

Growth Track

“I have come that they may have life and have it to the full.” John 10:10 NIV





Table of Contents

Overview.....	4
COTR Story.....	5
Church on the Rock Government.....	7
Church Finances.....	8-9
Our Prayer for You.....	11
Next Steps.....	13
Becoming a Member.....	14-15
Discovering Your Gifts.....	17-21
Making the Most of Your Personality.....	22-23
Discovering Your Spiritual Gifts.....	24-30
Join the Team.....	31-32
Join a Serve Team.....	34-37



Church on the Rock Growth Track

We are so glad you are interested in learning more about becoming a member of Church on the Rock! This class is an introduction to our family. Here you will learn who we are, get a bit of history, understand our values, discuss our basic beliefs, and get an overview of the ministries of the church.

Step One - Become a Member

Connect with Church on the Rock and hear our history, discover the vision of the church, and our core beliefs. You will also have the opportunity to become a member of Church on the Rock.

Step Two - Discover your Design

Find out how you can embrace the vision and live a life that Pursues God, Pursues People, and Pursues Kingdom.

The COTR Story

Pastor Jackie White dreamed of planting a church with a very simple goal- to help people encounter the presence of God so that they might experience true life change and reach their full potential. With the help of a few couples committed to seeing this dream become a reality, Church on the Rock held our first service on December 6th, 1985 in the living room of Pastor Jackie's home. Throughout the year COTR grew into a warehouse off of 82nd and Upland.

From the beginning, Church on the Rock has focused on reaching people that do not have a relationship with God and building that relationship through other Christ followers. The life-giving message of the Gospel, the passion and joy of Sunday gatherings, and the simple style of COTR brought immediate growth. COTR grew in its first year 100 people in weekly attendance and 10 people giving their life to the Lord that year.

Today, thousands of people attend Church on the Rock at multiple locations covering Lubbock and Levelland. We invite you to see for yourself how exciting church can be when the focus is simple and people are free to seek God with passion.

“Those who are planted in the house of the Lord shall flourish in the courts of our God.” Psalm 92:13 NKJV



Church on the Rock Government

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

Our church government is made up of three teams of leadership.

We are:

1. Guided by the Lead Team

The Lead Team at COTR is led by the Lead Pastor, Heath Watts. This team oversees the day-to-day ministry and operations of the church. These staff pastors serve the congregation and are responsible for the development of the spiritual life of the church. The Lead Team at COTR consist 7 team members.

2. Protected by Elders

Our Board of Elders are members of the congregation and are appointed by the Lead Pastor to oversee the finances of the Church and provide counsel to the Lead Pastor regarding the major financial commitments of the church, along with providing important feedback about the ministries of COTR.

3. Strengthened by Apostolic Elders

The Apostolic Elders are three pastors who have tremendous experience in the church world. They love COTR and the Lead Pastor deeply, and they provide spiritual protection to the church. They may be called upon to help in accountability matters relating to the Lead Pastor if requested to do so by the Board of Elders. The Apostolic Elders are overseers.

Church Finances

At Church on the Rock, 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.

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).

Church Finances (continued)

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 Church on the Rock serve on the Kingdom Builders Team.

Many people love to give to God and want to feel confident in the organization through which they give. At Highlands, 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 COTR, 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.

The giving of tithes and offerings is worship to Jesus. Giving is not considered a business transaction but an act of worship and an expression of gratitude to God. That is why we don't have people fill out pledge cards or make faith promises.



Our Prayer for You

“I keep asking that the God of our Lord Jesus Christ, the glorious Father, may give you the Spirit of wisdom and revelation, so that you may know him better. I pray that the eyes of your heart may be enlightened in order that you may know the hope to which He has called you, the riches of His glorious inheritance in His holy people.” Ephesians 1:17-18 NIV

The spiritual journey of the church:
Know God, Find Freedom, Discover Purpose, Make a Difference

At Church on the Rock our Vision is:

LOVE GOD

Love the Lord your God with all your heart, all your soul, and all your mind. This is the first and greatest commandment. Matthew 22:37-39

At Church on the Rock we help people know God through a relationship with the Holy Spirit.

LOVE PEOPLE

Love your neighbor as yourself. Matthew 22:31

At Church on the Rock we help people discover their purpose by loving people.

LIVE LIFE TO THE FULL

The thief comes only to steal and kill and destroy; I have come that they may have life and have it to the full. John 10:10



Next Steps

Become a member of Church on the Rock.

Membership at Church on the Rock is not about adding your name to a roster or directory; its about connecting with the people and vision of the church. We would love for you to be a part of our church family.

Find freedom in a Small/Table Group.

Browse our online directory of groups at cotrpeople.com/community. 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.

Make a difference on the Serve Team.

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

Becoming a Member

1. I will protect the unity of my church by:
 - Acting in love toward other members.
 - Refusing to gossip
 - Following the leaders

“So then, let us aim for harmony in the church and try to build each other up.”
Romans 14:19 NLT

“Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs.” 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.

