



**ASCENT**  
PARTNERSHIP



A hike with Pastor Mike Sloan



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# Ascent Pathway to Partnership

This Ascent Pathway is designed to help you discover God's unique purpose for your life and how to live the life He has created for you. This Ascent Pathway is comprised of three steps that equip you to connect with others, find your God-given gifting and design, and to find your place at Church on the Rock. We are so grateful that you have chosen to begin this journey with us and it is our prayer, that together, we can grow in our relationship with Christ.



## Step One: Explore Covenant Relationship

Learn the details of our origin story, vision, purpose, core values, leadership structure, and statement of faith. Explore what it means to join us in covenant partnership.



## Step Two: Discover Your Design

Discovering your design and purpose ignites your passions and provides clear direction for your unique mission. Dive into the details of your personality, discover your gifts, and begin the journey of discovering your purpose in life and how you can make a difference in the lives of others.



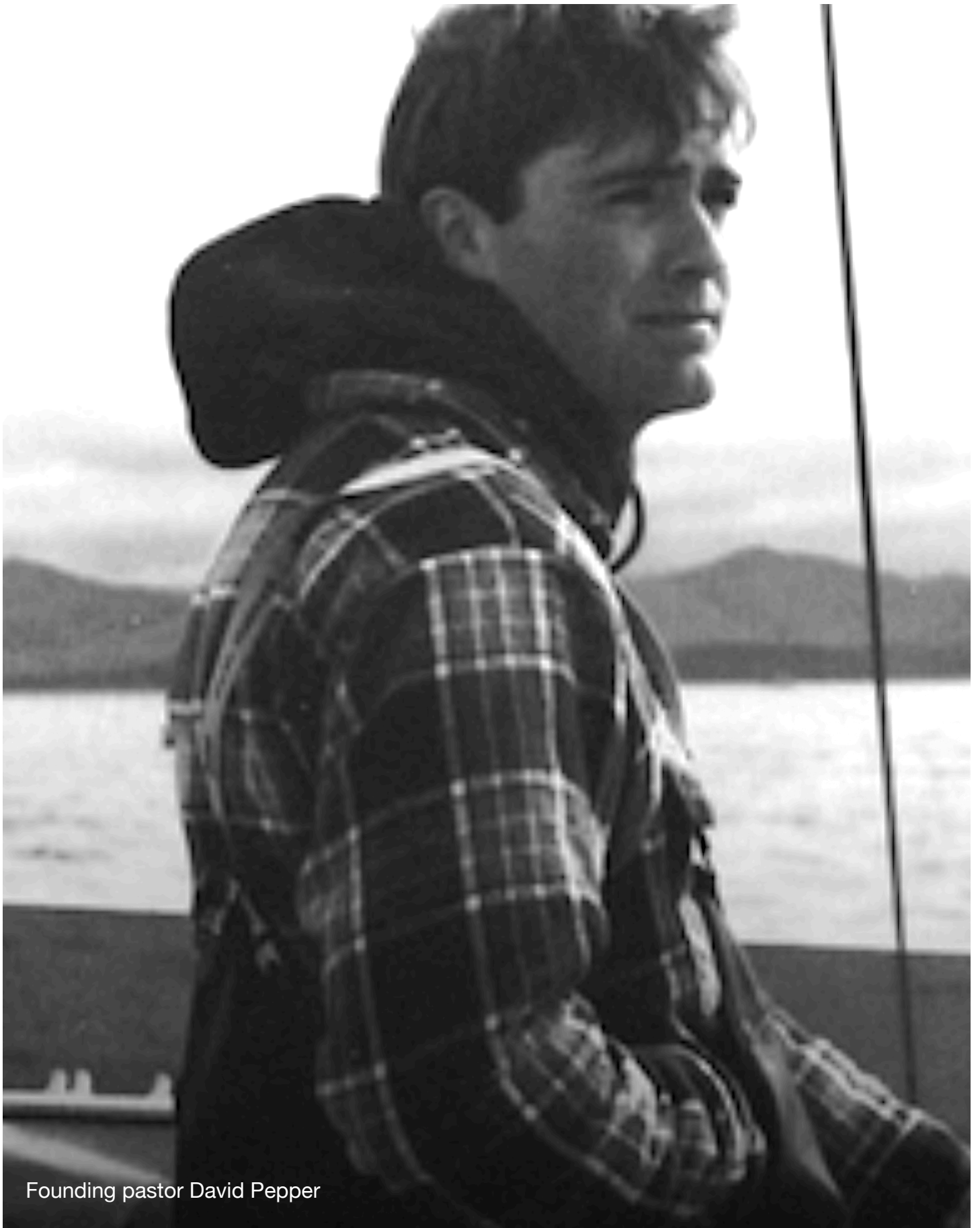
## Step Three: Find Your Place

God didn't design church ministry for a select few, we all have a part to play. Say "yes" to a team and serve alongside other people where you can grow and flourish. Our prayer is that you will discover new ways to love and serve through joining a Serve Team and you would be fulfilled and growing through sharing your unique gifts and talents with others in our church community.

Classes can be viewed online at [churchak.org](http://churchak.org)



Step One:  
Explore Covenant  
Relationship



Founding pastor David Pepper

# Origin Story

In 1999 David and LaRae Pepper clearly sensed that God was leading them to a specific mission. David, who was born and raised on the mission fields of Peru, had developed a strong desire to bring a life-giving church to the Meadow Lakes area and the Matanuska-Susitna Valley in Alaska.

The humble beginnings of Church on the Rock started in the home of Dave and Rebecca Dargis, but quickly grew to take up first one, then two spaces at a local strip mall, growing from one service to three. Wasilla Campus was built and opened Easter of 2005 where it was evident that even in the larger facility, two services would still be needed. During this time of growth, we sent out staff to plant a new church in Battleground, Washington.

As the church continued to grow, a second campus was launched in Palmer at Sherrod Elementary School with Pastor Chris and Laurie Miller. Pastor Jonathan and Kitri Walker also headed out to plant a COTR in Homer, Alaska. After five years of partnering with Aaron Weisser to establish COTR Homer, Pastor Jonathan and Kitri were invited to return in 2013, to take the helm as Lead Pastor of COTR here in the Mat-Su Valley.

Church on the Rock has continued to expand its borders, as one church community in multiple locations, now in Palmer, Wasilla, Willow, and Talkeetna/Sunshine. Our Auxiliary Ministries, Thrifter's Rock Palmer and Wasilla, and Band of Brothers, serve the mission beyond the walls of the church to impact our community.



Staff gathering to pray for The Stand



# Vision

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We desire to join God in the establishment of gospel-centered gatherings in every Alaskan community by joining, developing, and empowering others with like-minded desire.

Gospel-centered gatherings in every Alaskan community.

# Purpose

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Church on the Rock exists to develop people who:

- Love God and others
- Live with freedom in Christ
- Lead through disciple-making

**LOVE : LIVE : LEAD**

# Core Values

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We believe these values are central to fulfilling our purpose at COTR:

- Worship (Love God)
- Relationship (Love others)
- Growth (Live in freedom)
- Participation (Lead through disciple-making)

# Connecting Our Purpose and Values

We desire to see you developed, empowered, and strengthened in your spiritual journey in Christ. Our prayer for you is that you will discover opportunities to grow and express your love for God and others, learn to live in increasing levels of freedom in Christ, and become confident in your ability to lead others to that same experience.

- Love God : Engage in **Worship**

We pray that you would truly know God's heart for you, spend time with Him, and show your love for Him through expressions of worship.

But the hour is coming, and is now here, when the true worshipers will worship the Father in spirit and truth, for the Father is seeking such people to worship him. - [John 4:23](#)

- Love Others: Connect in **Relationship** :

We pray that you would connect in relationship with the church body, bringing your gifts to share in meaningful, healthy relationship with others.

And they devoted themselves to the apostles' teaching and the fellowship, to the breaking of bread and the prayers. And awe came upon every soul, and many wonders and signs were being done through the apostles. And all who believed were together and had all things in common. And they were selling their possessions and belongings and distributing the proceeds to all, as any had need. And day by day, attending the temple together and breaking bread in their homes, they received their food with glad and generous hearts, praising God and having favor with all the people. And the Lord added to their number day by day those who were being saved. - [Acts 2:42-47](#)



Youth Camp worship

- Live in Freedom: **Grow** Spiritually

We pray that you would experience the ongoing empowerment of, and partnership with, the Holy Spirit to accomplish God's purposes in your life.

