



DISCOVERY TRACK

The Trace

Discovery Track

The Trace Discovery Track guides you through a process of discovering God's unique purpose for your life and how to live the life that He has created you for. The Discovery Track is made up of three steps that equip you to 1) connect to the church, 2) discover the strengths of your intentional design, and 3) use your God-given gifts to help others.

Step One - Discovering the Trace

Connect with the mission and vision of the Trace and discover the ins and outs of the church, learn details about beliefs, leadership, how we handle money, and how we intentionally organize our church. You will also have the opportunity to become a member of the Trace. Step One takes place the first Sunday of every month.

Step Two - Discovering Your Design

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 Two takes place the second Sunday of every month.

Step Three - Discover Your Community

Find out what it means to Find Community here at the Trace and connect to the opportunities available here to live out your purpose and serve others by using your God-given gifts. Step Three takes place the third Sunday of every month.

Step One: Discovering The Trace

Trace Discovery Track

The Trace Story

In 1990, a group of about 10 families got together at the home of Jim and Ann Pyburn to pray and discuss whether there was a need to plant a church in Jasper, Alabama. Many of these families had grown up in religion but felt as though there had to be more to a life in Christ than rules and tradition. After this discussion it was decided to start out with an opening service. 100 people attended that first Sunday service that launched the Trace Church's journey of discovering what it could look like to live truly free in Christ and to provide a space for the next generation to seek out all that God has for us. That same spirit of seeking more in Christ continues to this day.

From the beginning, the Trace felt that we grew stronger together in small groups. Our small group model looked different back then but the purpose and mission remains the same: to encourage one another, to grow in our relationship with God and others, and to bring as many others as we can into this life giving relationship. In our small groups and our weekly services, we experienced the freedom to explore theological differences with grace and mercy and were not afraid to try new methods and avenues to share the good news of Jesus so that all might feel welcome in God's house. We believe we still have a long ways to go and that there is still so much more that God has for us.

We invite you to join us as a part of our family, to help us seek the Lord together with all our hearts, soul, mind, and strength. We know that when we do this together, we will find more.

"For this reason I kneel before the Father, from whom every family in heaven and on earth derives its name. I pray that out of his glorious riches he may strengthen you with power through his Spirit in your inner being, so that Christ may dwell in your hearts through faith. And I pray that you, being rooted and established in love, may have power, together with all the Lord's holy people, to grasp how wide and long and high and deep is the love of Christ, and to know this love that surpasses knowledge—that you may be filled to the measure of all the fullness of God."

Ephesians 3:14-19 NIV

Our Prayer for You

“I have come so that they may have life and have it in abundance.”

John 10:10 CSB

“Those who are planted in the house of the Lord shall flourish in the courts of our God.”

Psalms 92:13 NKJV

“I keep asking that the God of our Lord Jesus Christ, the glorious Father, may give you the Spirit of wisdom and revelation, so that you may know Him better. I pray that the eyes of your heart may be enlightened in order that you may know the hope to which He has called you, the riches of His glorious inheritance in His holy people.”

Ephesians 1:17-18 NIV

We can flourish and experience the abundant life Jesus promised when we:

1. LOVE GOD

“Jesus replied: “‘Love the Lord your God with all your heart and with all your soul and with all your mind.’ This is the first and greatest commandment.”

Matthew 22:37-38 NIV

“Taste and see that the Lord is good;
blessed is the one who takes refuge in him.”

Psalms 34:8 NIV

“The person who refuses to love doesn’t know the first thing about God, because God is love—so you can’t know him if you don’t love. This is how God showed his love for us: God sent his only Son into the world so we might live through him. This is the kind of love we are talking about—not that we once upon a time loved God, but that he loved us and sent his Son as a sacrifice to clear away our sins and the damage they’ve done to our relationship with God.”

1 John 4:8-10 MSG

AT THE TRACE, WE HELP PEOPLE TO FALL IN LOVE WITH GOD THROUGH WORSHIP.

2. LOVE OTHERS

"“Love your neighbor as yourself.””

Matthew 22:39 NIV

““A new command I give you: Love one another. As I have loved you, so you must love one another.”

John 13:34 NIV

Two are better than one, because they have a good return for their labor: If either of them falls down, one can help the other up. But pity anyone who falls and has no one to help them up.

Ecclesiastes 4:9-10 NIV

As iron sharpens iron, so one person sharpens another.

Proverbs 27:17 NIV

AT THE TRACE, WE HELP PEOPLE TO LOVE OTHERS THROUGH SMALL GROUPS.

3. FIND COMMUNITY

“Jesus came near and said to them, “All authority has been given to me in heaven and on earth. 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 everything I have commanded you. And remember, I am with you always, to the end of the age.””

Matthew 28:18-20 CSB

But you are a chosen people, a royal priesthood, a holy nation, God’s special possession, that you may declare the praises of him who called you out of darkness into his wonderful light. Once you were not a people, but now you are the people of God; once you had not received mercy, but now you have received mercy.

