Now that you've discovered more about how He has designed you, your next step is to learn how you can develop and use those strengths for the purpose He has for you. A great place to start is by making a difference, serving on a Dream Team.

1. _____ 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. _____ that makes a difference.

"Now if anyone builds on the foundation with gold, silver, precious stones, wood, hay, straw—each one's work will become manifest, for the Day will disclose it, because it will be revealed by fire, and the fire will test what sort of work each one has done. If the work that anyone had built on the foundation survives, he will receive a reward. If anyone's work is burned up, he will suffer loss, though he himself will be saved, but only as through fire."

2 CORINTHIANS 3:12-15

3. _____ who want to make a difference.

"Two are better than one, because they have a good reward for their toil."

ECCLESIASTES 4:9

The logo features the word "dream" in a light blue, cursive, brush-stroke font with three short lines radiating from the top left of the 'd'. To its right, the word "TEAMS" is written in a bold, grey, sans-serif, all-caps font.

First Impressions Matter. Often times in the programming of church services we can quickly neglect an important aspect of our services: *How we welcome guests is extremely important.*

Our Dream team is very visible and an important part of the experience on our campus. No matter the size! **From the streets to the seats** we have the chance to provide ministry for people.

GOAL: dream teams are more than just volunteers, they are the the single chance to make a “wow!” First impression on guests coming to our campus.

OUR MOTTO IS: **ALL ABOUT CHANGED LIVES**

PURPOSE Everyone has a name and a story. That name and story matter to God and it matters to us! **Our team’s vision is to welcome everyone into an opportunity to KNOW GOD, FIND FREEDOM, DISCOVER PURPOSE & MAKE A DIFFERENCE.**

STRATEGY We serve through a warm smile, answering questions and giving direction to what’s available on campus. We also are intentional about connecting with people where they’re at. Praying with them over difficult times and celebrating with them when “Anything Possible” happens.

We are the first impression with connecting guests to the life of Newport Mesa Church. Every team member will receive a lanyard to help signify who we are.




FIRST IMPRESSIONS TEAMS

GREETERS This team is the welcoming face most people see when they step foot on our campus. Our team greets people with a smile at our main entry points. Our team not only greets, but assists any guests on finding anything they may be looking for from the closest restroom, to the kids rooms and the adult auditorium. Remember to greet people with a smile and assist them with information on where to go. Having energy and excitement followed by a smile will set the tone for people to experience who we are. Handshakes are also great in welcoming people followed by a simple, *"Hey my name is... How are you today?"*

USHER These team members assist our guests in not only finding the perfect seat, but assist in preparing the room, handing out programs and receiving the offering. These team members will work side by side with our Greeting team to move people from outside the auditorium inside. These team members will receive a lanyard, programs and pens. Be sure to greet everyone with a smile followed by an introduction. These members will also assist guests to their row and offer any other help that may be needed.

PARKING TEAM It's more than just cars: These team members are *THE FIRST* impression all guests will receive when experiencing our church for the first time, a friendly smile and a little direction go a long way. You will receive a vest, walkie talkie and wand. On rainy days (rarely) we will also have umbrellas available to assist people in getting from their cars to the campus. Parking team members don't just direct cars they help pick up trash in designated areas. They put out designated parking signs. These team members also know what's happening on campus in order to direct people. They will greet people coming and going with energy and a smile. If there are any special needs, they will alert them to our Greeting Team. As people are leaving we will greet them with a smile and thank them for coming also inviting them to visit us again.

***HOSPITALITY** These team members assist in the preparation of the refreshments before and after each Sunday service for our patio & Dream Team Central areas. These items include coffee, water, pastries and any other snacks.

 **WELCOME CENTER** These team members assist our guest in getting information about who we are. They will also help with registration for certain church wide events. Our information table is the designated area where people can find out more information about: NMC KIDS, NMC STUDENTS, GROWTH TRACK, DREAM TEAM OPPORTUNITIES, SMALL GROUPS.

- Our table will have information cards that will direct people to a page on our website. They are free for anyone who would like one.
- First time guests will also be directed to the table. When they turn in their Connect card, they will receive a complimentary gift.
- These members will receive a lanyard and additional information pertaining to events and registration when needed.

HELPS TEAMS

COMMUNION This team serves behind the scenes to prepare the elements and environment for communion during our Sunday Communion services.

BAPTISM This team serves behind the scenes to prepare the water tank, towels and other elements needed for water baptism.

MEMORIAL SERVICES This team serves behind the scenes in assisting the families with the planning of the service as well as the reception.

ALL CHURCH WIDE EVENTS This team serves behind the scenes and assists in preparing the event as well as serving at the event.