To each is given the manifestation of the Spirit for the common good. For to one is given through the Spirit the utterance of wisdom, and to another the utterance of knowledge according to the same Spirit, to another faith by the same Spirit, to another gifts of healing by the one Spirit, to another the working of miracles, to another prophecy, to another the ability to distinguish between spirits, to another various kinds of tongues, to another the interpretation of tongues. All these are empowered by one and the same Spirit, who apportions to each one individually as he wills. - [1 Corinthians 12:7-13](#)

- Lead others to Christ : Join through **Participation**

We pray that you will grow in your understanding of your unique calling and your ability to live out Jesus's command to go into all the world and make disciples.

And Jesus came and said to them, "All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age." - [Matt 28:18-20](#)



# Leadership Model

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As you consider investing your energy, time, and finances to partner with our COTR family, we know that it is important for you to feel confident and comfortable with our particular leadership model. Our goal in describing COTR's leadership structure is so you can better understand how our church intentionally contends for an environment that values integrity, accountability, and spiritual authority.

## Shepherding Elders and Board of Directors

Shepherding Elders - Seek God's direction for the mission of COTR and provide Godly counsel in the pursuit of accomplishing that mission. They also provide shepherding care for the local campus they represent. Lastly, they provide to the Board of Directors an annual assessment of the Lead Pastor's spiritual health and leadership effectiveness.

Board of Directors - Ensures that COTR functions in an ethical manner at a responsible cost as we seek to fulfill our purpose. They do so by providing the framework for how we function through written policies and routine assessments.

## Central Leadership

This core team is responsible for managing the operations of COTR in the accomplishment of our vision and purpose. This team is typically comprised of three roles:

- Lead Pastor
- Director/Pastor of Ministries
- Director/Pastor of Operations

## Campus Pastors

They provide oversight and leadership at their local campus within the established vision, purpose, and structure of COTR. They are the first line of shepherding and managerial authority for their local staff and congregation.

## Central Services

This team supports all COTR campuses as well as our Auxiliary Ministries by providing:

- Budgeting and accounting services and oversight
- Data management, systems, and communications
- Local and global missions outreach and direction
- Graphic design, website management, and social media support

# Statement of Faith

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## Simply speaking...

- God is more powerful, more loving, and much closer than we can imagine.
- The Bible is God's perfect communication to humanity.
- Jesus is God expressing Himself to us.
- Through His Holy Spirit, God can dwell in and work through us here & now.
- Nothing in the natural world "just happened." God made it all.
- Experiencing God's grace by faith is the only way to have a relationship with Him.
- Evil exists because of sin. God can bring good, even out of evil events.
- God promises victory over sin and death to those who choose to trust in Jesus.
- Heaven & hell are real & eternal places.
- The Church is to serve and love people like Jesus served and loved people.
- Jesus is coming again to rule and reign.

## In other words...

We believe in the eternal God, maker of heaven and earth. We believe He is expressed in the distinct personages of the Father, the Son, and the Holy Spirit. We believe that God the Son lived a sinless life, willingly offered Himself as a sinless sacrifice, and was supernaturally resurrected from the dead eternally. We believe in the present and active work of God the Holy Spirit in both the regeneration of the soul and the operation of the gifts. We believe in the accuracy and infallibility of the written Scriptures in regards to life, godliness, and the knowledge of God. We believe in the bodily resurrection from the dead as well as the eternal-state existence for all humanity (past and present), some to eternal life and others to eternal destruction.



Wasilla Campus Women's Ministry trip



# Complete Doctrinal Statement

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## ABOUT GOD

God is the creator and ruler of the universe and all created things. He has eternally existed in three persons: the Father, the Son, and the Holy Spirit. These three are distinct in personage yet co-equal in power, authority, and eternal existence and yet are one God. ([Genesis 1:1,26, 27; 3:22; Psalm 90:2; Matthew 28:19; 1 Peter 1:2; 2 Corinthians 13:14](#))

## ABOUT THE FATHER

The distinct role of God the Father is eternal, transcendent, and spirit. His distinct characteristics are visible in the New Testament description of His relationship to God the Son. While co-equal in their eternal relationship, Jesus in His earthly ministry and humanity lived in perfect submission to the will of the Father. The role of God the Father is described in some of the following ways; eternal, giver of every good and perfect gift, chastening those He loves, compassionate and tender. ([James 1:17, Psalm 103 3:13, Hebrews 12:6](#))

## ABOUT JESUS CHRIST

Jesus Christ is eternally begotten of God the Father, born of a virgin, and is equal with the Father and the Holy Spirit. Jesus lived a sinless human life and offered Himself as the perfect sacrifice for the sins of all humanity by dying on a cross. He rose from the dead after three days to demonstrate His power over sin and death. He ascended to Heaven's glory and will return again to earth to reign as King of Kings and Lord of Lords. ([Matthew 1:22, 23; Isaiah 9:6; John 1:1-5; 14:10-30; Hebrews 4:14, 15; 1 Corinthians 15:3, 4; Romans 1:3,4; Acts 1:9-11; 1 Timothy 6:14, 15; Titus 2:13](#))

## ABOUT THE HOLY SPIRIT

The Holy Spirit is equal with the Father and the Son as God. He is present in the world to make humanity aware of their need for Jesus Christ. He also resides in every christian from the moment of salvation. He provides the christian with power for living, understanding of spiritual truth, and guidance in doing what is right. The christian seeks to live under the Holy Spirit's control daily. ([2 Cor 3:17; John 14:16-17; 16:7-13; Acts 1:8; 1 Cor. 2:12; 3:16; Eph 1:13; Gal 5:25](#))

## ABOUT MANKIND

Mankind is made in the spiritual image of God, to be like Him in character. We are the supreme object of God's creation. Although humanity has tremendous potential for good, we are marred by an attitude of disobedience toward God called sinful desire. Sin separates humanity from God. ([Genesis 1:27; Psalm 8:3-6; Isaiah 53:6a; Romans 3:23; Isaiah 59:1, 2](#))

## ABOUT ETERNITY

Humanity was created to exist forever. We will either exist eternally separated from God by sin or in union with God through salvation. To be eternally separated from God is to be in hell. To be

eternally in union with Him is eternal life in Heaven. Heaven and hell are real places of eternal existence. ([John 3:16](#); [John 2:25](#); [1 John 5:11-13](#); [Romans 6:23](#); [Revelation 20:11-15](#))

## ABOUT SALVATION

Salvation is a gift from God to humanity. We can never make up for our sin by self-improvement or good works. Only by trusting in Jesus Christ as God's offer of forgiveness can we be saved from sin's penalty. Eternal life begins the moment one receives Jesus Christ into their life by faith.

([Romans 6:23](#); [Ephesians 2:8, 9](#); [John 1:12](#); [14:6](#); [Titus 3:5](#); [Galatians 3:26](#); [Romans 5:1](#))

## ABOUT BAPTISM

Water: the believer publicly confesses their faith in Jesus Christ by obedience through water baptism. - [Matthew 3:11](#); [Luke 3:16](#); [John 1:26](#); [Matthew 28:20](#))

Holy Spirit: the “baptism” in the Holy Spirit, according to [Acts 2:4](#), is available to all who ask for it.

## ABOUT THE BIBLE

The Bible is God's Word to all humanity, written by human authors under the supernatural guidance of the Holy Spirit. It is the supreme source of our understanding of God, truth for life, purpose, and eternity. Inspired by God, the Bible is truth without any mixture of error in its intention or message.

([2 Tim 1:13](#); [3:16](#); [2 Peter 1:20, 21](#); [Psalm 12:6](#); [Psalm 119:105,160](#); [Prov 30:5](#))

## ABOUT THE CHURCH

The Bible tells us that the Church is the “body of Christ” in the world today. The New Testament tells us that the local church is comprised of baptized Christ followers who gather together. The head of the Church is Jesus Christ. The biblical purposes of the Church are worship, evangelism, fellowship, discipleship, and care for others. Support of the ministry and local church is to be accomplished through tithing and the giving of offerings. God’s design is that these funds be brought into the local church for the work of the ministry and for distribution to places of need.