1 Peter 2:9-10 NIV

“Let us throw off everything that hinders and the sin that so easily entangles. And let us run with perseverance the race marked out for us, fixing our eyes on Jesus, the pioneer and perfecter of faith. For the joy set before him he endured the cross, scorning its shame, and sat down at the right hand of the throne of God. Consider him who endured such opposition from sinners, so that you will not grow weary and lose heart.

Hebrews 12:1-3 NIV

AT THE TRACE, WE FIND COMMUNITY BY LIVING ON MISSION.

Leadership Structure at the Trace

As you consider investing your heart, time, family, and finances into the life of a church, it is important for you to feel confident in church leadership. Our goal in sharing the details of the leadership structure at the Trace is so that you can better understand that our church is structured to support the values of integrity, accountability, and spiritual authority.

The leadership team at the Trace operates as a family. Each member of the family has its roles to play but we work together toward a common goal. The Trace is an independent and autonomous body and all this means is that we do not have a district or higher organizational structure that determines direction. We are free to follow the lead of the Spirit to serve our local community to the best of our ability.

We are:

1. Protected by shepherds

Our shepherds are servant leaders appointed by the membership, through the Holy Spirit, to steward the vision and direction of the Trace Church. The Bible sometimes refers to them as elders, pastors, and shepherds and so you may hear us use these terms interchangeably as well. The role our shepherds play is to protect the local body of Christ by engaging in regular prayer over and for the congregation, overseeing the various teams so that the mission and work stays true to the heart of the gospel message, and caring for the flock as an extension of the Good Shepherd, Jesus, until his return. (Acts 20:17-31, Acts 14:23, Titus 1:5-16, 1 Timothy 3:1-7, Matthew 25:14-30)

2. Guided by ministers

Our ministers serve full time in the day to day work at the Trace. We believe our ministers have a calling from God to devote their lives to serving His Church. We support our ministers financially, as we are able, so that they can dedicate their time fully to this work. The Bible sometimes refers to them as teachers, evangelists, prophets, apostles, and pastors. Here at the Trace, our ministers just go by their first names. The role of our ministers is to equip the members of the body for the ministry that God has called us all to do. This comes in the form of sermons, teaching, programming, training, and vision casting. Because of their full time service, our ministers are able to partner with our shepherds, deacons, and team leaders to offer insight and guidance into decisions that need to be made for the growth and maturity of the members at the Trace. (Ephesians 4:11-16, 1 Corinthians 9:14, 2 Timothy 4:1-5, 1 Thessalonians 5:12, 1 Peter 4:10-11)

3. Strengthened by deacons and team leaders

Our deacons and team leaders are servant leaders appointed by the shepherds and ministers as needed to strengthen areas of work that need to be more closely monitored administration and management. Because of the scope of work the Trace is involved in, it could become very easy for people, tasks, or anything for that matter to fall through the cracks. That is not an option for us and so deacons and team leaders serve a vital role in making sure that doesn't happen. This is the same approach Jethro recommended Moses take in Exodus 18 and is the same approach the apostles took in Acts 6 and this resulted in more work being able to be accomplished with excellence. (Exodus 18, Acts 6:1-7, 1 Timothy 3:8-13, Romans 16:1)

Church Finances

At the Trace, we believe in the principle of tithing. We recognize that giving 10% of our income is the biblical standard for giving, and we practice tithing for the support of Christ's body, the Church, as God commands.

"Honor the Lord with your wealth, with the firstfruits of all your crops; then your barns will be filled to overflowing, and your vats will brim over with new wine."

Proverbs 3:9-10 NIV

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

Malachi 3:10 NIV

Giving is one of the central themes in the Bible. Jesus talked more about this subject than Heaven, hell, or prayer. To understand what it means to be a Christ-follower, we must also understand what it means to be a giver. The giving of tithes and offerings is worship to Jesus. It is an act of worship and an expression of gratitude to God.

1. Tithe

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

2. Offerings

An offering is giving over and above the tithe. The Bible says that by giving generously, we are able to "take hold of the life that is truly life" (1 Timothy 6:18-19).

3. The Gift of Giving

The gift of giving is a spiritual gift that God gives to some people (Romans 12:8). It is a Spirit-given capacity and desire to serve God by giving of your material resources, far beyond the tithe, to further the work of God. Those who want to use their gift of giving to help accelerate the vision of the Trace serve on the Legacy Team.

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

Next Steps

1. Become a member of The Trace Church.

Membership at the Trace is not about adding your name to a roster; it's about connecting with the people and vision of the church. We would love for you to be a part of our church family. We'd be better with you!

2. Join a Small Group.

Browse our online Small Groups directory at thetrace.church/small-groups. Once you find a few groups that interest you, contact the leaders to learn more and make plans to check out the group(s) in person.

3. Complete the Discovery Track.

Step One - Discovering the Trace

Step Two - Discovering Your Design

Step Three - Discovering Your Community

4. Find Your Community.

You're invited to be a part of the team! Find a serve opportunity that fits your gifts, and get ready to live out your purpose and make an eternal difference in the lives of others.

