



S E R V E T E A M

2 0 1


Growth Track





W E L C O M E T O

S E R V E T E A M

2 0 1

“Each of you should use whatever gift you have received to serve others, as faithful stewards of God’s grace in its various forms.”

-1 PETER 4:10 (ESV)

Today our hope is that you take a next step towards understanding how God has uniquely gifted you in order to use your gifts and talents for His kingdom. It is our desire to help you discover your gifts and to help you use those gifts to serve others.

The goal of this class is to help you find a place to serve on our Serve Team—not simply doing something you are good at, but something which makes you feel strong and fulfilled.

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SECTION ONE

DISCOVERING
MILESTONE &
MY MINISTRY

MILESTONE IS AN _____¹ CHURCH.

We believe that every member is a minister.

EPHESIANS 4:11–12 (ESV)

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.

The Bible teaches us that:

The Pastors are the _____²

The People are the _____³

YOU WERE MADE FOR A _____⁴

Here at Milestone, we recognize that God uniquely created you. He made you just the way you are and He made you this way on purpose. You were created by design by God.

PSALM 139:14A (ESV)

I praise you, for I am fearfully and wonderfully made.

JEREMIAH 1:5A (ESV)

Before I formed you in the womb I knew you, before you were born I set you apart...

According to the Bible, God created you by design. He has a plan and a purpose for your life. He designed you to be the best you there is. Out of the billions of people on the planet today and throughout the course of human history, there has never been another you. You are unique. And since you are unique, there are things that God wants you to do that no one else can do—because no one else could do those things exactly like you would.

In fact, this is one of the greatest reasons why God created you—to work and find your purpose.

EPHESIANS 2:10 (ESV)

For we are his workmanship, created in Christ Jesus for good works, which God prepared beforehand, that we should walk in them.

You see, God not only created you, but He created you for a purpose—to do good works.

GOD HAS GIVEN YOU _____⁵

Here’s the good news: Since God created you, and He created you for a purpose, He has also given you gifts and talents to help you accomplish your purpose.

1 PETER 4:10 (ESV)

God has given each of you a gift from his great variety of spiritual gifts. Use them well to serve one another.

The gifts God gives you can fall under two broad categories:

_____ **Gifts⁶**

These are your God-given talents, abilities, and strengths. God designed you to have natural gifts, which were most likely evident even before you accepted Christ. Those abilities—such as playing a musical instrument, teaching, administration, leadership, connecting with people—can help you minister to others and fulfill your purpose. God wants you to grow in your natural talents and abilities in order to use them for His kingdom.

_____ **Gifts⁷**

These are special abilities that God gave you when you started following Him (e.g. prophecy, tongues and interpretation, miracles, healing, etc. See 1 Corinthians 12:9-11 for a list of some of the spiritual gifts).

Romans 12 lists several natural and supernatural gifts God has given to individuals in the Church:

ROMANS 12:6-8 (ESV)

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.

This passage clearly teaches that God has given each of us gifts—the question is “why?” Why has God given you gifts? This same passage from Romans 12 tells us, if we go back now and read verses 4-5.

ROMANS 12:4-5 (ESV)

For just as each of us has one body with many members, and these members do not all have the same function, so in Christ we, though many, form one body, and each member belongs to all the others.

God has given us gifts because we, as members of the Church, are part of one body. Take a moment to let that statement sink in. As members of Christ’s Church, we are part of one body.

Paul refers to the Church in multiple passages of the New Testament as the “body of Christ” (e.g. Romans 12:4-5, 1 Corinthians 12:12, 27, Ephesians 4:4, Colossians 1:18, 24). Understanding the Church as Christ’s body is a powerful image, because it depicts the members of God’s Church, not as individuals with no connection to each other, but rather, as individual parts, composing a greater entity.

Understanding Paul’s imagery of the body of Christ leads us to two powerful conclusions:

THE _____ NEEDS YOUR GIFT ⁸

Can you imagine someone's body without hands or feet, or without eyes or lips? The body is not complete without all its parts. So too, we all comprise the body of Christ, the Church. Without all of its parts, then something is missing.

God placed you in the body of Christ exactly where He wanted you to be, and He gifted you to serve the body of Christ with your gifts in the exact manner He wanted you to serve.

1 CORINTHIANS 12:18 (ESV)

But as it is, God arranged the members in the body, each one of them, as he chose.

YOUR _____ NEEDS THE CHURCH ⁹

Just as the body of Christ needs you, so too, you need the body.

1 CORINTHIANS 12:21 (ESV)

The eye cannot say to the hand, "I have no need of you," nor again the head to the feet, "I have no need of you."



SECTION TWO

S P I R I T U A L

G I F T S

A S S E S S M E N T

The first step in finding your place in the body of Christ is to discover your gifts. To help you do this, we are going to take a spiritual gifts assessment right now.

HOW TO TAKE THE SPIRITUAL GIFTS ASSESSMENT:

STEP 1

ANSWER THE SPIRITUAL GIFTS QUESTIONS HONESTLY WITH THE CORRESPONDING NUMBER.

- 1 ALMOST NEVER
- 2 SELDOM
- 3 SOMETIMES
- 4 FREQUENTLY
- 5 ALMOST ALWAYS

STEP 2

ADD EACH LINE LEFT TO RIGHT AND PLACE THE TOTALED NUMBER IN THE TOTAL COLUMN.