EMERGENCY MEALS When known or requested this team reaches out to Small Groups and the congregation to provide meals for a period of two weeks in a needed or emergency situation. This can consist of a home made meal, purchased meal, delivered meal by restaurant, or gift card.


SAFETY TEAMS


FIRST RESPONDERS This unit of healthcare providers serves to triage basic medical attention in the event of an accident or emergency with a Newport Mesa Church guest.


SECURITY They assist our guests in feeling comfortable and relaxed, we ensure their children and campus is well taken care of. (Background Check is Required) Remember to greet people with a smile while making sure our campus is secure. Each team member will receive a lanyard, walkie talkie and security vest. They will also receive a walk through of safety protocols in case of an emergency.


MINISTRY TEAMS

 **GROWTH TRACK TEAM** This friendly team loves people and makes them feel at home here at Newport Mesa Church. They are the facilitators and teachers of our Growth Track. Growth track happens every Sunday and it broken down into two steps. Helping People Belong & Discover their Purpose.


 **KIDS TEAM** This team creates an environment where children are consistently exposed to the real love of Jesus. Through worship, videos, skits, small groups, greeting, games and more, this team intentionally invests in the lives of our children. Roles include: Kids AV/Audio Team, Kids Check In, Kids Small Group Leader and Kids Storytellers.

 **PRAYER TEAM** Join others who have a passion to intercede for our services and those seeking prayer during our services. This team joyfully prays over connect card prayer requests, as well as the Worship Center as they refresh the pew pocket supplies.

 **SMALL GROUP LEADERS** Do you love building relationships or providing opportunities for people to connect? Small Group Leaders are people who are all about providing next steps for people to grow in their relationship with Jesus through "The Best Thing" we do: Small Groups!


 **YOUTH TEAM** Join the team that is building the next generation, one dynamic worship experience, relevant Small Group, impactful retreat, and life-changing mission trip at a time!

GENERAL TEAMS

 **ADMIN TEAM** This team will support the NMC Staff by serving as the Receptionist in answering phones and greeting guests in the office. Miscellaneous administrative tasks will be assigned and may involve email, scheduling and other tasks. We would like to ask for a commitment to a 3 to 6 month duration.


BUILD TEAM If you find yourself dreaming about power tools and enjoy working with your hands, this team is for you. This team will serve to provide assistance on church projects when requested. Licensed contractors needed for this team. Gather together like-minded people in order to serve NMC and NMC community.


CREATIVE TEAM Are you a creative person? Do you love photography and video? This team might be for you. We are looking for people who are interested and willing to learn and grow their gifts in order to visually communicate the heart and vision of what God is doing at Newport Mesa Church.

 **DREAM TEAM CENTRAL** These team members will setup Dream Team Central, the main meeting area for all of our volunteers who serve. Check in and team huddles will happen here. Dream Team Central will include refreshments & materials needed for volunteers.

FACILITIES TEAM This team assists in SETUP and TEAR DOWN.

PRODUCTION TEAM This team helps with everything behind the scenes during our services / events. If you love sound, video, lighting. Do you consider yourself a techie This team can be for you. This team communicates the everything you see and hear on a Sunday. Ranging from lyrics, slides, cameras and Audio.

 **PUBLIC SPEAKING TEAM** Do you love to speak in front of people? Would you consider yourself someone who is good and raising the engagement and energy in a room? If you love to talk and connect with people this team may be for you. We're looking for people who are good vocal leaders that will help MC events, lead team huddles, etc.

 **WORSHIP TEAM** Are you musically talented? Do you know how to play an instrument? Do you have technical skills? This dynamic team serves to prepare the way for our guests to encounter the presence of God. *AUDITIONS REQUIRED*

To Begin Serving:

1. Ask any questions you can think of about joining a Dream Team during Step Two of Growth Track.
2. Choose a Dream Team you're interested in joining and complete the Dream Team application form.
3. Each team process may vary and could include completing a background check, face to face meeting or attending an audition.
4. You will receive a phone call from the Dream Team Coach
5. Attend your First Serve where you will be partnered with a Service Role Leader who will provide relational training and orientation.



CONGRATULATIONS on your completion of the Growth Track! You now have the tools you need to take your next steps on your journey to **Know God, Find Freedom, Discover Purpose, and Make a Difference.**

As you connect with community in Small Groups and impact the lives of others by serving in your area of gifting, you will see your relationship with God and your perspective on life grow and change in amazing ways.

We are excited for all that God is about to do in and through you!

APPENDIX

STATEMENT OF FAITH

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Holy Bible

The Holy Bible, and only the Bible is the authoritative Word of God. It alone is the final authority in determining all doctrinal truths. In its original writing, it is inspired, infallible, and inerrant.