Becoming a Member

Trace Church Membership Covenant

Having received Christ as my Lord and Savior and being in agreement with the values and ideas presented in Step One of the Discovery Track, I now feel led by the Holy Spirit to unite with the Trace Church family. In doing so, I make the following commitment to God and my fellow church members:

1. I will protect the unity of my church by:

- Acting in love toward other members.
- Refusing to gossip.
- Following the leaders.

Let us therefore make every effort to do what leads to peace and to mutual edification.

Romans 14:19 NIV

May the God who gives endurance and encouragement give you the same attitude of mind toward each other that Christ Jesus had

Romans 15:5 NIV

Now that you have purified yourselves by obeying the truth so that you have sincere love for each other, love one another deeply, from the heart.

1 Peter 1:22 NIV

Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs, that it may benefit those who listen.

Ephesians 4:29 NIV

Have confidence in your leaders and submit to their authority, because they keep watch over you as those who must give an account. Do this so that their work will be a joy, not a burden, for that would be of no benefit to you.

Hebrews 13:17 NIV

2. I will share the responsibility of my church by:

- Praying for its growth and health.
- Inviting the unchurched to attend.
- Warmly welcoming those who visit.

To the church...We always thank God for all of you and continually mention you in our prayers.

1 Thessalonians 1:1-2 NIV

Go out to the roads and country lanes and compel them to come in, so that my house will be full.

Luke 14:23 NIV

Accept one another, then, just as Christ accepted you, in order to bring praise to God.

Romans 15:7 NIV

3. I will serve the ministry of my church by:

- Discovering my gifts and talents.
- Using my God-given gifts to make a difference in the lives of others.
- Developing a servant's heart.

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 NIV

So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his people for works of service, so that the body of Christ may be built up.

Ephesians 4:11-12 NIV

Let each of you look out not only for his own interests, but also for the interests of others. Let this mind be in you which was also in Christ Jesus, but made Himself of no reputation, taking the form of a bondservant, and coming in the likeness of men.

Philippians 2:4-5,7 NKJV

4. I will support the testimony of my church by:

- Attending services and Small Groups faithfully.
- Living a godly life.
- Giving regularly.

They devoted themselves to the apostles' teaching and to fellowship, to the breaking of bread and to prayer.

Acts 2:42 NIV

And let us not neglect our meeting together, as some people do, but encourage one another, especially now that the day of his return is drawing near.

Hebrews 10:25 NLT

Whatever happens, conduct yourselves in a manner worthy of the gospel of Christ.

Philippians 1:27 NIV

To read through our full Statement of Faith,
visit thetrace.church/what-we-believe

Step Two: Discovering Your Design

Trace Discovery Track

Discovering Your Gifts

All of us were created by God to make a difference in the life of another person. God has a place for you where your unique abilities and passions can touch the lives of others. We believe that your life will never make sense until you find, develop, and fulfill that purpose.

“For we are God’s handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do.”

Ephesians 2:10 NIV

“Therefore, I urge you, brothers and sisters, in view of God’s mercy, to offer your bodies as a living sacrifice, holy and pleasing to God—this is your true and proper worship.

Romans 12:1 NIV

“Now there are different gifts, but the same Spirit. There are different ministries, but the same Lord. And there are different activities, but the same God works all of them in each person. A manifestation of the Spirit is given to each person for the common good... One and the same Spirit is active in all these, distributing to each person as he wills. For just as the body is one and has many parts, and all the parts of that body, though many, are one body—so also is Christ.”

I Corinthians 12:4-7,11-12 CSB

At the Trace:

EVERY MEMBER IS A SERVANT. (JOHN 13:12-16)

EVERY TASK IS IMPORTANT. (1 CORINTHIANS 12:12-27)

EVERY MEMBER HAS GIFTS TO BE USED TO HELP OTHERS GROW. (ROMANS 12:6)

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

Psalms 139:13-14 NIV

Discovering your DESIGN reveals DESTINY.

“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 NIV

Areas to Consider When Discovering Your Design

1. Your PASSIONS

“We have different gifts, according to the grace given to each of us. If your gift is prophesying, then prophesy in accordance with your faith; if it is serving, then serve; if it is teaching, then teach; if it is to encourage, then give encouragement; if it is giving, then give generously; if it is to lead, do it diligently; if it is to show mercy, do it cheerfully.”

Romans 12:6-8 NIV

2. Your LIFE EXPERIENCES

“So here’s what I want you to do, God helping you: Take your everyday, ordinary life—your sleeping, eating, going-to-work, and walking-around life—and place it before God as an offering. Embracing what God does for you is the best thing you can do for him.”

Romans 12:1 MSG

3. Your Pain

“All praise to God, the Father of our Lord Jesus Christ. God is our merciful Father and the source of all comfort. He comforts us in all our troubles so that we can comfort others. When they are troubled, we will be able to give them the same comfort God has given us.”