STEP 3

IDENTIFY YOUR HIGHEST TOTALED NUMBER WITH THE CORRESPONDING LETTER AND THE SPIRITUAL GIFT IT REPRESENTS.

STEP 4

READ ABOUT YOUR GIFTS.

SPIRITUAL GIFTS ASSESSMENT

1 - almost never / 2 - seldom / 3 - sometimes / 4 - frequently / 5 - almost always

1. I like organizing services and events.
2. I enjoy starting new churches.
3. I enjoy working with my hands.
4. I can tell when someone is insincere.
5. I pray for the lost daily.
6. Encouraging others is a high priority in my life.
7. Believing God for our daily needs is important to me.
8. Influencing others for the kingdom of God through finances is extremely important to me.
9. I look for opportunities to pray for the sick.
10. I enjoy doing the little things that others do not.
11. I enjoy having people come to my house.
12. I enjoy spending hours in prayer for other people.
13. Education is very important to me.
14. I tend to motivate others to get involved.
15. My heart hurts when I see others hurting.
16. I believe God will use me to enact His miracles.
17. I enjoy sharing the gospel with other people groups and nationalities.
18. I've devoted considerable time to mastering my voice and or instrument.
19. Caring for the hurting is paramount in my eyes.
20. The willful sin of others really aggravates me.
21. I enjoy serving behind the scenes.
22. I enjoy creating outlines of the Bible.
23. God has used me to interpret a heavenly language.
24. I enjoy the book of Proverbs more than any other book in the Bible.
25. I am passionate about managing details.
26. I prefer to pioneer new ministry projects.

27. I consider myself a craftsman or craftswoman.
28. I sense when situations are spiritually unhealthy.
29. I am greatly concerned about seeing the lost saved.
30. I try to come across loving and caring.
31. Asking God for a list of big things is exciting to me.
32. I find ways to give offerings above my tithe.
33. I believe miraculous healing is for this day and age.
34. Helping others is one of my highest achievements.
35. Creating a warm and welcoming home is important to me.
36. I am burdened to pray for situations in the world.
37. People seek me out to learn more about the Kingdom of God.
38. I prefer to take the lead whenever necessary.
39. I'm very sensitive to sad stories.
40. Miracles often happen when I'm nearby.
41. Living in another country to benefit the gospel is exciting to me.
42. I desire to serve the church through worship.
43. I enjoy connecting, caring, and coaching others.
44. Confronting someone with sin in their life is not hard.
45. It bothers me when people sit around and do nothing.
46. I share biblical truth with others in hopes of their personal growth.
47. I pray in tongues daily.
48. When I study Scripture God gives me unique insights.
49. Creating a task list is easy and enjoyable for me.
50. I am attracted to ministries that start new churches.
51. Building something with my hands is very rewarding to me.
52. I can pinpoint issues or problems before others.
53. I enjoy sharing the gospel with a total stranger.
54. I look for ways to be an encouragement to other people.

55. I trust that God has my back in every situation.
56. Making more money means I can give more.
57. God has used me to bring healing to those who are sick.
58. Being a part of the process is fulfilling to me.
59. I tend to make total strangers feel at home.
60. People often describe me as a prayer warrior.
61. I enjoy knowing biblical details and helping others to understand.
62. I delegate responsibilities to accomplish tasks.
63. I am motivated to help those who are less fortunate.
64. I have a constant hunger to see God's miraculous power.
65. I focus a lot on reaching the world for Christ.
66. I gain my deepest satisfaction through leading others in vocal or instrumental worship.
67. I enjoy walking with someone in times of direst.
68. I enjoy hearing passionate and clear preaching of the truth.
69. I like to do small things that others pass over.
70. I prefer to teach the Bible topically rather than verse by verse.
71. Praying in the Spirit is encouraging and important to me.
72. When faced with difficulty I tend to make wise decisions and choices.

ADD UP YOUR SCORES:

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

				TOTAL	GIFTS
1. _____	25. _____	49. _____	_____		ADMINISTRATION
2. _____	26. _____	50. _____	_____		APOSTLESHIP
3. _____	27. _____	51. _____	_____		CRAFTSMANSHIP
4. _____	28. _____	52. _____	_____		DISCERNMENT
5. _____	29. _____	53. _____	_____		EVANGELISM
6. _____	30. _____	54. _____	_____		EXHORTATION
7. _____	31. _____	55. _____	_____		FAITH
8. _____	32. _____	56. _____	_____		GIVING
9. _____	33. _____	57. _____	_____		HEALING
10. _____	34. _____	58. _____	_____		HELPS
11. _____	35. _____	59. _____	_____		HOSPITALITY
12. _____	36. _____	60. _____	_____		INTERCESSION
13. _____	37. _____	61. _____	_____		KNOWLEDGE
14. _____	38. _____	62. _____	_____		LEADERSHIP
15. _____	39. _____	63. _____	_____		MERCY
16. _____	40. _____	64. _____	_____		MIRACLES
17. _____	41. _____	65. _____	_____		MISSIONARY
18. _____	42. _____	66. _____	_____		MUSIC/WORSHIP
19. _____	43. _____	67. _____	_____		PASTOR/SHEPHERD
20. _____	44. _____	68. _____	_____		PROPHECY
21. _____	45. _____	69. _____	_____		SERVICE
22. _____	46. _____	70. _____	_____		TEACHING
23. _____	47. _____	71. _____	_____		TONGUES <i>(and interpretation)</i>
24. _____	48. _____	72. _____	_____		WISDOM

GIFT DEFINITIONS AND SCRIPTURE REFERENCES

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

ADMINISTRATION

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

Luke 14:28–30, Acts 6:1–7, 1 Corinthians 12:28

APOSTLESHIP

The gift of apostleship is the divine strength or ability to pioneer new churches and ministries through planting, overseeing, and training.