“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 into the country...and urge anyone you find to come in, so that the house will be full.” Luke 14:23 TLB

Becoming a Member (continued)

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.

“Each of you should use whatever gift you have received to serve others, as faithful stewards of God’s grace in various forms.” 1 Peter 4:10 NIV

“So Christ himself gave...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

4. I will support the testimony of my church by:
 - Attending church and small groups faithfully
 - Giving Regularly

“They devoted themselves to the apostles’ teaching and to fellowship, to the breaking of bread and to prayer.” Acts 2:42 NIV

“Let us not neglect our meeting together... but encourage one another.” Hebrews 10:25 NLT

Discover Your Design

“Therefore, go and make disciples of all nations, baptizing them in the name of the Father and the Son and the Holy Spirit. Teach these new disciples to obey all the commands I have given you. And be sure of this: I am with you always, even to the end of the age.” Matthew 28:19-20 NLT

Discovering Your Gifts

All of us 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 other. We believe that your life will never make sense until you find, develop, and fulfill that purpose.

“For we are God’s workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do.” Ephesians 2:10 NIV

“However, I consider my life worth nothing to me, if only I may finish the race and complete the task the Lord Jesus has given me.” Acts 20:24

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

At Church on the Rock:

- Every member is a minister.
- Every task is important.
- Every member is a “10” in some area.

“You made all the delicate, inner parts of my body and knit my together in my mother’s womb. Thank you for making me so wonderfully complex! Your workmanship is marvelous - how well I know it!” Psalm 139:13-14 NLT

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 concluders 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

“For we are His workmanship, created in Christ Jesus for good works...”

Ephesians 2:10 NASB

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.

Making the Most of Your Personality (continued)

"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.

Discovering Your Spiritual Gifts

“Very truly I tell you, whoever believes in me will do the works I have been doing, and they will do even greater things than these, because I am going to the Father.”

John 14:12 NIV



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](#) (A-Team, Events, Kids Check-In, Production)

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](#) (Dream Center, Growth Track Host, Local Campus Outreach, 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](#)
(Campus Support/Facilities, Dream Center, Production, Students)

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](#)
(Growth Track Host, Kids Check-In, Prayer, Ministry Team, Groups, Ushers)

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](#)
(Dream Center, Prayer, Ministry Team, Groups, Kids, Students)

Using Your Spiritual Gifts (continued)

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](#)

[\(Campus Host, Greeters, Growth Track Host, Kids, Connect, Parking, Groups, Students, Ushers, Ministry Team\)](#)

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](#)

[\(Kingdom Builders\)](#)

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](#)

[\(Ministry Team, Prayer\)](#)

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](#)

[\(A-Team, Campus Host, Campus Support/Facilities, Dream Center, Connect\)](#)

Using Your Spiritual Gifts (continued)

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](#)

[\(Baptism, Campus Host, Connect, Greeters, Growth Track Host, Kids Check-In, Parking, Groups, Students, Ushers\)](#)

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](#)

[\(Prayer, Groups, Ministry Team\)](#)

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](#)

[\(Online Campus, Life Safety, Prayer, Production, Groups, Ushers\)](#)

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](#)

[\(Groups, All Teams\)](#)

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](#)

[\(Dream Center, Life Safety, Groups\)](#)

Using Your Spiritual Gifts (continued)

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](#)
(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](#)
(Dream Center, Groups)

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](#)

[\(Kids, Worship, Groups, Students\)](#)

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](#)
(Dream Center, Growth Track Host, Kids, Online Campus, Groups, Students, Ushers)

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, Groups)

Using Your Spiritual Gifts (continued)

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](#)
[\(A-Team, Baptism, Dream Center, Kids Check-In, Parking, Production\)](#)

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](#)
[\(Kids, Groups\)](#)

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](#)
[\(Dream Center, Worship, Prayer, Groups, Ushers\)](#)

Next Steps

1. Attend Growth Track.
2. Pray and ask God to strengthen the gifts and passions inside of you.
3. Join the Serve Team.

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.



Join the Team

Serve Team 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 the 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.

Join the Team (continued)

3. We Make It Better.

“People were overwhelmed with amazement. ‘He has done everything well,’ they said.” Mark 7:37 NIV

Do things well.

Do things before you are asked.

Do more than is expected.

4. We Choose Joy!

“...sorrowful, yet always rejoicing; poor, yet making many rich; having nothing, and yet possessing everything.” 2 Corinthians 6:10 NIV

Be enjoyable.

Be positive.

Be loyal.

Make every experience a breath of fresh air.

To Begin Serving:

- Complete your Next Step card.
- Attend an orientation in the serve area of your choice.
- Have a conversation with one of our team members at your orientation for a personal connection to the team and to receive your next steps.