2 Corinthians 1:3-4 NLT

4. Your Personality

“God spoke: ‘Let us make human beings in our image, make them reflecting our nature So they can be responsible for the fish in the sea, the birds in the air, the cattle, And, yes, Earth itself, and every animal that moves on the face of Earth.’ God created human beings; he created them godlike, reflecting God’s nature.”

Genesis 1:26-27 MSG

5. Your Spiritual Gifts

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 NIV

Discovering Your Personality

How to Take the Personality Assessment

Step 1: Answer each question under sections 1-4 by circling the number that best describes you. Allow yourself two to three minutes to complete this step before moving on to other steps.

Step 2: Add the total of circled numbers for the five statements under each section. Write each total on the indicated total line for each section.

Step 3: Identify the group with the highest totaled number and the second highest totaled number to discover your dominant personality traits.

Box 1 = “D” personality

Box 2 = “I” personality

Box 3 = “S” personality

Box 4 = “C” personality

Write your predominant personality traits sequence in the top right-hand corner (DI, ID, CD, etc.).

Step 4: Read the description of your most predominant personality trait (D, I, S, C) and the description of your two highest personality traits together (DI, ID, SC, CD, etc.).

My Personality/Leadership Style _____

1. Total _____

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

1. Total _____

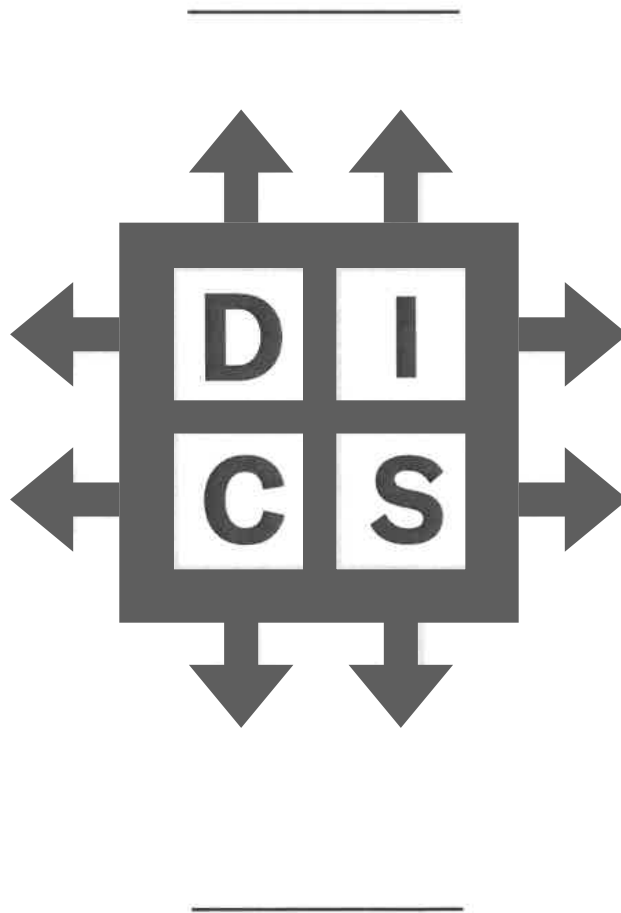
	Never	Rarely	Sometimes	Often	Always
I enjoy influencing and inspiring other people.	1	2	3	4	5
I am optimistic about others.	1	2	3	4	5
I tend to be the life of the party.	1	2	3	4	5
I think about motivating people.	1	2	3	4	5
I am motivated by recognition and approval.	1	2	3	4	5

1. Total _____

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

1. Total _____

	Never	Rarely	Sometimes	Often	Always
I typically avoid 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



"I praise You because I am fearfully and wonderfully made;
Your works are wonderful, I know that full well."
Psalm 139:1 NIV

- D** We are direct and decisive. We are risk takers and problem solvers. We are more concerned with completing tasks and winning than we are with gaining approval from people. Though the internal drive tends to make us insensitive to those around us, "D"s are not afraid to challenge the status quo, and we thrive when it comes to developing new things. We need discipline to excel and respond to direct confrontation. Our greatest fear is to be taken advantage of, and even despite our possible weaknesses which include an aversion to routine, a tendency to overstep authority, an argumentative nature, and a habit of taking on too much we place a high value on time and use our innovative thinking to accomplish difficult tasks and conquer challenges.
- D/I** We are curious conclusers who place emphasis on the bottom line and work hard to reach our goals. We are more determined than we are inspirational, yet our high expectations and standards for ourselves and those around us typically cause us to make quite an impact, motivating others to follow us. We have an array of interests and can become distracted by taking on too many projects. We often need to focus, prioritize, and simply slow down. Because we thrive on activity and forward motion, we like to accomplish tasks through a large number of people.
Joshua (Joshua 1), Noah (Genesis 6-9), Sarah (Genesis 16, 1 Peter 3:6)
- D/S** We are achievers with an ability to persevere. We are more active than passive, but possess a kind of calm sensitivity and steadiness that makes us good leaders. We seem to be people-oriented but can easily be dominant and decisive when it comes to tasks and project planning. We strive to accomplish goals with fierce determination that comes from a strong internal drive, but we could benefit from contemplative and conservative thinking as well as spending more time focusing on relationships.
Daniel (Daniel 1-6), Job (Job 1:5, James 5:11), Martha (Luke 10:38-42)
- D/C** We are challengers that can either be determined students or defiant critics. Being in charge is important to us, yet we care little about what others think as long as we get the job done. We have a great deal of foresight and examine every avenue to find the best solution. We prefer to work alone. Though we fear failure and the lack of influence, we are motivated by challenges and can often be excellent administrators. We could benefit from learning to relax and paying more attention to people.
Malachi (Malachi 4), Nathan (2 Samuel 12:1-13), Nahum (Nahum 1-3)