Acts 15:22–35, 1 Corinthians 12:28, 2 Corinthians 12:12, Galatians 2:7–10, Eph. 4:11–14

CRAFTSMANSHIP

The gift of craftsmanship is the divine strength or ability to plan, build, and work with your hands in construction environments to accomplish multiple ministry applications.

Exodus 30:22, 31:3–11, 2 Chronicles 34:9–13, Acts 18:2–3

DISCERNMENT

The gift of discernment is the divine strength or ability to spiritually identify falsehood and to distinguish between right and wrong motives and situations.

Matthew 16:21–23, Acts 5:1–11, 16:16–18, 1 Corinthians 12:10, 1 John 4:1–6

EVANGELISM

The gift of evangelism is the divine strength or ability to help non-Christians take the necessary steps to becoming a born again Christian.

Acts 8:5–6, Acts 8:26–40, Acts 14:21, Acts 21:8, Ephesians 4:11–14

EXHORTATION

The gift of exhortation is the divine strength or ability to encourage others through the written or spoken word and Biblical truth.

Acts 14:22, Romans 12:8, 1 Timothy 4:13, Hebrews 10:24–25

FAITH

The gift of faith is the divine strength or ability to believe in God for unseen supernatural results in every arena of life.

Acts 11:22–24, Romans 4:18–21, 1 Corinthians 12:9, Hebrews 11

GIVING

The gift of giving is the divine strength or ability to produce wealth and to give by tithes and offerings for the purpose of advancing the Kingdom of God on earth.

Mark 12:41–44, Romans 12:8, 2 Corinthians 8:1–7, 9:2–7

HEALING

The gift of healing is the divine strength or ability to act as an intermediary in faith, prayer, and by the laying on of hands for the healing of physical and mental illnesses.

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

HELPS

The gift of helps is the divine strength or ability to work in a supportive role for the accomplishment of tasks in Christian ministry.

Mark 15:40–41, Acts 9:36, Romans 16:1–2, 1 Corinthians 12:28

HOSPITALITY

The gift of hospitality is the divine strength or ability to create warm, welcoming environments for others in places such as your home, office, or church.

Acts 16:14–15, Romans 12:13, Romans 16:23, Hebrews 13:1–2, 1 Peter 4:9

INTERCESSION

The gift of intercession is the divine strength or ability to stand in the gap in prayer for someone, something, or someplace believing for profound results.

Hebrews 7:25, Colossians 1:9–12, Colossians 4:12–13, James 5:14–16

KNOWLEDGE

The gift of knowledge is the divine strength or ability to bring clarity and to understand situations and circumstances often accompanied by a word from God.

Acts 5:1–11, 1 Corinthians 12:8, Colossians 2:2–3

LEADERSHIP

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

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

MERCY

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

Matthew 9:35–36, Mark 9:41, Romans 12:8, 1 Thessalonians 5:14

MIRACLES

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

Acts 9:36–42, 19:11–12, 20:7–12, Romans 15:18–19, 1 Corinthians 12:10, 28

MISSIONARY

The gift of missions is the divine strength or ability to reach others outside of your culture and nationality; while in most cases living in that culture or nation.

Acts 8:4, Acts 13:2–3, Acts 22:21, Romans 10:15

MUSIC / WORSHIP

The gift of music / worship is the divine strength or ability to sing, dance, or play an instrument primarily for the purpose of helping others worship God.

Deuteronomy 31:22, 1 Samuel 16:16, 1 Chronicles 16:41–42, 2 Chronicles 5:12–13, 34:12, Psalm 150

PASTOR / SHEPHERD

The gift of pastor / shepherd is the divine strength or ability to care for the personal needs of others by nurturing and mending life issues.

John 10:1–18, Ephesians 4:11–14, 1 Timothy 3:1–7, 1 Peter 5:1–3

PROPHECY

The gift of prophecy is the divine strength or ability to boldly speak and bring clarity to scriptural and doctrinal truth, in some cases foretelling God's plan.

Acts 2:37–40, Acts 7:51–53, Acts 26:24–29, 1 Corinthians 14:1–4, 1 Thessalonians 1:5

SERVICE

The gift of serving is the divine strength or ability to do small or great tasks in working for the overall good of the body of Christ.

Acts 6:1-7, Romans 12:7, Galatians 6:10, 2 Timothy 1:16-18, Titus 3:14

TEACHING

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

Acts 18:24-28, Acts 20:20-21, 1 Corinthians 12:28, Ephesians 4:11-14

TONGUES (and Interpretation)

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

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

WISDOM

The gift of wisdom is the divine strength or ability to apply the truths of Scripture in a practical way, producing the fruitful outcome and character of Jesus Christ.

Acts 6:3, 10, 1 Corinthians 2:6-13, 1 Corinthians 12:8

NOTES



S E C T I O N T H R E E

T H E N E X T
S T E P

PUT YOUR GIFTS TO USE

As you were filling out the assessment, you may have felt like some of the questions were a little challenging, even convicting. But remember, the purpose of the assessment is not to critique you for the gifts you do not have, rather, it is to reveal to you the gifts you do have. So don't get caught up worrying about your weaknesses, instead focus on your strengths.