([Matt 16:15-19](#); [18:15-20](#); [Acts 2:41, 42, 47](#); [5:11-14](#); [Rom 1:7](#); [1 Cor 1:2](#); [3:16](#); [Eph 1:22, 23](#); [Phil 1:1](#); [Col 1:18](#); [1 Tim 3:1-15](#); [4:14](#); [1 Peter 5:1-4](#); [Neh 13:10-14](#); [Malachi 3:8-10](#); [Matt 23:23](#))



# Statement on Human Sexuality

We believe the Christian Bible is the foundational source for all moral and ethical issues and we form our understanding based on its authority.

While we believe that these things are made obvious in the Scriptures, we also refuse to withhold love and compassion from those who would disagree.

## **We believe:**

God is the author of human sexuality and as such, offers the wisest, healthiest, and most satisfying guidelines for sexual activity.

Men and women are beings created by God in His image and designed to display His glory.

The only Biblically legitimate marriage union is the joining of one man and one woman in a binding covenant relationship.

But at the beginning of creation God made them male and female. For this reason, a man will leave his father and mother and be united to his wife, and the two will become one flesh. So they are no longer two, but one.

[Mark 10:6-8 \[NIV\]](#)

God has commanded, for our good, that there should be no sexual deviation from God's perfect design for sexual intimacy as outlined by Scripture.

Marriage should be honored by all and the marriage bed kept pure, for God will judge the adulterer and all the sexually immoral.

[Hebrews 13:4 \[NIV\]](#)

You shall not commit adultery.

[Exodus 20:14 \[NIV\]](#)

It is God's will that you should be sanctified: that you should avoid sexual immorality; that each of you should learn to control his own body in a way that is holy and honorable, not in passionate lust like the heathen who do not know God.

[I Thessalonians 4:3-5 \[NIV\]](#)

Or do you not know that the unrighteous will not inherit the kingdom of God? Do not be deceived; neither the sexually immoral, nor idolaters, nor adulterers, nor men who practice homosexuality.

[I Corinthians 6:9 \[ESV\]](#)

See also: [Genesis 2:24; 19:5,13; 26:8-9; Leviticus 18:1-30; 20:13; Romans 1:26-29; I Corinthians 6:9; 7:2-3; I Thessalonians 4:1-8; Hebrews 13:4; Romans 1:26-32; I Timothy 1:8-11](#)

# Covenant Partnership

Please scan the QR code with your smartphone camera or use [this link](#) to submit the digital version of this form.



For reference only:

Being a Christ-follower also includes living in a manner pleasing to God. This covenant agreement outlines the Biblical behavioral expectations for the members of our covenant community. Please take the time to read:

- Our Statement on Human Sexuality; this expresses what we believe about sex and gender.
- Our Statement of Faith; this declares explicitly what our church believes about God, the Bible, Jesus, salvation, etc.

By checking the boxes below and submitting this form, I choose to join in covenant partnership with the Church on the Rock body of believers. In doing so, I commit to:

Protect the Unity of the Church by:

- ☐ Acting in a loving manner towards one another ([Rom. 14:19, I Pet. 1:22](#))
- ☐ Refusing to gossip and slander ([Eph. 4:29, I Pet. 2:1](#))
- ☐ Joyful & biblically appropriate submission to my church leadership ([Heb. 13:17](#))

Share and Serve in the Work of the Ministry by:

- ☐ Inviting others into our faith community ([Acts 2:46-47](#))
- ☐ Praying for our Church and its health and growth ([I Thes. 1:1-2](#))
- ☐ Warmly welcoming those who visit our services or ministries ([Rom. 15:7](#))

Support the Mission and Testimony of My Church by:

- ☐ Faithful participation in celebration services and other gatherings ([Heb. 10:25](#))
- ☐ Living a Gospel-centered life in our community ([Phil. 1:27](#))
- ☐ Faithfully & joyfully giving of my resources ([II Cor. 9:6-8](#))

I have read and understood the Statement on Human Sexuality and the Statement of Faith. I agree to be teachable in these areas with the intent to uphold these beliefs.

Print Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_



Step Two:  
Discover Your  
Design





Kids Camp worship

## Discover Your Design

Discover your unique purpose and passions in life, and how you can make a difference in the lives of others.

## Purpose of This Step

Only 25% of American adults report having a clear sense of purpose about what makes their life meaningful. Discovering your design and purpose ignites your passions and provides clear direction for your unique mission.

- We believe every follower of Christ is called to ministry.

And he gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip the saints for the work of ministry, for building up the body of Christ, - [Ephesians 4:11-12](#)

Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age. - [Matthew 28:19-20](#)

- God intentionally designed you to join his mission and has uniquely equipped you for it.

For we are God's handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do. - [Ephesians 2:10](#)

# Your Story

Your story and experiences have shaped and will continue to shape who you are.

And we know that for those who love God all things work together for good, for those who are called according to his purpose. - [Romans 8:28](#)

Before you take the ePersonality and graceGIFTS assessments take a brief moment to think about and write-down a few of your:

- Personal Passions - Things I get excited about.
- Life Experiences/Skills - Opportunities and skills I've had or have.
- Painful Moments - Hurts, wounds, and losses I've experienced.



# Assess Me

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The following assessments will help you to discover your design.

## 1. ePersonality assessment

This tool identifies your unique style of serving God and others.

Relational Style - How I relate to people.

Independent/Social

Information Assimilation Style - How I process information.

Concrete/Abstract

Decision-Making Style - How I process decisions.

Head/Heart

Environmental Style - How I relate to the world around me.

Systematic/Adaptive

## 2. graceGIFTS assessment

This tool is a spiritual gifts survey that tests your interests and experiences related to serving Christ, using abilities that originate from the Holy Spirit.

- All good gifts come from God.

Now concerning spiritual gifts, brothers, I do not want you to be uninformed...To each is given the manifestation of the Spirit for the common good. - [1 Corinthians 12:1,7](#)

- A spiritual gift is God working through a believer in a particular way to build up the church.

As each has received a gift, use it to serve one another, as good stewards of God's varied grace.  
- [1 Peter 4:10](#)



The Clay Family

# Find Your Hedgehog

Every believer is called to be a minister, able to make a significant contribution in the body of Christ. Each of us has a combination of passions, giftings, and opportunities that perfectly situate us to thrive in unique areas of ministry.

- **Passions**

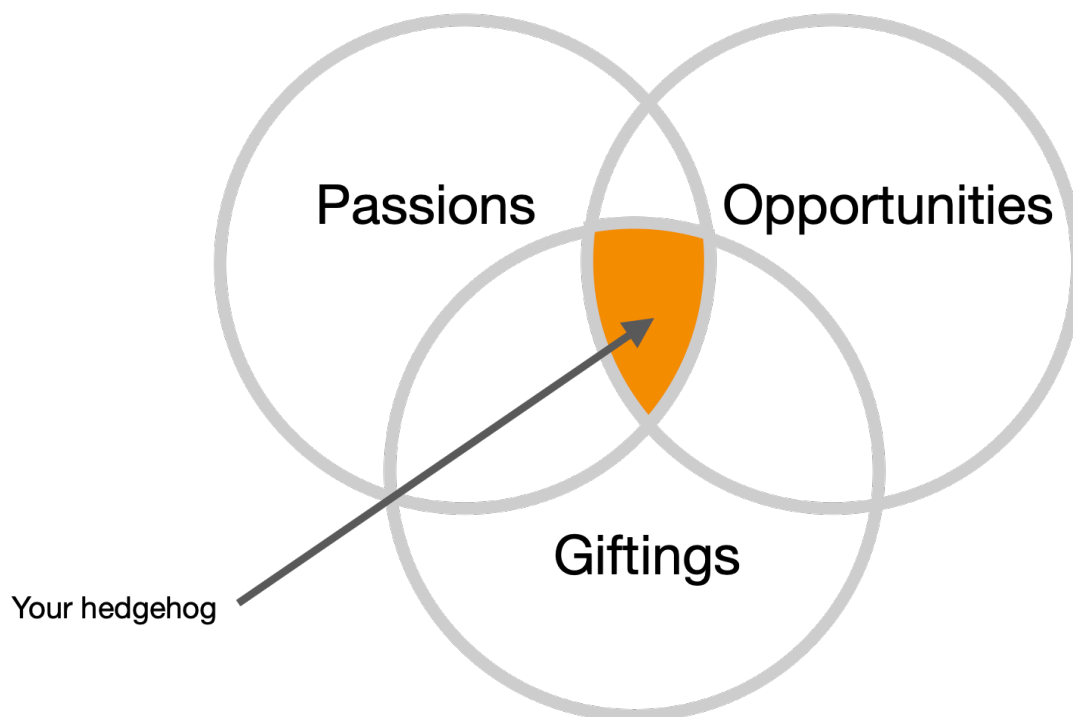
Those things that make us feel alive and we most desire to spend our lives doing.