- I** We are inspiring and impressive. Enthusiastic, optimistic, impulsive, and emotional—we tend to be creative problem solvers and excellent encouragers. We often have a large number of friends, but we can become more concerned with approval and popularity than with getting results. Our greatest fear is rejection, but we thrive when it comes to motivating others. Our positive sense of humor helps us negotiate conflicts. Though we can be inattentive to details and poor listeners, we can be great peacemakers and effective teammates when we control our feelings and minimize our urge to entertain and be the center of attention. We value lots of human touch and connection.
- I/D** We are persuaders who are outgoing and energetic. We enjoy large groups and use our power of influence to attain respect and convince people to follow our lead. Sometimes we can be viewed as fidgety and nervous, but it comes from our need to be a part of challenges that have variety, freedom, and mobility. We could benefit from learning to look before we leap and spending more time being studious and still. We make inspiring leaders and know how to get results from and through people.
John the Baptist (Luke 3), Peter (Matthew 16, 26; Acts 3), Rebekah (Genesis 24)
- I/S** We are influential counselors who love people, and it's no surprise that people love us. We live to please and serve, and tend to be good listeners. Looking good and encouraging others is important to us, as is following through and being obedient. We often lack in the area of organization and can be more concerned with the people involved than we are with the task at hand. However, we can be center stage or behind the scenes with equal effectiveness, and we shine when it comes to influencing and helping others.
Barnabas (Acts 4, 9, 11-15), Elisha (1 Kings 19; 2 Kings 2-3), Nicodemus (John 3, 7, 19)
- I/C** We are inspiring yet cautious assessors who are excellent communicators through the combination of concerned awareness and appreciation of people. We excel in determining ways to improve production. We tend to be impatient, critical, and can also be overly persuasive—too consumed by the desire to win. We like to work inside the box, and we could benefit from trying new things and caring less about what others think. This personality type often possesses a gift for teaching; we are generally dependable when it comes to paying attention to details and getting the job done.
Miriam (Exodus 15-21), Ezra (Ezra 7-8), Shunammite Woman (2 Kings 4:8-37)

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

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

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

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

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

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

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

- C** We are compliant and analytical. Careful and logical lines of thinking drive us forward, and accuracy is a top priority. We hold high standards and value systematic approaches to problem-solving. Though we thrive when given opportunities to find solutions, we tend to ignore the feelings of others and can often be critical and downright crabby. Verbalizing feelings is difficult for us, but when we are not bogged down in details and have clear-cut boundaries, we can be big assets to the team by providing calculated "reality checks." Our biggest fear is criticism, and our need for perfection is often a weakness, as is our tendency to give in when in the midst of an argument. However, we are thorough in all activities and can bring a conscientious, even-tempered element to the team that will provide solid grounding. We value being correct.
- C/I** We are attentive to the details. We tend to impress others by doing things right and stabilizing situations. Not considered aggressive or pushy, we enjoy both large and small crowds. Though we work well with people, we are sometimes too sensitive to what others think about us and our work. We could benefit from being more assertive and self-motivated. Often excellent judges of character, we easily trust those who meet our standards. We are motivated by genuine and enthusiastic approval as well as concise and logical explanations.
Miriam (Exodus 15:21; Numbers 12:1-15), Ezra (Ezra 7, 8)
- C/S** We are systematic and stable. We tend to do one thing at a time and do it right. Reserved and cautious, we would rather work behind the scenes to stay on track. We seldom take risks or try new things and naturally dislike sudden changes in our environments. Precisionists to the letter, we painstakingly require accuracy and fear criticism, which we equate to failure. Diligent workers, our motivation comes from serving others.
Esther (Esther 4), Zechariah (Luke 1), Joseph (Matthew 1:1-23)
- C/D** We are cautious and determined designers who are consistently task-oriented and very aware of problems. Sometimes viewed as insensitive, we do care about individual people but have a difficult time showing it. We often feel we are the only ones who can do the job the way it needs to be done, but because of our administrative skills, we are able to bring plans for change and improvements to fruition. We have a tendency to be serious and could benefit from being more optimistic and enthusiastic. Despite our natural drive to achieve, we should concentrate on developing healthy relationships and simply loving people.
Bezalel (Exodus 35:30-35, 36:8, 37:1-9), Jochebed (Exodus 1:22-2:4), Jethro (Exodus 2, 18)

Making the Most of Your Personality

Every personality has strengths and challenges. The following will give you specific areas to focus on to help you work well with others.