Remember, we are all part of the Church, which is the body of Christ. **The Church needs your gift, and your gift needs the Church.** We complete each other.

Finally, after discovering your gifts and strengths, you need to find a place where you can use your gifts to serve others. We want to give you the opportunity to serve by joining our Serve Team.



SECTION FOUR

MINISTRIES &
OPPORTUNITIES
AVAILABLE

At Milestone we have teams that make the weekend services happen along with teams that host events, outreaches and small groups during various times throughout the week:

1. FIRST IMPRESSIONS TEAM

Parking, Ushers, Greeters, Hospitality, Safety

2. KIDS MINISTRY TEAM

Babies through Elementary Students and Children's Guest Services

3. STUDENT (ELEVATE) MINISTRY TEAM

Middle/High School Students

4. WORSHIP TEAM

Worship, Band

5. PRODUCTION TEAM

Media, Audio

6. MISSIONS TEAM

Local outreach, Special Events, and Mission Trips

7. SMALL GROUPS TEAM

Small Group Leaders and Hosts

8. PASTORAL CARE TEAM

Biblical Coaching, Prayer Team, Restore, Water Baptism, Weddings/Funerals

9. FACILITIES TEAM

Weekend General Manager, Events Set-up and Tear Down

10. ADMIN & EVENTS TEAM

Data Entry, Events Team and Special Projects Team

Next, we want you to fill out a Serve Team Form to let us know a little more about yourself and your gifts, and to let us know any areas where you are interested in serving.



FIRST IMPRESSIONS

People matter to God and people matter to us. The heart of First Impressions is to make every single person who attends Milestone Church feel genuinely loved. From the moment guests arrive on campus, it is our desire to serve them the best we can. If you love people and would like to connect with others who share the same passion, then First Impressions is for you.

GREETING TEAM

This team holds the door for people and welcomes each guest with a wave and smile.

HOSPITALITY TEAM

In addition to preparing and serving coffee, this team works together to create a warm, inviting, hospitable environment.

PARKING TEAM

This fun and enjoyable team is truly the first impression of Milestone! It isn't about putting cars into parking spaces, but about creating a friendly environment where people feel genuinely welcomed.

GUEST TEAM

The Guest Team exists to help our first time guests have a remarkable experience. They greet guests on the front patio, give them a quick tour of the Commons, and assist families in any way they can.

CAFE TEAM

Our Café team provides coffee, specialty drinks, smoothies and more!

MILESTONE KIDS CHECK-IN TEAM

This team ensures a safe environment for the people in Milestone. They use their attention to detail and honed senses to protect and maintain the safety of our children and help put parents' minds at ease.

SAFETY TEAM

This team ensures a safe environment for the people in Milestone.

USHER TEAM

Ushers help to create a great worship experience by helping guests find a seat, facilitating the offering, and serving communion.



KIDS

PRESCHOOL

Our Preschool volunteers are trained and equipped to help plant and nourish seeds of faith in the lives of our youngest Milestone Kids. This team leads children into a real relationship with Jesus through Bible stories, worship, prayer, hands-on activities, and personal interactions. We know that children are a precious gift. That's why we create an environment that is nurturing, safe, clean, and inviting for the little ones. All classes parallel with worship service times.

TEACHERS

A Preschool teacher's focus is bringing the love and teachings of Jesus to our little ones. We have all classroom prep work done for you ahead of time, and curriculum for 2's through 5's are posted online one week in advance. We also have Lead Teachers who oversee the classrooms, schedule and greet parents and kids at the door as well as youth teachers that are 12-17 years old serving.

ELEMENTARY

Milestone Kids is a weekend experience for kids to learn about God's love while building friendships in a small and large group setting. Our environment is fun and spiritually impactful. We believe that volunteers help create a dynamic atmosphere for kids to connect to God and grow in their understanding of Him.

FORTY5

Is an environment designed specifically for older elementary kids. We're excited to provide a place where 4th - 5th graders can grow spiritually and meet new friends! We know this is a unique stage of life so FORTY5 is designed to help them in this transition. It's a fun and life-giving environment with relevant topics, age-appropriate worship and teaching to help kids become strong, confident followers of Jesus. Class offerings are paralleled with church worship service times.

SMALL GROUP LEADERS

The purpose of this position is to love, encourage, and connect with a small group of kids during weekend services. This may include crafts, games, helping kids process the message, assisting team leads, and building relationships with kids.

PRODUCTION/MEDIA TEAM

These Serve Team members make sure everything is ready for the service: from the lights, to music, PowerPoint and microphone set-up, etc.

MILESTONE KIDS CHECK-IN TEAM

CHECK-IN & NEW FAMILY HOSTS

This team serves as a vital point of connection to 1st time guest families. The team welcomes first time families and facilitates the check-in process to various ministry environments and ensures children are cared for effectively and efficiently. They assist in facilitating a smooth transition with their children getting to their classrooms. They escort new families to the child's classroom, gives information and answers questions about Milestone Kids Ministry.



STUDENTS

Elevate exists to provide environments where students (7th-12th grade) can encounter God, connect with others, and align their lives with His mission! We are committed to providing an atmosphere that embraces young people in a totally unreligious, yet uncompromising way. Our heart is to see students meet Jesus, grow in their faith, and influence the culture and community around them.