- **Giftings**

Both natural and developed skills that we possess at a higher than average degree.

- **Opportunities**

Those things that are actually available to us to do.





# Your Turn

Take both online assessments.

- Access our online tools by using your smartphone camera to scan the QR code or use [this link](#).
- You will need to create your free account by clicking Sign up now.
- Your results will auto-populate to our church management software (U-Link).



Talkeetna Campus Thanksgiving Blessing



**NOTE:** For superior accuracy and detail, please use the online assessment. The following is offered for discussion purposes only.

Select the statement that is **most true** for you. Please record your selected numbers and letters to identify your unique code-key.

Code Key : \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_  
*relational      information      decision      environmental*  
*assimilation      making*

### Relational Style

- [1] I prefer personal time, and while I may enjoy getting together with others, I need my personal time to re-energize.
- [2] I prefer to connect with other people, and find that when I spend too much time alone, I may get mildly depressed or lose self-motivation.

### Information Assimilation Style

- [A] I am motivated by ideas, theories, and concepts. I tend to prefer grey areas to black and white extremes.
- [B] I prefer hard facts that can be tested and proved to be valid. I like black and white, grey areas of life seem uncertain.

### Decision-Making Style

- [3] I prefer to have a plan of action so that people's time and resources can be used most effectively.
- [4] I distrust plans since more often than not, a plan has to change. I prefer to be adaptable to life's circumstances and opportunities.

### Environmental Style

- [C] I see myself as a reasonable person. My decisions are sound because they are logical and supported by evidence I have gathered.
- [D] I see myself as a considerate person. My decisions are sound because I am sensitive to how the decisions will impact other people.

# Match your code key to one of the following summaries:

(1A3C) **Planner** ...Let me create an effective and innovative strategic plan and help it become a reality.

(1A3D) **Designer** ...Let me create a blueprint for new ministry development.

(1A4C) **Guide** ...Let me help people grow spiritually.

(1A4D) **Reconciler** ...Let me heal broken relationships, between people and between God and His people.

(1B3C) **Analyzer** ...Let me improve the effectiveness of our present ministries.

(1B3D) **Artisan** ...Let me build practical things/programs to help our ministry?

(1B4C) **Minister** ...Let me protect God's people from harm.

(1B4D) **Adjutant** ...Let me support tangible projects that help others, by working to address issues requiring attention to detail.

(2B3C) **Overseer** ...Let me plan and manage projects and teams.

(2B3D) **Evangelist** ...Let me promote what's new.

(2B4C) **Servant** ...Let me make sure everyone has what they need to succeed.

(2B4D) **Protagonist** ...Let me gather people for a social/ministry event.

(2A3C) **Super Leader** ...Let me take charge of the leadership team.

(2A4C) **Fraternal Leader** ...Let me build a band of brothers (or sisters).

(2A3D) **Creator** ...Let me invent new/better ways to extend our ministry impact.

(2A4D) **Disseminator** ...Let me tell you about the great things God is doing!



## Administration

The gift of administration is the special ability to effectively manage the affairs of the church and its respective ministries. People with the gift of Administration are highly effective at implementing and sustaining the mission and goals of the organization. Administrators tend to focus on achieving goals and objectives rather than nurturing people.

Like Timothy in Philippians 2:19-22, Administrators can be self-sacrificing for the welfare of the mission organization. They tend to believe that the ministry and all its people will be served best when the ministry organization functions optimally. Acts 6:1-7 tells us how the early Church selected their first ministry administrators; their requirements included being “full of the Spirit and wisdom.” 1 Timothy 3:4,5, and 12 tell us that one of the requirements for leadership consideration within the Church is that potential leaders must “manage [their] family well....” The passage continues: “If anyone does not know how to manage his own family, how can he take care of God’s church?”

## Creativity

It is in God’s nature to be creative. Therefore, when the Holy Spirit imparts personality and Spiritual Gifts to God’s people, it should not surprise anyone that God would also impart this divine attribute.

Ephesians 2:10 tells us that “...we are God’s workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do”. While this passage applies to all Christ followers, it clearly refers to God as a “creative workman.” This passage also suggests that when God equips a person to be creative, it is because he desires that creative person to use those abilities to accomplish specific ordained purposes. Colossians 1:15 and 16 affirm that God created all things...and that all things were created “for” him.

## Spiritual Discernment

Spiritual Discernment is a special ability to be aware of the presence of godly and demonic spiritual forces. The gift of Spiritual Discernment is an important gift for the Church because often the work of Satan can appear on the surface to be very positive. Without discernment, Satan could easily lead many people away from following Christ.

1 Corinthians 12:10 specifically lists “Discerning of Spirits” among the Apostle Paul’s gift list. 1 John 4:1-6 instructs the Church to “test the spirits.” Acts 16:16-19 relates how the Apostle Paul used the gift of “Discerning of Spirits” when he encountered a slave girl who was possessed by an evil spirit masquerading as a spirit of light.

## Disciple Maker

A person possessing the gift of Disciple Maker is generally concerned with the healthy spiritual development of people within their circle of influence. A Disciple Maker will often display the ministry traits of Pastor and Teacher. The Disciple Maker prefers to minister to small groups or within a one-on-one mentoring relationship. The Disciple Maker is skilled at developing deep interpersonal relationships, values Biblical knowledge, and likes to help others identify and achieve spiritual development goals.



Setting up for ECHO Missions Conference



## Encouragement

A person possessing the gift of encouragement has a unique ability to help others gain a positive emotional and spiritual perspective on their circumstances. Encouragers are people who find the positive in any situation. For them, “the glass is always half full.” Encouragers are at their best when they can motivate the assembly of Christ followers to persevere in the struggle against sin and to strive for the accomplishment of God’s mission for the Church. The word Encouragement means “to instill courage into another person.”

Romans 12:8 and Hebrews 10:24, 25 instruct all Christ followers to “encourage one another.” This gift of encouragement is clearly exemplified in the life of a man named Joseph. Joseph is first mentioned in Acts 4:36 and 37. In this account we learn that Joseph sold all that he had and laid the money at the feet of the Apostles. From that time on, Joseph’s name was changed to “Barnabus” which means “Son of Encouragement.”

## Evangelism

While Evangelism may be the responsibility of all Christ followers, people with the gift of Evangelism display exceptional boldness and skill at sharing their faith. People with the gift of Evangelism often share their faith as a natural part of any conversation. Similarly, Evangelists may even find it natural to share their faith with complete strangers. Evangelists can list the specific names of people whom they have personally led to faith in Christ.

Ephesians 4:11-13 lists Evangelist not only as a spiritual gift, but also as an important office within the Church. In this passage, the Apostle Paul stresses that God has ordained the Evangelist “to prepare God’s people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.” The Evangelist shares this God-ordained commission with Apostles, Prophets, Pastors and Teachers.

## Exhortation

The gift of Exhortation is the special ability to counsel or challenge others toward a healthy relationship with Jesus Christ. Often, the gift of Exhortation is utilized to motivate the Church in general or a Christ follower in particular to make God-honoring choices. If sensitivity and tact is not properly developed, the person gifted with Exhortation may not immediately be appreciated. The gift of Exhortation is somewhat similar to the role of the Old Testament prophets in challenging God’s people to remain faithful. While the prophets were not immediately valued, and often persecuted, their service was indispensable to the spiritual health and vitality of the Biblical faith community. People who possess the gift of Exhortation will not avoid conflict. It is not that they love conflict. In fact, everything inside them may hate conflict. People with the gift of Exhortation feel a deep responsibility before God to challenge and encourage those who may be taking a path that does not honor the Lord, to correct their misguided choices.

## Exorcism

The gift of Exorcism is the special ability to confront demonic forces within the lives of spiritually oppressed people, and to help such people find spiritual freedom in Christ Jesus. People with the gift of Exorcism may also display the gifts of Spirit Discernment and Intercessory Prayer. An Exorcist will conduct spiritual warfare utilizing prayer; helping oppressed people understand their freedom,

authority and identity in Christ Jesus; and through direct confrontation of demonic spirits, gain freedom through the name and authority of Jesus Christ.