"D" personalities are dominant, direct, task-oriented, decisive, organized, outgoing, and outspoken. As you embrace these strengths, also make sure to:

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

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

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

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

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

"C" personalities are compliant, competent, goal-oriented, focused on tasks, and introverted. As you embrace these strengths, also make sure to:

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

"For we are His workmanship, created in Christ Jesus for good works..."
Ephesians 2:10 NASB

Discovering Your Spiritual Gifts

“Truly I tell you, the one who believes in me will also do the works that I do. And he will do even greater works than these, because I am going to the Father. Whatever you ask in my name, I will do it so that the Father may be glorified in the Son. If you ask me anything in my name, I will do it. If you love me, you will keep my commands. And I will ask the Father, and he will give you another Counselor to be with you forever. He is the Spirit of truth. The world is unable to receive him because it doesn’t see him or know him. But you do know him, because he remains with you and will be in you.”

John 14:12-17

How to Take the Spiritual Gifts Assessment

Step 1: Respond to the spiritual gifts statements on pages 31-32 by writing the number that indicates how each statement describes you in the blanks on page 33:

- 1 - Almost never
- 2 - Sometimes
- 3 - Almost always

Allow yourself six minutes to answer all questions before moving on to other steps.

Step 2: Add each line on page 36 left to right and place the totaled number in the total column.

Step 3: Identify your three highest totaled numbers with the corresponding letter and the spiritual gift it represents (listed on the pages following the assessment).

Step 4: Read about your gifts.

Connect with a team that complements your personality, highest rated spiritual gifts, and availability to serve.

1. I like organizing services and events.
2. I am interested in 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 little things that others typically do not enjoy.
11. I often have people over 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. I hurt 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 musical instrument.
19. Caring for the hurting is one of my highest priorities.
20. I get frustrated when people knowingly sin.
21. I enjoy serving behind the scenes.
22. I like creating outlines of the Bible.
23. God has used me to interpret what someone speaking in tongues is saying.
24. I enjoy the book of Proverbs more than any other book in the Bible.
25. I am passionate about managing details.
26. I like to help start new ministry projects.
27. I consider myself a craftsman or craftswoman.
28. I sense when situations are spiritually unhealthy.
29. I am greatly motivated by seeing people who don't know God be saved.
30. I come across as loving and caring.
31. Asking God for a list of seemingly impossible things is exciting to me.
32. I find ways to give offerings above my tithe.
33. I believe miraculous healing is possible and still happens.
34. Helping others is one of my greatest motivations.
35. Creating a warm and welcoming environment is important to me.
36. I am burdened to pray for situations affecting the world.
37. People come to me to learn more about God and the Bible.
38. I prefer to take the lead whenever possible.

39. I'm very sensitive to sad stories.
40. Miracles often happen when I'm nearby.
41. The idea of living in another country to benefit the Gospel is exciting to me.
42. I desire to serve the church through worship.
43. I enjoy connecting, caring for, and coaching others.
44. Confronting someone about a sin in their life is important to me.
45. It bothers me when people sit around and do nothing.
46. I share biblical truth with others to help them grow.
47. I pray in tongues daily.
48. When I study Scripture, I receive unique insights from God.
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 satisfying to me.
52. I can pinpoint issues or problems quickly.
53. Sharing the Gospel with someone I do not know is exciting and natural for me.
54. I look for ways to encourage other people.
55. I trust that God has my back in every situation.
56. I want to make more money so that I can give more.
57. God has used me to bring healing to those who are sick.
58. Being a part of the process is fulfilling to me.
59. I tend to make total strangers feel at home.
60. People often ask me to pray for them.
61. I enjoy knowing biblical details and helping others understand them too.
62. I delegate responsibilities to accomplish tasks.
63. I am motivated to help people in need.
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 helping people who are going through a difficult time.
68. I enjoy hearing passionate and clear preaching of God's Word.
69. I like to do small things that others overlook.
70. I prefer to teach and study the Bible topically rather than verse by verse.
71. Praying in tongues is encouraging and important to me.
72. When faced with difficulty, I tend to make wise decisions.