Elevate: Come join us Wednesday nights at 7:00pm complete with worship, a relevant message, and a time to connect with other students.

SIX78: Is a weekend environment specifically designed for Middle Schoolers! There are fun games and hang out areas pre-service, student-led worship, an engaging message, and gender specific school-based small groups to help your student get connected. It's held during the Saturday, 5pm and Sunday, 9:15am & 11am services.

SET-UP TEAM

This team helps set up everything in preparation for Elevate on Wednesday night.

SAFETY TEAM

The safety team is responsible for making sure that Elevate is a safe place for students to come together. This team provides an element of protection and oversight of the students.

PARKING TEAM

This team ensures the safety of our students and assists parents with a smooth pick-up of their students.

PRODUCTION/MEDIA TEAM

These Serve Team members make sure everything is ready for the service: from the lights, to music, PowerPoint and microphone set-up, etc.

PHOTOGRAPHY/VIDEO TEAM

This team is responsible for capturing life-giving and fun moments from each Elevate service. The photos and videos are used for social media, promotion of upcoming events, etc.

CHECK-IN TEAM

This team greets students and leaders at the check-in stations or new guests table with name tags and make them feel welcomed and excited to be at Elevate.

CONNECTIONS TEAM


This team connects with students before service, and hosts an after-party for new Elevate guests and the friends who brought them. They are responsible for creating a fun and welcoming atmosphere at Elevate.

USHER TEAM

These youth volunteers prepare the students for a positive worship experience by welcoming and directing them to a seat, facilitating the offering, and maintaining a distraction-free environment.

SMALL GROUP LEADER

Leaders connect with students before service and lead a small group of students at the end of service.



WORSHIP

Worship is something we're passionate about at Milestone. Psalm 146:2 says, "I will praise the Lord all my life; I will sing praise to my God as long as I live." We believe that worship isn't limited to music, but music is one way you can experience it at Milestone. In each of our ministry environments our heart is to lead others in an authentic expression of praise.

BAND & VOCALS

We are a group of people who love to sing, play, and worship with our whole hearts to magnify and make the name of God great. This is what we are called and created to do: worship God and make His love known to all. Worship is a part of our daily lifestyle. Every week you'll find us leading worship at Milestone, lifting up our hearts, voices, and instruments to glorify the One who is worthy of all praise. Our Milestone Worship team is committed to developing highly influential worshipers.



P R O D U C T I O N

The Production team at Milestone Church exists to usher people into the presence of God through the use of the Technical Arts. We use audio, lighting, video, and any creative means possible to serve the people of our church.

PRODUCTION ASSISTANT

Our Production Assistants (PA's) keep our stage in order, our speakers prepared, and they keep our overall environment running smoothly. There are a lot of small tasks that comprise the Production Assistants' role, that in turn create a very large overall impact.

AUDIO – A2

The audio position helps facilitate the in-ear mixes for vocal and band members at rehearsal and during weekend services. A2 works alongside our audio engineer. The goal is to help the worship team have an in-ear mix that is good quality and distraction-free, so weekend services are as excellent as possible.

VIDEO SWITCHER

The video switcher works in tandem with our weekend video director to lead our camera operators. Our goal is to bring together a seamless video experience on any given weekend in person as well as online.

COMPUTER GRAPHICS

The Computer Graphics position (CG), fires all of our lyrics and videos on any given weekend. This position is on the spot for the entire service. Computer Graphics is perfect for the person that loves details and timing.

LIGHTING

Our lighting volunteers work in coordination with the Weekend Director to operate the weekend services. If you love design, music, colors, mood, and emotion, Lighting is for you! They execute lighting cues that greatly enhance our weekend experience.

VIDEO SWITCHER

The video switcher works in tandem with our weekend video director to lead our camera operators. Our goal is to bring together a seamless video experience on any given weekend in person as well as online.

CAMERA OPERATOR

Our camera operators use our cameras to capture what happens in our weekend services. Odds are, many people check out Milestone Church through online videos before coming to our church. And when they do check us out online, they see Milestone through the eyes of our camera ops! Our camera operating team is large, because we utilize a lot of camera operators on any given weekend.

CHURCH ONLINE

Our church online team serves everyone who watches and experiences our services online. Our online broadcast is a great place to connect with others and receive prayer. This team exists to serve and connect with our online audience.



LOCAL MISSIONS

We believe that every person matters to God. We are not only called to send mission teams around the world, but to serve the poor and vulnerable in our own community. We have an incredible culture of service within our Milestone family. In our community, we're known as "that church that helps people." Together we can make an even greater impact!

2ND SATURDAY SERVE

On the 2nd Saturday morning each month we serve those in need in several different ways. We have opportunities for individuals, families, and small groups to serve together. We also offer other outreach events throughout the month and on occasion as needs arise.

LAWN CARE

This team provides mowing and lawn care for single moms, widows and others in need on Serve Day. We also partner with the city to take care of code violations in Keller and the surrounding area.

NEW NEIGHBORS

The Metroplex is growing rapidly as new individuals and families move into our area. We serve and connect with these families by

delivering welcome boxes to their home.

REFUGEES

On the 2nd Saturday of each month we minister to children and visit refugees in their homes. Every 4th Saturday we provide groceries to over 300 refugee families in a farmer's market type setting.