There are many passages that describe the gift of Exorcism in practice. Luke 10:16-24, Acts 16:18 and Luke 11:14-28 are but a few.

## Faith

Every Christ follower has established a relationship with God through faith in the work and person of Jesus Christ. However, the gift of Faith enables a person to trust God even more so for remarkable provision, especially in circumstances that appears to offer no viable solution. The person gifted with Faith often displays unusual confidence in the will and purposes of God. Such a gifted person exhibits a lack of anxiety and communicates to others peace and assurance. People gifted with Faith may become frustrated with others, or with their church leaders, for moving too slowly or for supporting a limited vision or easily obtained goals.

People gifted with Faith know that God wants to do more through us than we could think or imagine (Ephesians 3:20).

## Giving

The gift of giving is a special enablement of God that permits people to give sacrificially of their finances, time and talents toward the work of God. People possessing the gift of Giving may also display the gift of Faith or Stewardship. The gift of Giving is often demonstrated through a person's ability to give "free-will" offerings well in excess of the Biblical tithe. It is not uncommon for people with the gift of Giving to testify that the more they give to God, the more God blesses them so that they are able to give again.

The Apostle Paul lists the gift of Giving among other gifts in Romans 12:8. In 2 Corinthians 8:1-7, the Apostle Paul elevates the Macedonian church to all the other churches because of the special grace God had given them to give to others out of their poverty.

## Healing

The gift of healing is the ability given by God to enable some Christ followers to pray over people suffering illness, with the result that often the sick receive healing. Healing may be instantaneous or take place over time, but the healing will be accomplished in such a manner that God, not man, receives the credit. A person possessing the gift of healing will often also possess the additional gifts of Faith and/or Evangelism.

In 1 Corinthians 12:9 and 28, the Apostle Paul lists the gift of Healing as one of many potential gifts granted by the Holy Spirit. In James 5:13-20, the Church is instructed to pray over the sick; and the prayer of faith will make the sick person well. In Acts 9:32-35 we find one of many examples of instantaneous healing accomplished by the Holy Spirit through the Apostle Peter. In addition, the ministry of Jesus was marked by his ability to heal. Jesus himself exclaimed in John 14:12-14..."I tell you the truth, anyone who has faith in me will do what I have been doing".

## Helps/Service

The gift of Helps is sometimes called the gift of Service or Mercy. The common attribute of this spiritual gift is the passion to humbly serve and support others within the assembly of Christ followers. The person possessing the gift of Service will display a natural servant heart and will seek



Youth praying over the Mat-Su Valley

the welfare of others, even to the point of self-sacrifice. It is not uncommon for people with the gift of Helps to feel like they don't have any gifts at all. But this is far from true. When the gift of Helps is appropriately applied within the body of Christ, the helper is acting very much like Jesus, who said of his own ministry, "I did not come to be served, but to serve" (Matthew 20:28).

Paul speaks honorably about Phoebe who had the gift of Helps..."I commend to you our sister Phoebe, a servant of the church in Cenchrea." (Romans 16:1 and 2). In 1 Corinthians 12:27-31, the Apostle Paul also lists "helping others" among the "greater gifts." 1 Peter 4:11 instructs: "if any one serves, he should do it in the strength that God provides...."

## Intercessory Prayer

While God desires all Christ followers to communicate with him through regular prayer, the gift of Intercessory Prayer is a special endowment of the Holy Spirit that transforms the Christ follower into a "Prayer Warrior" for the sake of other people and other ministries. The label "Prayer Warrior" is derived from the belief that the person gifted with Intercessory Prayer stands on the front lines of spiritual warfare. This gift is sadly overlooked in the Church because it is seldom utilized in public. However, without Prayer Warriors, many visible ministry accomplishments would probably not be successful.

Biblical examples and instruction regarding Intercessory Prayer are found in Colossians 4:12-13. The narrative states, "Epaphras.... is always wrestling in prayer for you, that you may stand firm in all the will of God, mature and fully assured." Again in Colossians 1:9, "For this reason, since the day we heard about you, we have not stopped praying for you and asking God to fill you with the knowledge of his will through all spiritual wisdom and understanding...."

## Interpretation of Tongues

The Bible makes it clear that the use of Tongues within a corporate gathering of Christ followers should be accompanied by a person with the gift of Interpretation of Tongues so that the whole body may benefit (1 Corinthians 14:5, 26-28).

In 1 Corinthians 12:10, the Apostle Paul lists Interpretation of Tongues among the many available gifts. In verse 30 of this same passage, Paul makes it clear that this gift is not available to everyone. When a person with the gift of Tongues, in partnership with a person with the gift of Interpretation of Tongues, ministers to a gathering of Christ followers, their joint ministries serve in much the same fashion as the gift of Prophecy.

## Leadership

The gift of Leadership is the God-given ability to lead people to accomplish God's vision and goals. The Biblical image used when describing leadership is "shepherd." A Shepherd does not force his will upon the sheep, but tends and cares for them. The sheep instinctively follow a good shepherd. Jesus describes himself as the "Good Shepherd," and calls Church leaders his "Under Shepherds."

The "Under Shepherds" must faithfully follow the example of the "Good Shepherd" and lay their lives down for the welfare of the sheep (John 10:14-18). The person gifted by God with Leadership abilities will display the same servant leadership as Jesus and the Apostles. Leaders within God's Church are held to a higher standard before God. Hebrews 13:7-17 states... "Remember your leaders, who spoke the word of God to you. Consider the outcome of their way of life and imitate their faith....Obey your leaders and submit to their authority. They keep watch over you as men who must give an account...". In 1 Timothy 5:20, the Apostle Paul stresses that "(Leaders) who sin are to be rebuked publicly, so that others may take warning".

## Musical Expression/Worship

The gift of Worship enables a person to lead others to seek the heart of God by following the worship leader's example. All Christ followers are called of God to worship him. However, people possessing the gift of Worship and Musical Expression seem to know how to guide the emotions and spirits of others, helping them to focus upon the greatness of God.

Within Old Testament temple worship, Levites who were gifted in Worship and Musical Expression served outside the main entrance to the temple as a giant worship team. They were commissioned to play and sing songs of praise and thanksgiving. There were over 4,000 worship team members who served in rotation, providing songs of praise and thanksgiving from sun rise to sun set. This large worship team was led by a person with the title of "Chief Musician." We find that many of the Psalms were written by or for the Chief Musician (See 1 Chronicles 25:1, 6-8; 2 Chronicles 5:12-14; 2 Chronicles 29:25-30). Jesus proclaimed in John 4:23 and 24 that "a time is coming and has now come when true worshipers will worship the Father in spirit and truth, for they are the kind of worshipers the Father seeks." Paul further instructs the Church: "Let the word of Christ dwell in you richly as you teach and admonish one another with all wisdom, and as you sing psalms, hymns and spiritual songs with gratitude in your hearts to God" (Colossians 3:16).

## New Ministry Developer

This is an entrepreneurial gift that enables people to develop new ministries, churches or mission fields. New Ministry Developers are risk-takers for the Kingdom of God. They are always seeking new territories in which to start outreach ministries and are on the fore-front of new ministry development within the established local church. This gift of God causes the Christ follower to be dissatisfied with the status quo within church ministry. They are always seeking a new and better way to accomplish the work of the Great Commission and spiritual formation.

The Apostle Paul was definitely called by God to be a New Ministry Developer. He describes his ministry role in 1 Corinthians 3:10... "By the grace God has given me, I laid a foundation as an expert builder, and someone else is building on it. But each one should be careful how he builds". In Romans 15:20 Paul asserts: "It has always been my ambition to preach the gospel where Christ was not known, so that I would not be building on someone else's foundation".

## Pastor

The gift of Pastor is also an office of authority within the Church. A Pastor is gifted by God to develop long-term relationships with a group of Christ followers, and assumes responsibility for their spiritual development and personal nurture. A Pastor guides, instructs, encourages, exhorts and at times disciplines members of the assembly of Christ followers.