2 Timothy 3:16; 2 Peter 1:20-21; Proverbs 30:5; Romans 16:25-26

Trinity

There is one God, eternally existent in three persons: Father, Son and Holy Spirit. These three are co-equal and co-eternal.

1 John 5:7; Genesis 1:26; Matthew 3:16-17; Luke 1:35; Isaiah 9:6; Hebrews 3:7-11

Jesus Christ

Jesus Christ is God the Son, the second person of the Trinity. On earth, Jesus was 100% God and 100% man. He is the only man ever to have lived a sinless life. He was born of a virgin, performed miracles, died on the cross for mankind, and thus atoned for our sins through the shedding of His blood. He rose from the dead on the third day according to the Scriptures, ascended to the right hand of the Father, and will return again in power and glory.

John 1:1, 14, 20:28; 1 Timothy 3:16; Isaiah 9:6; Philippians 2:5-6; 1 Timothy 2:5

Virgin Birth

JESUS Christ was conceived by God the Father, through the Holy Spirit [the third person of the Trinity] in the virgin Mary's womb; therefore, He is the Son of God.

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

Regeneration

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

John 6:44, 65; Matthew 18:28; Titus 3:5

STATEMENT OF FAITH

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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.

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

Jesus' Blood

The Blood that Jesus Christ shed on the Cross of Calvary was sinless and is 100% sufficient to cleanse mankind of all sin. Jesus allowed Himself to be punished for both our sinfulness and sins, enabling all those who believe to be free from the penalty of sin, which is death.

1 John 1:7; Revelation 1:5, 5:9; Colossians 1:20; Romans 3:10-12, 23, 5:9; John 1:29

Salvation

We are saved by grace through faith in Jesus Christ; His death, burial, and resurrection.

Salvation is a gift from God, not a result of our good works or of any human efforts.

Ephesians 2:8-9; Galatians 2:16, 3:8; Titus 3:5; Romans 10:9-10; Acts 16:31; Hebrews 9:22

Repentance

Repentance is the commitment to turn away from sin in every area of our lives and to follow Christ, which allows us to receive His redemption and to be regenerated by the Holy Spirit. Thus, through repentance we receive forgiveness of sins and appropriate salvation.

Acts 2:21, 3:19; 1 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.

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

STATEMENT OF FAITH

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Baptism in the Holy Spirit

Given at Pentecost, it is the promise of the Father, sent by Jesus after His Ascension, to empower the Church to preach the Gospel throughout the whole earth.

Joel 2:28-29; Matthew 3:11; Mark 16:17; Acts 1:5, 2:1-4, 17, 38-39, 8:14-17, 10:38, 44-47, 11:15-17, 19:1-6

Heaven

Heaven is the eternal dwelling place for all believers in the Gospel of Jesus Christ.

Matthew 5:3, 12, 20, 6:20, 19:21, 25:34; John 17:24; 2 Corinthians 5:1; Hebrews 11:16;

1 Peter 1:4

Resurrection

Jesus Christ was physically resurrected from the dead in a glorified body three days after His death on the cross. In addition, both the saved and the lost will be resurrected; those that are saved to the resurrection of life and those that are lost to the resurrection of eternal damnation.

Luke 24:16, 36, 39; John 2:19-21, 20:26-28, 21:4; Acts 25:15; 1 Corinthians 15:42, 44; Philippians 1:21-23, 3:21

Jesus Christ Indwells All Believers

Christians are people who have invited the Lord Jesus Christ to come and live inside them by His Holy Spirit. They relinquish the authority of their lives over to Him thus making Jesus the Lord of their life as well as Savior. They put their trust in what Jesus accomplished for them when He died, was buried, and rose again from the dead.

John 1:12, 14:17, 23, 15:4; Romans 8:11; Revelation 3:20

Hell

After living one life on earth, the unbelievers will be judged by God and sent to Hell where they will be eternally tormented with the Devil and the Fallen Angels.

Matthew 25:41; Mark 9:43-48; Hebrews 9:27; Revelation 14:9-11, 20:12-15 21:8

STATEMENT OF FAITH

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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 Scriptures.

Matthew 24:30, 26:63-64; Acts 1:9-11; 1 Thessalonians 5:15-17; 2 Thessalonians 1:7-8; Revelation 1:7

The Gifts of the Holy Spirit

The Holy Spirit is manifested through a variety of spiritual gifts to build and sanctify the Church, demonstrate the validity of the resurrection and confirm the power of the Gospel. The Bible's lists of these gifts are not necessarily exhaustive, and the gifts may occur in various combinations. All believers are commanded to earnestly desire the manifestation of the gifts in their lives. These gifts always operate in harmony with the Scriptures and should never be used in violation of Biblical parameters.