SENIORS

We love the elderly and have family-friendly serving opportunities at Evergreen Senior Residences through a monthly dinner on the 3rd Thursday night each month. We also host holiday events at Evergreen and the Keller Senior Center.

SINGLE MOMS & WIDOWS

We care for single moms and widows through a Mother's Day dinner, Back to School event, providing Christmas gifts at Joy and more. We meet tangible needs through our lawn care and skilled projects teams. We invest in their future by providing scholarships for Milestone Stewardship Ministry and college tuition, as well as camp scholarships for their children. For more information, go to www.milestonechurch.com/singlemoms.

SKILLED PROJECTS

Our skilled projects team meets the needs of single moms, widows, veterans, elderly and disabled as they arise. They also participate in larger projects such as home makeovers on Serve Day and various needs in and around the church.

TEACHERS

Each year teachers and administrators are blessed with a back-to-school appreciation gift.

VETERANS

It is our desire to bless veterans in our local community, get them connected in life-giving relationships, and encourage them as they grow and walk in all that God has for them and their families. We

host an annual celebration, provide veteran-specific Small Groups, Freedom Groups, and Stewardship Ministry. We also offer free summer camps and retreats to children of our veteran members. For more information, please go to milestonechurch.com/veterans.

FIRST RESPONDERS

We host a First Responders appreciation dinner each fall to show our gratitude to those that protect us throughout the year.

VEHICLE DONATION

We accept vehicle donations to provide for families in need within our church. Donations are tax-deductible as allowed by IRS guidelines.

HOLIDAYS

We provide toys and gifts for refugees, the homeless, elderly, single moms and widows at Christmas. Our Christmas Compassion initiative includes a toy drive and Adopt-a-Family program so that Milestone families can purchase gifts for others in our church and community for Christmas.

GLOBAL MISSIONS

God's love has no borders, and He calls us to share this love with people around the world. At Milestone, we accomplish this in several ways. We financially support missionaries in many different countries, provide financial and relational support to church plants both in the United States and around the world, and regularly give to many different ministry partners.

We also send global mission teams that focus on evangelism, medical care, and humanitarian relief. We serve through and strengthen the local church and long-term missionaries in the countries that we visit whenever possible. Our goal is to connect every new believer with a local church for ongoing discipleship.

For more information, visit www.milestonechurch.com/missions where you will find links to our local and global missions pages. Please email our Missions Team with any questions at missions@milestonechurch.com.



SMALL GROUPS

Small Groups are a big part of relationships here at Milestone Church, and we are looking for new leaders who are ready to step up and help build something great. We have groups for couples, men, women, singles, young adults, students, empty nesters, and everything in between.

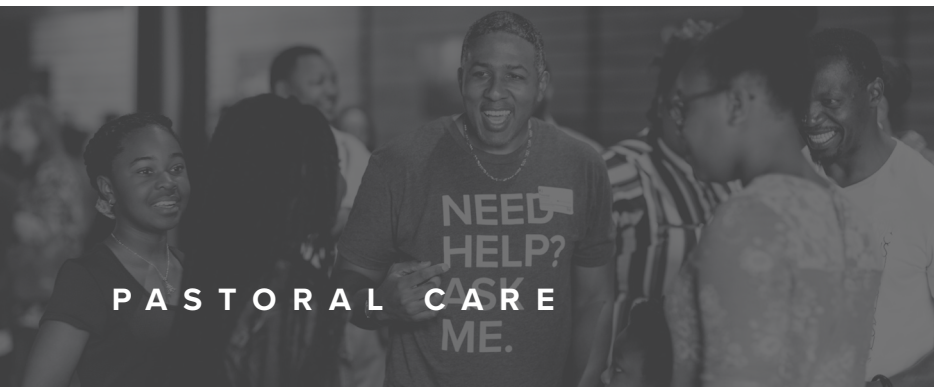
If you would like to lead a Small Group, visit milestonechurch.com/smallgroups and click the “New Leader Onboarding” button for more information to start the process. You can also email smallgroups@milestonechurch.com with any questions.

STEWARDSHIP MINISTRY

Do you have a heart for helping people learn how to handle finances from a biblical perspective? Email stewardship@milestonechurch.com to find out more information about leading a Milestone Stewardship Group, or visit milestonechurch.com/stewardship.

FREEDOM GROUPS

Everyone needs Freedom! If you have a passion for seeing people set free and living the life God has for them, then you may want to serve in our Freedom ministry. The first step for anyone serving in Freedom is to go through Freedom, which includes a 9-week Freedom Group, followed by attending Freedom Weekend. To find out more, visit milestonechurch.com/freedom.



Our Pastoral Care ministry exists to help people know Jesus, trust Him, and rely on Him in high points of life and through the most difficult struggles. God wires Pastoral Care leaders with a combination of pastors/shepherds, exhortation, faith, healing, intercession, and mercy gifts.

Three teams help host Water Baptisms at Milestone. The Phone Team reaches out to people interested in being water baptized, the Water Baptism Class Team hosts the class and prepares the participants for Baptism. The Weekend Team checks in the participants and assists them on the day of their baptism.

PRAYER TEAM

The Congregational Prayer Team prays over the weekly prayer requests. Tuesday Evening Prayer Gathering meets the 2nd Tuesday of the month for a corporate gathering of prayer and worship. The Altar Prayer Team prays for people that come down the aisle at the end of the Weekend services.