Ephesians 4:11 and 12 make it clear that the Pastor is particularly called of God to equip lay people to utilize their spiritual gifts in personal ministry. When the gift of Pastor is publicly recognized, and a person with this gift is elevated into the office of pastor, the "pastor" is also considered by the Bible to be an "Overseer" or "Elder" of the local congregation. 1 Peter 5:1-11 and 1 Timothy 3:1-7 provide instructions regarding the selection, qualifications and operations of an Elder/Overseer.

## Prophecy

The gift of Prophecy is the unique ability to receive messages from God and communicate those messages to the assembly of Christ followers. The ability to communicate divine messages may take the form of Pastoral Preaching, Word of Knowledge, Tongues with Interpretation of Tongues, or fore-



telling future events. The words of a Prophet will always be supported by the principles and teachings of Scripture.

## Stewardship

The gift of Stewardship is the God enabled ability to manage financial, human and time resources effectively in a manner that honors the Lord. The person possessing the gift of Stewardship may also display the gift of administration and/or the gift of Giving.

Jesus describes the wise manager in Luke 12:42-44..."The Lord answered, 'Who then is the faithful and wise manager, whom the master puts in charge of his servants to give them food allowance at the proper time? It will be good for that servant whom the master finds doing so when he returns. I tell you the truth he will put him in charge of all his possessions.'" Similarly, the Parable of the Talents found in Matthew 25:14-30 makes it clear that the wise steward will invest and multiply whatever God has given him.

## Teaching

The gift of Teaching is a highly honored spiritual gift within the assembly of Christ followers, but it is also a gift with severe responsibilities before God. The Bible warns us that those who teach among the people will be judged more harshly by God (James 3:1). A spiritually healthy teacher will not simply instruct the minds of his/her students, but will first instruct and apply unto him/herself the lessons taught by God through Scripture, and then only after the teacher can model the Biblical lesson within his/her life, will he/she be authentically able teach the lesson to others.

1 Corinthians 12:28 lists the gift of Teaching, when applied within the church, as an essential office within the ministry ...subservient only to the greater offices of Prophets and Apostles. Ephesians 4:11-14 makes it clear that the teacher's job description includes "...to prepare God's people for the works of service..." Paul specifically lists Teaching as one of the spiritual gifts in Romans 12:7.

## Tongues

The gift of Tongues has three purposes within the assembly of Christ followers:

1. To be used during periods of prayer, allowing the Holy Spirit to pray through the Christ follower when he/she does not know how to pray (Romans 6:26, 27);
2. To receive divine messages from God for the benefit of the assembly of Christ followers, understanding that someone with the gift of Interpretation of Tongues must be present to interpret (1 Corinthians 12:10, 28 and 1 Corinthians 14:13-19);
3. To enable a person to speak an unlearned language for the purposes of evangelism (Acts 2:1-13).

In all these formats, the Holy Spirit may choose to use the "tongues of men or angels" (1 Corinthians 13:1). The sole purpose of the gift of Tongues is to communicate God's love.

## Wisdom

The gift of Wisdom is the special ability given by God to enable a person to "know the right thing to do, and how to do it rightly." When the counsel of a godly person gifted with Wisdom is followed, God's will is accomplished, God is honored, and the mission of the ministry will find success. A person possessing the gift of Wisdom may also display the gift of Knowledge.

The Apostle Paul identifies the gift of "A Message of Wisdom" among many other spiritual gifts in 1 Corinthians 12:8. Ephesians 1:17 states..."I keep asking that the God of our Lord Jesus Christ, the glorious Father, may give you the Spirit of wisdom and revelation, so that you may know him better". Colossians 1:9

continues this theme..."For this reason, since the day we heard about you, we have not stopped praying for you and asking God to fill you with the knowledge of his will through all spiritual wisdom and understanding". James 1:5 instructs all Christ followers: "If any of you lacks wisdom, he should ask God, who gives generously to all without finding fault, and it will be given to him".

## Word of Knowledge

The gift of Knowledge is a special insight given by God regarding God's will applied to a particular circumstance. The "Word of Knowledge" given to an individual or to the assembly of Christ followers will always be supported by the teachings and principles of Scripture.

1 Corinthians 12:8 identifies the gift of the Word of Knowledge among many other spiritual gifts. A dramatic example of the Word of Knowledge in action can be found in Acts 5:1-11. Within this passage, a married couple seeks to lie to the Apostle Paul, to the Holy Spirit and to the Church. The Holy Spirit reveals the truth to Peter, and then disciplines the married couple.





Step Three:  
Find Your  
Place

# Purpose of This Step

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- To assist you in using your gifts to serve others in the body of Christ.

Our prayer is that you will discover new ways to love and serve through joining a Serve Team and you would be fulfilled and growing through sharing your unique gifts and talents with others in our church community.

Just as a body, though one, has many parts, but all its many parts form one body, so it is with Christ. For we were all baptized by one Spirit so as to form one body—whether Jews or Gentiles, slave or free—and we were all given the one Spirit to drink. Even so the body is not made up of one part but of many.

- 1 Corinthians 12:12-14

## Finding Your Place

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Now that you have Explored Covenant Partnership and Discovered Your Design, it's time to Find Your Place. It is our hope that as you have made these discoveries, you will join a Serve Team where you will be able to use your strengths to make a difference in the lives of others.



Kids camp worship

# How We See Things

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- We all have unique perspectives and natural tendencies.

## Mission Myopia

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Mission Myopia is the natural tendency for individuals to attract around themselves people who see things in a similar way, and/or impose upon others their own priorities and particular way of serving in ministry.

- We are often most comfortable with people who share our interests, values, and perspectives.
- Mission Myopia is about an individual's emotional needs or ego being elevated above the needs and priorities of the mission.
- Ministry mission will require the support of people who often see and think differently than ourselves.

## Diversity

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Your success as part of a Serve Team will be determined in large part by your ability to:

- recognize and respect other people's perspectives and gifting.
- genuinely value what others contribute to the mission.
- respect and serve under the leadership of others.



# Leadership Principles

As we develop ministries and leaders we:

- value depth of character over gifting and anointing.
- believe that thriving churches are growing leaders.
- value the entrepreneurial spirit and failure is not fatal by default.
- build infrastructure that can facilitate increase.
- value current leaders who create space for the next leaders.
- invite unfiltered feedback and loyal dissent.

## Serve Team Code of Conduct

### KNOW YOUR INFLUENCE

As a Serve Team member you must recognize your unique influence by acknowledging that:

- others perceive you as a positive spiritual influence in our church.
- you are viewed as a leader, therefore your influence should reflect integrity in all areas of your life.
- our expectation is that you would provide a positive example in speech and action as you encourage others to grow in their relationship with Christ.

## Passions, Gifting, & Opportunities

Each of us has unique sets of passions, gifts and opportunities. Our ability to discover where these three things overlap is often helpful to finding our place in serving others.

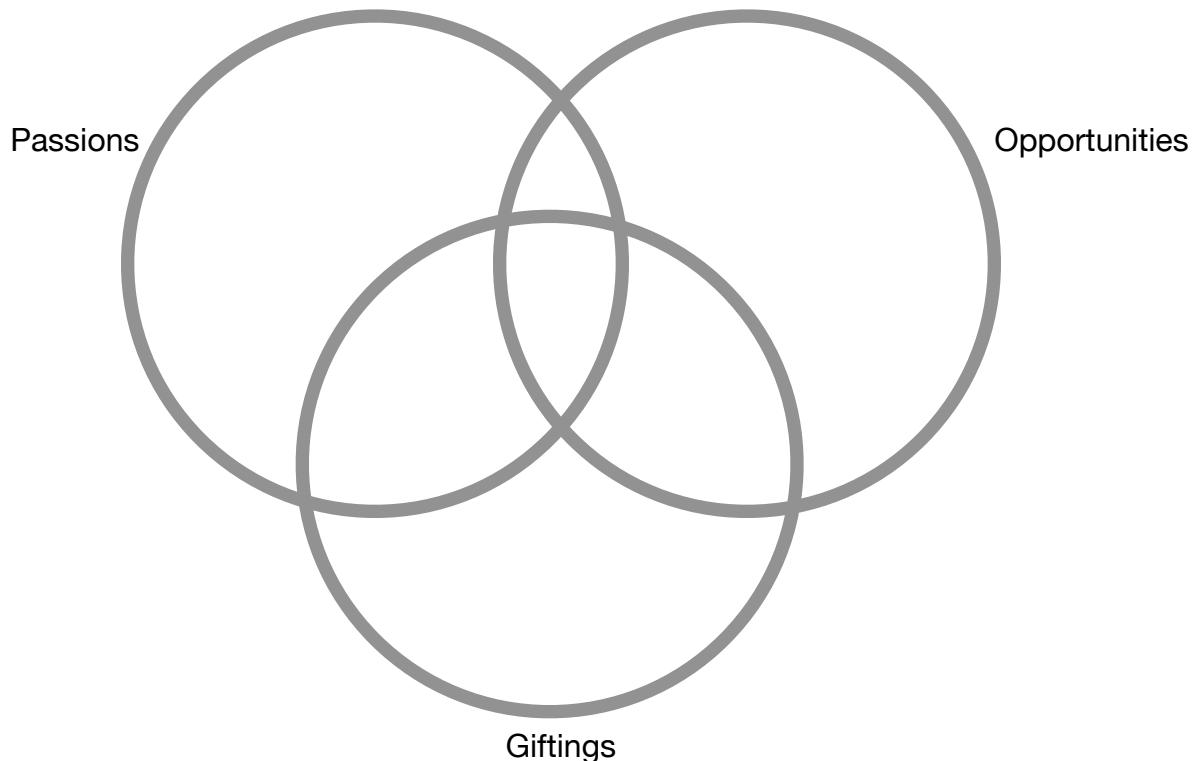
- What is your ePersonality type?
- List your top six spiritual Grace GIFTS.