Hebrews 2:4; Romans 1:11, 12:4-8; Ephesians 4:16; 1 Timothy 4:14; 2 Timothy 1:6-7; 1 Corinthians 12:1-31, 14:1-40; 1 Peter 4:10

The Church

The Church is the Body of Christ, the habitation of God through the Spirit, with divine appointments for the fulfillment of Jesus' Great Commission. Every person who is born of the Spirit is an integral part of the Church as a member of the body of believers. There is a spiritual unity of all believers in our Lord Jesus Christ.

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

Healing the Sick

Healing of the sick is illustrated in the life and ministry of Jesus and included in the commission of Jesus to His disciples. It is given as a sign, which is to follow believers. It is also a part of Jesus' work on the cross and one of the gifts of the Spirit.

Psalm 103:2-3; Isaiah 53:5; Matthew 8:16-17; Mark 16:17-18; Acts 8:6-7; James 5:14-16; 1 Corinthians 12:9, 28; Romans 11:29

STATEMENT OF FAITH

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Sacraments

Water Baptism: Following faith in the Lord Jesus Christ, the new convert is commanded by the Word of God to be baptized in water "In the name of the Father and of the Son and of the Holy Spirit."

Matthew 28:19; Acts 2:38; Mark 16:16; Acts 8:12, 36-38; 10:47-48

The Lord's Supper: A unique time of communion in the presence of God when the elements of bread and grape juice [the Body and Blood of the Lord Jesus Christ] are taken in remembrance of Jesus' sacrifice on the Cross.

Matthew 26:26-29; 1 Corinthians 10:16, 11:23-25

Marriage: We believe marriage is defined in the Bible as a covenant, a sacred bond between one man and one woman, instituted by and publicly entered into before God.

Matthew 19:4-6

Will for Provision

It is the Father's will for believers to become whole, healthy, and successful in all areas of life. Because of the fall, many may not receive the full benefits of God's will while on Earth, but that fact should never prevent all believers from seeking the full benefits of Christ's provision in order to better serve others.

- **Spiritual**

John 3:3-11; 2 Corinthians 5:17-21; Romans 10:9-10

- **Mental and Emotional**

2 Timothy 1:7, 2:11; Philippians 4:7-8; Romans 12:2; Isaiah 26:3

- **Physical**

Isaiah 53:4-5; Matthew 8:17; 1 Peter 2:24

- **Financial**

Joshua 1:8; Malachi 3:10-11; Luke 6:38; 2 Corinthians 9:6-10; Deuteronomy 28:1-14; Psalm 34:10, 84:11; Philippians 4:19

ABUSE POLICY

I understand that Newport Mesa Church is a safe place for children and vulnerable adults and that Newport Mesa Church complies with all Federal and State laws regarding reporting suspected child abuse. As a member of the Dream Team, I understand that suspected abuse is to be reported to the 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 Dream 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.

LEADERSHIP HONOR CODE

As an essential part of the Newport Mesa Church Leadership family, you have a responsibility to develop and exhibit mature Christian behavior. This should be the basic premise of you desire to participate in a servant-leader position here at Newport Mesa Church. 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, Newport Mesa Church leaders are to maintain a disciplined life of Bible reading, prayer, and fasting.

Refrain from such behaviors like:

- Profanity
- Indulging in much wine or other alcoholic beverages
- Dishonest gain
- Illegal drugs and abuse of illegal drugs
- Pornography
- Sexual immorality
- Activities 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 Newport Mesa Church family. We should regard it as an essential part of our development, not as an imposition or restriction.

ANSWER KEY



- **Page 5:** Know God; Find Freedom
- **Page 6:** Discover Purpose; Make a Difference
- **Page 8:** Jesus, Christ; the Christ, Savior, Deliverer, Lord, Messiah, God, Master
- **Page 9:** Jesus, God; Equal with God, Creator, All Powerful, Head of All, Lord, Eternal God
- **Page 10:** Celebration; Inspiration
- **Page 11:** Preparation; Salvation
- **Page 12:** Responsibility; Relationship; Story; Invitation; Our Cities
- **Page 13:** Our Nation; Our World
- **Page 14:** Pray; Give; Go
- **Page 15:** Connect
- **Page 16:** Support; Find Freedom
- **Page 22:** Time; Treasure; Closer; Materialism
- **Page 23:** Faith; Eternity; Willing; Cheerful; Sacrificial, Expectant
- **Page 24:** Love not Legalism; Relationship not Rules; What we can do for each other
- **Page 25:** Pastors, Elders; Network Leadership
- **Page 46:** I want to; Doing something; With people