WEDDINGS/FUNERALS TEAM

Host people on-campus for weddings and funerals to allow them to experience our Milestone hospitality, connection, warmth, and outstanding first-impression while also giving great grace and service to the hosting family / families.

PASTORAL CARE ADMINISTRATION TEAM

Help the overall Pastoral Care environment reach people and build lives through completing given assignments involving administrative tasks like spreadsheets, emails, text messages, databases, etc.

RESTORE LEADERSHIP TEAM

Help people find hope and healing as they walk through past hurts and/or current struggles.

MARRIAGE AND PRE-MARITAL SMALL GROUP COACHES

Guiding couples toward healthy, Christ-centered marriages. If you have these gifts, or have served on a similar team at a previous church, then joining our Pastoral Care Ministry may be the perfect fit for you.



FACILITIES

Our Facilities Department keeps the church building and grounds maintained and is a customer support team for all the Ministry Departments within Milestone Church. There are various opportunities to serve on our team.

WEEKEND FACILITIES

Our General Managers ('GM's) ensure our facilities and Worship Center is ready for the services/special events each weekend and keep our overall environment running smoothly.

EVENTS CREW

This team supports all the Ministry Departments that host events throughout the week(ends) at Milestone Church. They are responsible for the setting up and clearing down of classrooms, meetings and church-wide gatherings at Milestone Church.

PROJECTS WORKDAY TEAM

This team meets once a month to tackle special projects from maintenance repair, landscaping and sometimes the out of the ordinary! From physical labor, interior decorating to specialized skills this team has it all!

Whether you're a skilled craftsman or a person who just wants to serve his or her Local Church; the Milestone Facilities Team is the place to be!



ADMINISTRATION & EVENTS

Milestone Church requires a big team behind the scenes to support and assist every ministry. The opportunities on this team aren't limited to the weekend but are also weekdays with varying degrees of frequency and seasonality (weekly, monthly and annually). Ranging from material preparation for classes/events/services, to proofreading, copywriting, researching and data entry.

DATA ENTRY TEAM

This team enters information from Connections cards, Growth Track Classes, Small Groups, Pastoral Care, Student Ministry, Prayer requests and Special Events. They bring their laptops and serve together on Monday, Tuesday and Sunday mornings and Wednesday evenings ensuring all information is correctly entered into our church database.

EVENTS TEAM

This important team makes everything happen for various ministries including Restore, Small Groups, Women's/Men's Events, Children's Ministry and Growth Track Class - from room set-up, material preparation, hospitality, decoration, registration, check in, hosting during the event and tear down. This team ensures our events run smoothly.

SPECIAL PROJECT TEAM

This team encompasses serving around special events and helping with specific short term data entry projects and/or reporting. We also have some team members who serve remotely around their schedule.

Whether you have a gift in Administration, are computer-savvy, experienced with working on spreadsheets and organization or have a gift in Helps, are task-oriented, have an eye for detail and love to 'get stuff done' - there are plenty of places you can serve on this team to make a difference! Please contact adminteam@milestonechurch.com.



SECTION FIVE

APPENDIX

OUR MINISTRY IS IMPACTED BY THE COMBINATION OF OUR:

Spiritual Gifts

God gave you a special ability when you started following Him. God gives us this gift to build up our church family and reach out to the world with Christ's love.

Personality

Whether you're an extrovert or introvert, whether you enjoy routine or variety, for you to minister the way God intends you to, you must use your own unique personality in ministry, not try to hide it.

Passions *(heartbeat)*

God uses those things we feel deeply about—whether an activity, subject, or circumstances—to show us where we can serve without quickly burning out.

Abilities *(strengths)*

God placed natural strengths within you before you accepted Christ. Those abilities—like playing a musical instrument, teaching, administration, connecting with people—will help you in ministry.

Experiences

You've had a multitude of experiences in your life that have helped mold you for ministry. God can use many of the experiences in our background to help heal hurts in the church and community.

Below are some simple assessments in these areas to help you discover more about how God uniquely created you.

HOW TO TAKE THE PERSONALITY ASSESSMENT *(EASYDISC)*:

Step 1

Answer each question in boxes 1–4 honestly by circling the number that best describes you. Allow yourself 2 1/2 minutes to complete this step.

Step 2

Add the total of circled numbers in box 1 and write the number on the total line. Do the same in box 2, 3, & 4.

Step 3

Identify the box with the highest totaled number and the second highest totaled number, which will specify your dominant personality traits. Box 1= the “D” personality.

Box 2= the “I” personality.

Box 3= the “S” personality.

Box 4= the “C” personality.

Write your dominant personality traits sequence in the top right hand corner (DI, ID, SC, CD, and so on).

Step 4

Read the description of your dominant personality trait (D, I, S, C) and the description of your two highest personality traits together (DI, SC & so on).