Capturing ECHO Missions Conference

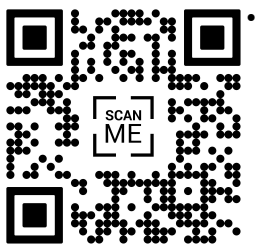
***In the circles below write in the answers to the following questions:***

- What things are you passionate about? (e.g. *feel strongly about, find joy in, love to do*)
- What areas would you say you have unique skill sets in?
- What opportunities do you see at Church on the Rock for you?



# Next Steps

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Begin or complete your screening process. Use the QR code or [this link](#) to start your Serve Team Application. Some Serve Teams have additional requirements and training.

# Our Prayer For You

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Each of our ministries can benefit from a diverse Serve Team. Our prayer is that you will find opportunities at Church on the Rock to use your gifts, bring your perspective and experiences, and build community by joining a team.



# Serve Team Opportunities

## First Impressions

Establish a positive first impression for every Church on the Rock experience. We never underestimate the power of a friendly greeting and a clean, well organized ministry experience.

Admin	Event Support	Parking	Set up/Tear Down
Baptism	Facility Maintenance	Photography	Usher
Check-In	Food Preparation	Refreshments	Welcome Center
Decor	Greeter	Security	

## Small Groups

Facilitate 6-8 week Small Group studies where people can experience community, freedom, and grow in their relationship with each other and the Lord.

Admin	Small Group Host	Small Group Facilitator
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## Large Groups

Create an environment to engage ministry on a wider scale. Whether it is ministry directed towards men, women, or wholeness and healing, these ministry opportunities set the stage to invite our community in to a life transforming experience.

First Impressions	Table/Group Leader	MC/Teacher
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## Life Groups

Pull together a group of people with shared interests, values, or experiences to 'do life' with.

Admin	Life Group Host	Life Group Facilitator
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## Outreach/ Events

Support our Impact Initiatives, Community Partners, Missionaries, or our Auxillary Ministries, Band of Brothers and Thrifter's Rock. Engage your congregation by serving behind the scenes to give our outreach opportunities greater impact.

## Production

Facilitate a powerful, a distraction-free worship experience for people attending our services in-person or online.

Camera	Lighting	Media	Sound
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# Children and Youth

## Children

Join our Children’s Ministry team as they help kids learn to Love God, Love Others and Love Life! Our fun, engaging curriculum is easily accessible and understandable for all kinds of team members.

- |                  |                   |                      |
|------------------|-------------------|----------------------|
| Check in         | Communications    | Nursery Helper       |
| Classroom Helper | Event Support     | Nursery Lead         |
| Classroom Lead   | New Guest Welcome | Resource Preparation |

## Students

Engage young people in their faith and join a youth ministry team. From Middle School to High School, help students build a biblical foundation for their faith through worship, teaching, small groups, prayer, and games.

- |                   |                    |               |
|-------------------|--------------------|---------------|
| Check in          | Communications     | Event Support |
| New Guest Welcome | Small Group Leader | Worship       |

# Worship

## Prayer

Prayer teams provide prayer covering for services, teams and ministries. In person, or behind the scenes, we believe prayer is foundational to seeing lives transformed by Jesus.

- |                 |                  |                     |
|-----------------|------------------|---------------------|
| Sunday Services | Ministry/ Events | Online Prayer Group |
|-----------------|------------------|---------------------|

## Worship Team

Use your gifts as a musician or vocalist to facilitate a powerful on-stage worship experience.

- |       |                 |           |
|-------|-----------------|-----------|
| Admin | Instrumentalist | Vocalists |
|-------|-----------------|-----------|





Willow Campus worship



# Serve Team Code of Conduct

## KNOW YOUR INFLUENCE

As a Serve Team member you must recognize your unique influence by acknowledging that:

- others perceive you as a positive spiritual influence in our church.
- you are viewed as a leader, therefore your influence should reflect integrity in all areas of your life.
- our expectation is that you would provide a positive example in speech and action as you encourage others to grow in their relationship with Christ.

## DRESS FOR SUCCESS

While appearance isn't everything and "beauty is in the eye of the beholder", there are some ways in which we present ourselves that communicate our value for others.

- Dress in a way that is modest, generally appropriate for your particular ministry environment, and does not distract others from the ministry that is taking place.

## KEEP IT CLEAN

Refrain from behavior such as:

- vulgar joking and language.
- drunkenness and federally illegal drug use.
- sexual immorality and use of pornography.
- all behaviors that might cause Christ to grieve and others to stumble.



Talkeetna Campus

# Social Media

Be aware that in the age of social media your influence extends beyond your ministry related face-to-face interactions. It also extends to the platforms you choose to engage in on social media.

*Here are a few helpful hashtags to keep in mind.*

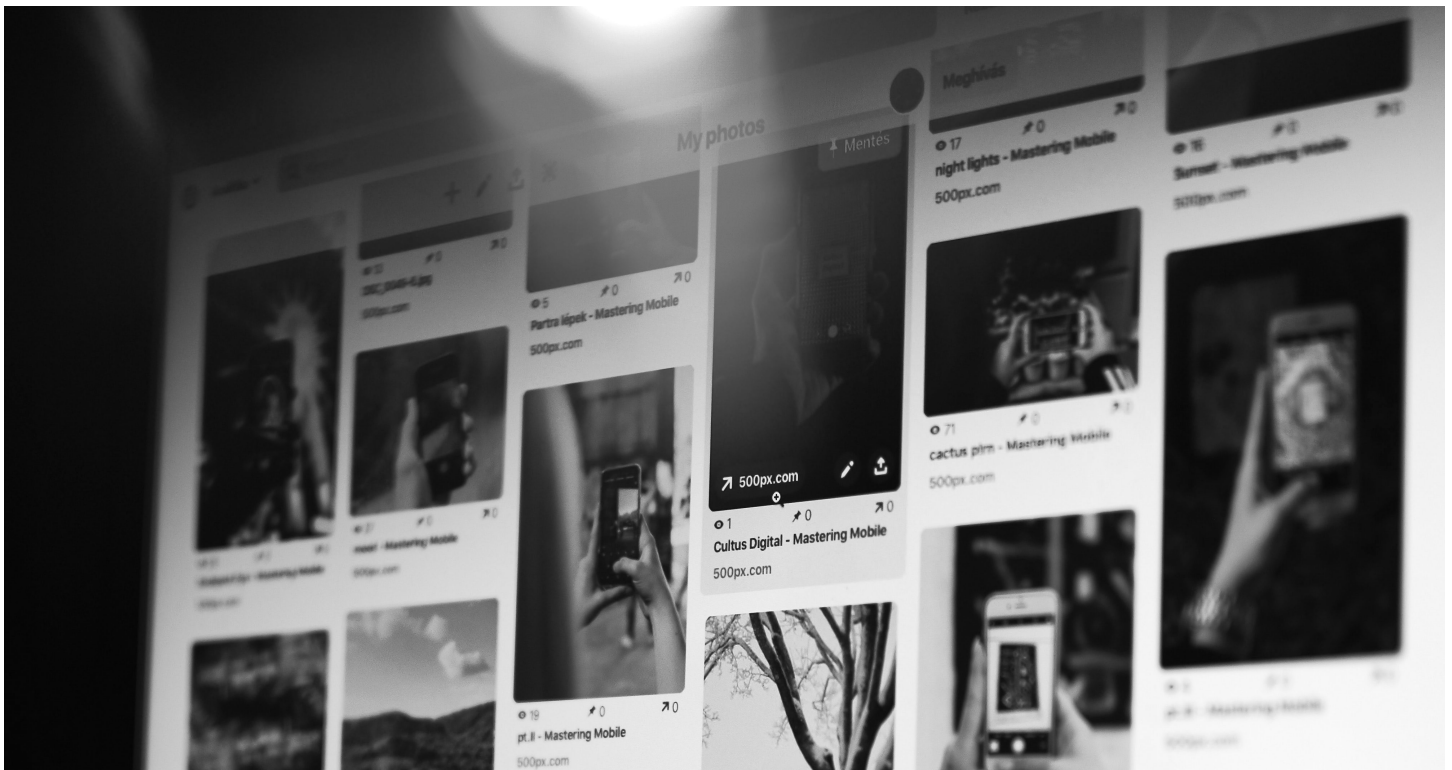
**#be\_selective** - Think before you post! Use the right medium for the right message. Social media is not a place to communicate private, sensitive, or offensive information.