1 Almost Never 2 Sometimes 3 Almost Always

Total

Gift

1.	_____	+	25.	_____	+	49.	_____	=	_____
2.	_____	+	26.	_____	+	50.	_____	=	_____
3.	_____	+	27.	_____	+	51.	_____	=	_____
4.	_____	+	28.	_____	+	52.	_____	=	_____
5.	_____	+	29.	_____	+	53.	_____	=	_____
6.	_____	+	30.	_____	+	54.	_____	=	_____
7.	_____	+	31.	_____	+	55.	_____	=	_____
8.	_____	+	32.	_____	+	56.	_____	=	_____
9.	_____	+	33.	_____	+	57.	_____	=	_____
10.	_____	+	34.	_____	+	58.	_____	=	_____
11.	_____	+	35.	_____	+	59.	_____	=	_____
12.	_____	+	36.	_____	+	60.	_____	=	_____
13.	_____	+	37.	_____	+	61.	_____	=	_____
14.	_____	+	38.	_____	+	62.	_____	=	_____
15.	_____	+	39.	_____	+	63.	_____	=	_____
16.	_____	+	40.	_____	+	64.	_____	=	_____
17.	_____	+	41.	_____	+	65.	_____	=	_____
18.	_____	+	42.	_____	+	66.	_____	=	_____
19.	_____	+	43.	_____	+	67.	_____	=	_____
20.	_____	+	44.	_____	+	68.	_____	=	_____
21.	_____	+	45.	_____	+	69.	_____	=	_____
22.	_____	+	46.	_____	+	70.	_____	=	_____
23.	_____	+	47.	_____	+	71.	_____	=	_____
24.	_____	+	48.	_____	+	72.	_____	=	_____

A.	_____
B.	_____
C.	_____
D.	_____
E.	_____
F.	_____
G.	_____
H.	_____
I.	_____
J.	_____
K.	_____
L.	_____
M.	_____
N.	_____
O.	_____
P.	_____
Q.	_____
R.	_____
S.	_____
T.	_____
U.	_____
V.	_____
W.	_____
X.	_____

Using Your Spiritual Gifts

Congratulations on discovering your spiritual gifts! God uniquely created you and gave you these gifts for a reason. Now that you've identified how He has gifted you, your next step is to learn how you can use those gifts for the purpose He has for you.

On the following pages, you can learn about your spiritual gifts and find out more about how you can use your gifts to serve God and others as part of a team.

A. Administration

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

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

(Serve Team, Small Groups, Events, Check-In, Church Database, Facilities)

B. 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; Ephesians 4:11-14

(Missions, Discovery Track Host, Small Groups)

C. Craftsmanship

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

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

(Facilities, Missions, Trace Kids, Trace Students, Serve Team)

D. Discernment

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

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

(Discovery Track Host, Security, Trace Kids Check-In, Prayer, Small Groups)

E. Evangelism

The gift of evangelism is the divine strength or ability to help non-Christians take the necessary steps to becoming Christ followers.

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

(Small Groups, Trace Students, Trace Grads, Missions, Prayer, Serve Team)

F. Exhortation

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

Acts 14:22; Romans 12:8; 1 Timothy 4:13; Hebrews 10:24-25

(Serve Team, Check-In, Events, Greeters, Discovery Track Host, Trace Kids, Trace Students, Trace Grads, Small Groups)

G. Faith

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

Acts 11:22-24; Romans 4:18-21; 1 Corinthians 12:9; Hebrews 11

(All Teams)

H. Giving

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

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

(Legacy)

I. Healing

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

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

(Serve Team, Security, Prayer)

J. Helps

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

Mark 15:40-41; Acts 9:36; Romans 16:1-2; 1 Corinthians 12:28

(All Teams)

K. Hospitality

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

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

(Check-In, Events, Discovery Track Host, Trace Students, Serve Team, Kids Check-In, Small Groups)

L. Intercession

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

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

(Prayer, Small Groups)

M. Knowledge

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

Acts 5:1-11; 1 Corinthians 12:8; Colossians 2:2-3

(Security, Prayer, Small Groups, Serve Team)

N. Leadership

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

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

(Small Groups, All Teams)

O. 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

(Missions, Small Groups, Prayer, Serve Team)

P. 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
(Small Groups, Prayer)

Q. Missionary

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

Acts 8:4, 13:2-3, 22:21; Romans 10:15
(Missions, Small Groups, Serve Team)

R. Music/Worship

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

Deuteronomy 31:22; 1 Samuel 16:16; 1 Chronicles 16:41-42; 2 Chronicles 5:12-13, 34:12; Psalm 150
(Trace Kids, Trace Students, Praise Team, Small Groups)

S. Pastor/Shepherd

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

John 10:1-18; Ephesians 4:11-14; 1 Timothy 3:1-7; 1 Peter 5:1-3
(Missions, Discovery Track Host, Trace Kids, Trace Students, Small Groups, Serve Team)

T. Prophecy

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

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

U. Service

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

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

(All Teams)

V. Teaching

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

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

(Trace Kids, Small Groups)

W. Tongues & Interpretation

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

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

(Prayer)

X. Wisdom

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

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

(All Teams)

Next Steps

1. Pray and ask God to strengthen the gifts and passions inside you.

2. Complete the Discovery Track.

Step One - Discovering the Trace

Step Two - Discovering Your Design

Step Three - Discovering Your Community.

3. Find Your Community.

Now that you've discovered your God-given gifts, find a team where you can use those strengths to make a difference in the lives of others.

Step Three: Discovering Your Community

Trace Discovery Track

Our Core Values

1. We love GOD.

“When they saw the courage of Peter and John and realized that they were unschooled, ordinary men, they were astonished and they took note that these men had been with Jesus.”