PERSONALITY ASSESSMENT

1 - Never 2 - Rarely 3 - Sometimes 4 - Often 5 - Always

1. TOTAL _____

I am assertive, demanding, and decisive.	1	2	3	4	5
I enjoy doing multiple tasks at once.	1	2	3	4	5
I thrive in a challenge-based environment.	1	2	3	4	5
I think about tasks above others or myself.	1	2	3	4	5
I am motivated by accomplishment and authority.	1	2	3	4	5

2. TOTAL _____

I enjoy influencing and inspiring people.	1	2	3	4	5
I am optimistic about others.	1	2	3	4	5
I tend to be the life of the party.	1	2	3	4	5
I think about motivating people.	1	2	3	4	5
I am motivated by recognition and approval.	1	2	3	4	5

3. TOTAL _____

I thrive in consistent environments over changing ones.	1	2	3	4	5
I prefer specifics over generalizations.	1	2	3	4	5
I enjoy small groups of people.	1	2	3	4	5
I prefer being a member of a team over leading the team.	1	2	3	4	5
I am motivated by stability and support.	1	2	3	4	5

4. TOTAL _____

I typically do not take big risks.	1	2	3	4	5
I love tasks, order and details.	1	2	3	4	5
I am right most of the time.	1	2	3	4	5
I comply with clearly defined rules.	1	2	3	4	5
I am motivated by quality and correctness.	1	2	3	4	5

my PERSONALITY style

PRIMARY _____

SECONDARY _____

PERSONALITY TYPES

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

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

S “S”s are steady and more reserved. Because they are stable and predictable, they do not like change, and they thrive in secure, non-threatening environments. They are often friendly and understanding as well as good listeners and loyal workers who are happy doing the same job consistently. With an incredible ability to forgive, reliable and dependable “S”s tend to make the best friends. Their greatest fear, however, is loss of security, and their possible weaknesses naturally include not only

resistance to change, but also difficulty adjusting to it. They can also be too sensitive to criticism and unable to establish priorities. In order to avoid be taken advantage of, “S”s need to be stronger and learn how to say “no.” They also like to avoid the limelight, but when given an opportunity to genuinely help others, they will gladly rise to the occasion. They feel most valued when they have truly helped someone.

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

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

Biblical Examples: Joshua (Joshua 1), Noah (Genesis 6–9), Sarah (Genesis 16, 1 Peter 3:6)

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

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

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

Biblical Examples: Martha (Luke 10:38–42), Job (Job 1:5, James 5:11)

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

Biblical Examples: Bezealeel (Exodus 35:30–36:8, 37:1–9), Jochebed (Exodus 1:22–2:4), Jethro (Reuel) (Exodus 2:18)

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

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

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

Biblical Examples: Barnabas (Acts 4, 9, 11–15), Elisha (1 Kings 19, 2 Kings 2–13), Nicodemus (John 3, 7, 19)

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

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

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

Biblical Examples: Miriam (Exodus 15:21, Numbers 12:1–15), Ezra (Ezra 7–8)

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

Biblical Examples: Malachi (Malachi 4), Nathan (2 Samuel 12:1–13), Nahum (Nahum 1–3)

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

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

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

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

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

Biblical Examples: Esther (Esther 4), Zechariah (Luke 1), Joseph (Matthew 1:1–23)

OPPORTUNITIES FOR PERSONAL GROWTH

If you are a “D” – Dominant, Direct, Task oriented, Decisive, Organized, Outgoing, Outspoken

- A. Strive to listen to other people more attentively.
- B. Try to be less controlling and domineering.
- C. Develop a greater appreciation for the opinions, feelings and desires of others.
- D. Put more energy into personal relationships.
- E. Show your support for the other team members.

If you are an “I” – Influential, Interested in people, Witty, Easygoing, Outgoing, People oriented

- A. Weigh the pros and cons before making a decision; be less impulsive.
- B. Remember to help with tasks more.
- C. Exercise control over your actions, words and emotions.
- D. Focus more on details and facts.
- E. Remember to slow down your pace for other people.
- F. Talk less; listen more.

If you are an “S” – Steady, Stability, Analytical, People oriented, Introverted

- A. Consider how change is healthy. Try to change more willingly.
- B. Be more direct in your interactions.
- C. Focus on overall goals of your family or group rather than specific procedures.
- D. Deal with confrontation constructively.
- E. Develop more flexibility.
- F. Try to show more initiative.

If you are a “C” – Compliant, Competent, Task oriented, Goal oriented, Introverted

- A. Concentrate on doing the right things – not just doing things right.
- B. Be less critical of others’ ideas and methods.
- C. Respond more quickly to accomplish others goals.
- D. Strive to build relationships with other people and family members.
- E. Be more decisive.
- F. Focus less on facts and more on people.

DISCOVERING MY PASSIONS

Passion answers the “Where do I serve?” question.

Much of what we say or do is motivated by our passion. Passion drives us to go the distance—to make a difference. It is the fuel that propels us forward and holds us there to persevere. Therefore, as we evaluate where we might serve in our church, it is important to understand our passion. **Knowing your personality and/or spiritual gifts may answer “what” you do in a ministry, but knowing your passion and strengths will tell you “where” you do it.**

Whatever your passion is, however, there are two questions to ask yourself: How does it glorify God? How does it edify others?

PASSION ASSESSMENT

Narrow your passions down by asking yourself these questions:

1. The People Question:

Who am I most interested in serving?

Babies	Elementary Age	Middle/High School	Adults
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2. The Passion Question:

What would my friends say I'm passionate about?

3. The Dream Question:

If I could do anything for God and were guaranteed not to fail, what would I do?

ANSWERS

DISCOVERING MILESTONE & MY MINISTRY

1. Everyone
2. Administrators
3. Ministers
4. Purpose
5. Gifts
6. Natural
7. Supernatural
8. Church
9. Gift
10. Gifts

Reaching People. Building Lives.