**#be\_smart** - A post is visible to more people than you realize. It can be shared by others in ways you can't control. Imagine EVERYONE you know (including your grandma) seeing your post; do you still want to post it?

**#use\_grace** - Disagree with someone? Do not post offensive or volatile responses publicly. Speak with the person privately.

**#selfie\_smart** - Show deference to others when you post photos on social media. Avoid posting pictures that are sensual or provocative, possibly becoming a stumbling block for others.

**#ask\_us** - Not sure if a post or picture is a good idea? Have a question that's not answered here? ASK your Ministry Lead.



# Healthy Interactions

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One way we show value for others is by responding positively to differences in cultural approaches, individual personalities, family backgrounds, traumatic experiences, and special needs. Below are some descriptions of how we do this in our ministry environments at Church on the Rock.

## Adult Interactions

- Be sensitive to cultural, developmental, experiential, and background differences.
- Familial touch (that you would reserve for known family or friends) can be extremely intimidating for some people. Avoid any touch that may be misinterpreted.
- One-to-one meetings should be between individuals of the same sex or held in an appropriate public space.
- If an individual expresses same-sex attraction or gender identity questions, seek wise counsel from your Campus Pastor prior to meeting with them.

## Special Needs

We promote ministry environments that encourage family connection and are inclusive for individuals with special needs. Here are some basic principles to help you be more confident as you minister to and with those with special needs.

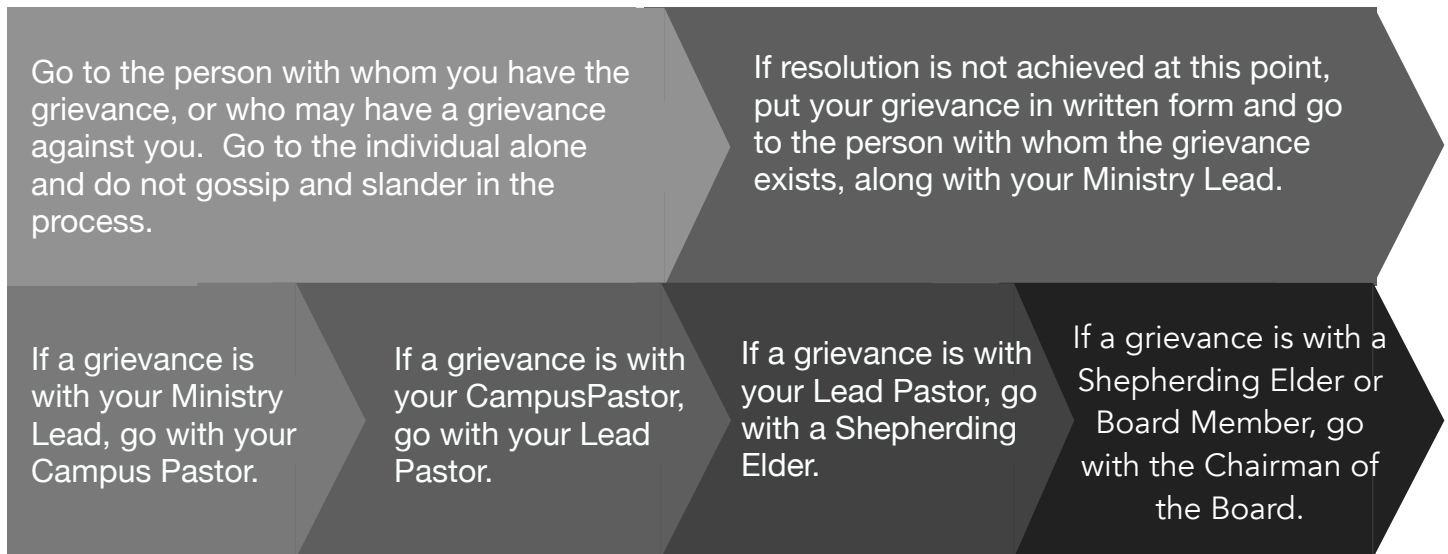
- **Use Person-First Language** - Rather than saying “autistic boy” we would say “boy with autism.”
- **Care Providers** - When addressing the care provider of an individual, do not talk about the person as if they are not there. Include them in the conversation as much as possible.
- **Assume Intelligence** - Just because someone can’t communicate well does not mean they don’t understand. Assume intelligence regardless of communication level.
- **Made in the Image of God** - Disabilities are not due to any lack on the part of the individual. We are ALL made in the image of God with strengths and weaknesses.
- **Unexpected Touch** - This can be a negative trigger for many people who have experienced trauma or have disabilities. Verbalize your intent before touching and ask permission.
- **Service Animals** - Our service animal policy enables us to respectfully comply with ADA and AK State requirements for service animals. We do not encourage emotional support animals or family pets within ministry settings.
- **Ask!** - If you are unsure of how to include, assist, or interact with a person with a disability, talk privately with their care provider or with your Ministry Lead.

# Grievances

We believe in following scriptural guidelines for church and ministry related conflicts and complaints.

So if you are offering your gift at the altar and there remember that your brother has something against you, leave your gift there before the altar and go. First be reconciled to your brother, and then come and offer your gift. -Matthew 5:23-24

(Matthew 18:15-17,, Romans 12:18, Proverbs 10:18, 1 Peter 2:1)



## Stepping Down

There are times when it will be necessary to ask a Serve Team Member to step down from their serving position. This will occur if a Serve Team Member experiences a challenging season where ministry **to** that person is a higher priority than ministry **from** them.

A Serve Team Member may be removed from ministry at the discretion of the Ministry Lead or any member of the pastoral team for any reason deemed sufficient. Pastoral accountability may be a requirement to rejoin the Ministry Team. The following reasons are examples of grounds for temporary or permanent removal:

- not maintaining the expectations outlined in the Covenant Partnership Agreement and the Statement on Human Sexuality.
- not maintaining a healthy walk with the Lord as well as healthy ministry and personal relationships.
- any behavior that puts others at risk or behavior unbecoming a COTR representative.

# Reducing the Risk

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We have a high value for the safety and well-being of our children and youth. All Serve Team Members are expected to be above reproach and follow our child protection procedures.



Upon completion of the Serve Team application process, you will be invited to complete our Reducing the Risk Training. In this way, we intentionally reduce the risk of harm to our children, vulnerable adults, attenders, and Serve Team members.

## Report of Harm

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In a safe and trusting ministry setting, children and youth may divulge information, or show signs of suspected abuse. In those times, we are morally obligated to make a report to the authorities.

In the case of suspected abuse, it is not the responsibility of any Serve Team Member to substantiate any allegations or suspicions. It is our responsibility to work with the correct agencies and law enforcement to comply with Alaska statutes and respond to allegations sensitively and in a timely manner.

These topics and more will be thoroughly covered in Reducing the Risk which is a mandatory training for all Serve Team Members.