Acts 4:13 NIV

DEVELOP YOUR CLOSENESS WITH GOD.

DEVELOP YOUR CHARACTER.

DEVELOP YOUR CALLING.

2. We love PEOPLE.

“Jesus called them together and said, ‘You know that those who are regarded as rulers of the Gentiles lord it over them, and their high officials exercise authority over them. Not so with you. Instead, whoever wants to become great among you must be your servant, and whoever wants to be first must be slave of all. For even the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many.’”

Mark 10:42-45 NIV

BE A SERVANT.

BE A TEAM PLAYER.

BE REAL.

3. We pursue EXCELLENCE.

“People were overwhelmed with amazement. “He has done everything well,” they said.”

Mark 7:37 NIV

DO THINGS WELL.

DO THINGS BEFORE YOU’RE ASKED.

DO MORE THAN IS EXPECTED.

4. We choose JOY.

“We put no stumbling block in anyone’s path, so that our ministry will not be discredited. Rather, as servants of God we commend ourselves in every way: in great endurance; in troubles, hardships and distresses; in beatings, imprisonments and riots; in hard work, sleepless nights and hunger; in purity, understanding, patience and kindness; in the Holy Spirit and in sincere love; in truthful speech and in the power of God; with weapons of righteousness in the right hand and in the left; through glory and dishonor, bad report and good report; genuine, yet regarded as impostors; known, yet regarded as unknown; dying, and yet we live on; beaten, and yet not killed; sorrowful, yet always rejoicing; poor, yet making many rich; having nothing, and yet possessing everything.”

2 Corinthians 6:3-10

BE ENJOYABLE.

BE POSITIVE.

BE ONE.

MAKE EVERY EXPERIENCE A BREATH OF FRESH AIR.

Next Steps

- 1. Complete your step three card.**
- 2. Have a conversation with one of our team members to receive next steps information connecting you to a team leader in the serve area of your choice.**
- 3. Attend an orientation in the serve area or areas you have chosen.**

Appendix

Trace Discovery Track

Honor Code

“‘Everything is permissible,’ but not everything is beneficial. ‘Everything is permissible,’ but not everything builds up. No one is to seek his own good, but the good of the other person.”

1 Corinthians 10:23-24 (CSB)

As an essential part of the The Trace Church Leadership family, you have a responsibility to develop and exhibit mature Christian behavior. This should be the heart of your desire to serve in a leadership position here at The Trace Church.

While serving the Body of Christ at The Trace Church, you pledge to present a good appearance at all times. In both attire and behavior, you should strive to demonstrate Biblical standards in all situations.

As Christians, the way we present ourselves can influence the way others perceive Christ. Our conduct should never be an embarrassment to Christ, but should exemplify the best qualities of a mature believer and servant-leader. By providing an example in speech and action, we encourage others to grow in Christ and become servant-leaders themselves. Exemplifying the highest moral commitment, The Trace Church leaders are to maintain a disciplined life of Bible reading, prayer, and fasting. This is a way of life measured by the heart and commitment of each leader in The Trace Church family. We should regard it as an essential part of our development, not as an imposition or restriction.

“The same goes for those who want to be servants in the church: serious, not deceitful, not too free with the bottle, not in it for what they can get out of it. They must be reverent before the mystery of the faith, not using their position to try to run things. Let them prove themselves first. If they show they can do it, take them on. No exceptions are to be made for women—same qualifications: serious, dependable, not sharp-tongued, not overfond of wine. Servants in the church are to be committed to their spouses, attentive to their own children, and diligent in looking after their own affairs. Those who do this servant work will come to be highly respected, a real credit to this Jesus-faith.”

1 Timothy 3:8-10 MSG

Abuse Policy Acknowledgement

I understand that The Trace Church is a safe place for children and vulnerable adults and that the Trace complies with all Federal and State laws regarding reporting suspected child abuse. As a servant leader, I understand that suspected abuse is to be reported to the staff member who oversees the area in which I serve. I also understand the 4 types of abuse defined below:

Physical: A physical act directed at a child or vulnerable adult that causes injury;

Sexual: Contact or interactions between a child and an adult, or another child, when the child is being used for sexual stimulation of the perpetrator or another person. This includes exploitation through photographs, videos, or other communication methods;

Emotional: Acts or omissions by the parent or other caregivers that have caused, or could cause, serious behavioral, cognitive, emotional, or mental disorders;

Neglect: Failure to provide for the child or vulnerable adult's basic needs. This includes adequate adult supervision, medical attention, housing, food, and clothing. Most cases of physical neglect involve inadequate adult supervision that has caused harm to the child or vulnerable adult, or places them in danger of such harm.

I understand it is not my responsibility to investigate and in no instance will I confront a parent or care giver if abuse is suspected. As a servant leader at the Trace Church, I agree to comply with this policy and report any suspected abuse to the staff person who oversees the area in which I serve.

**LOVE GOD.
LOVE OTHERS.
FIND COMMUNITY.**



THETRACE.CHURCH