Next Steps

At COTR, we believe everyone has a Next Step in growing closer in their relationship with Jesus. You now have the tools you need to take your Next Steps on your journey to Know God, Find Freedom, Discover Purpose, and Make a Difference.

To access additional information about the below Next Steps, scan the QR code below.

- ❖ Complete the Growth Track
- ❖ Join a Serve Team



Join a Serve Team

Connect Team

A TEAM

Administration

The A-Team uses the gift of administration to collect and maintain data to ensure information is managed in a way that is ensuring a timely response and can support people's next steps.

COFFEE BAR

Sometimes people just need a cup of joe to make them feel at home. In our coffee bar, we like to keep it fun, relaxed, and hospitable. Whether you're a trained barista, make basic coffee at home, or just like people and want to help, we would love for you to come join us as we meet new faces and pour out a friendly atmosphere to all!

CONNECT

Greeting, Ushering, New Guest Care

It is so important to help people feel "seen". Their first time walking through COTR's doors could be the one chance we get to bridge them to Jesus! You can be someone who helps others feel at ease and welcome every time they step foot into COTR. You can be the smile, the handshake, the conversation that reminds them they are not alone and that they belong.

GROWTH TRACK

Testimonials, Table Hosts

The Growth Track Host Team helps everyone attending the Growth Track find their place in the local church, discover their God-given purpose, and make a difference serving on the Serve Team.

MINISTRY TEAM

Requires Additional Training

Be available to pray with individuals during services or events. Provide spiritual support and encouragement to those in need. Maintain confidentiality and respect for personal prayer requests.

Join a Serve Team (continued)

PARKING LOT

Parking Team

The Parking Team gives guests a positive first and last impression as they arrive and exit by providing clear direction for a safe and efficient parking experience.

PRAYER

Intercessor Team

Prayer paves the way for everything The Lord is doing at COTR! As intercessors, we want to truly seek the face of our Father, ensuring that all we do at COTR starts with knowing Him and hearing the Holy Spirit's voice clearly in everything we do.

SECURITY

Life Safety

A COTR Life Safety Team Member stands watch during services and special events to ensure the safest possible environment. As a safety and security volunteer, your first priority is to protect others by being aware. Your second priority is to assist in any emergencies such as medical, fire, gas leak, power outage, missing child, or natural disaster. Must possess a “shepherd’s” heart and a mindset of protecting others, as well as having the willingness to sacrifice “attending” services and events as a participant when appropriate.

Experience Team

ONLINE CAMPUS

Online Host

The Online Campus Team connects with guests from near and far through our Online Campus experience. We serve people in a live chat environment by warmly welcoming them to church, helping them find their next step, and praying over their needs.

Join a Serve Team (continued)

PRODUCTION

Audio, Video, Lights, Computer

The Production Team is the perfect place for someone interested in providing a high quality, Spirit-filled, worship experience at COTR, but prefers to serve behind the scenes in the areas of audio, video, lighting, and all things tech.

PURSUE WORSHIP

Worship Team Volunteers

Pursue Worship is a community of musicians and vocalists that lead the people of God into the presence of God through worship. Come join the team as we pursue the Lord together!

Groups Team

GROUPS

Group Leader

Do you enjoy connecting with others or leading a Bible Study? Whether your group gathers in your home or out in the city of Lubbock, you can go deeper with others as you all grow in Christ! The focus is having fun, getting to know others, and growing in your faith together. Step out and discover all that He has for you as a group leader!

Kingdom Builders Team

KINGDOM BUILDERS

The KB Team is a unique outlet on the Serve Team for those who are called and equipped to finance the Kingdom of God and leave a legacy. As Romans 12:6–8 reminds us, the gift of giving is vital to the church. Pastors set the vision, but business leaders set the speed of that vision.

Join a Serve Team (continued)

NexGen Team

KIDS

3 mo - 5th Grade Ministry

Whether at kids' check-in, in a kids' class, or on the kids' production team, our volunteer team creates and sets the tone for a fun and safe place for kids to learn about Jesus' love for them!

YOUTH

6th - 12th Graders Ministry

At COTR YTH, we are all about impacting and developing the next generation. In order to do so, we need quality leaders, who carry the truth and stand in integrity. If you want to be a part of the movement, join the team and help us invest in our future.

YOUNG ADULTS

Young Adults Ministry

COTR YA exists to cultivate young adults and college students into Kingdom-minded and Spirit-filled individuals by creating a culture of connection. We would love to have you join our team and be a part of the change!

Outreach Team

OUTREACH

Lubbock Dream Center, New Legacy Home for Women

We have opportunities at both our Lubbock Dream Center and the New Legacy Home for Women for individuals to grow God's Kingdom while serving on the east-side of Lubbock. We get to serve others with the love of our Father to pave the way through relationship. Join us as we build the bridge for others to know Jesus and see women's lives transformed!