



IMPULSE

I AM Pulse

IMPULSE CHURCH
GROWTH TRACK

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

"I ask the God of our Master, Jesus Christ, the God of glory—to make you intelligent and discerning in knowing Him personally, your eyes focused and clear, so that you can see exactly what it is He is calling you to do, grasp the immensity of this glorious way of life He has for His followers."

EPHESIANS 1:17-19 MSG

Our spiritual journey consists of four steps:

1. KNOW GOD

"[I pray]... that you may know Him better [personally]."

EPHESIANS 1:17-18

"Not everyone who says to me, 'Lord, Lord,' will enter the kingdom of heaven, but only he who does the will of my Father who is in heaven. Many will say to me on that day, 'Lord, Lord, did we not prophesy in Your name, and in Your name drive out demons and perform many miracles?' Then I will tell them plainly, 'I never knew you.'"

MATTHEW 7:21-23

2. FIND FREEDOM

"[I pray]... that the eyes of your heart may be enlightened [focused and clear]."
EPHESIANS 1:17-18

"Therefore confess your sins to each other and pray for each other so that you may be healed."
JAMES 5:16

3. DISCOVER PURPOSE

"[I pray]... that you may know the hope to which He has called you."
EPHESIANS 1:17-18

"We have different gifts, according to the grace given us."
ROMANS 12:6

"All of you together are Christ's body, and each of you is a part of it."
1 CORINTHIANS 12:27 NLT

4. MAKE A DIFFERENCE

"[I pray]... that you may grasp the immensity of this glorious way of life He has for His followers [in his holy people]."
EPHESIANS 1:17-18

"This is to my Father's glory, that you bear much fruit, showing yourselves to be my disciples. I have told you this so that my joy may be in you and that your joy may be complete."
JOHN 15:8, 11

"God has given gifts to each of you from His great variety of spiritual gifts. Use them well to serve one another."
1 PETER 4:10 NLT

1. KNOW GOD

SUNDAY SERVICES

We consider reaching people who do not know God personally to be one of our greatest responsibilities. Our Sunday services are for people at all stages in their spiritual journey but are primarily designed for those who do not yet have a genuine relationship with God.

Our Sunday services focus on four values:

1. CELEBRATION

We believe church should be enjoyable.

"I was glad when they said to me, 'Let us go into the house of the Lord.'"
PSALM 122:1 NKJV

2. INSPIRATION

We believe church should be a place where people experience God's presence.

"But...when some unbelievers or ordinary people come in, they will be convinced of their sin by what they hear. They will be judged by all they hear, their secret thoughts will be brought into the open, and they will bow down and worship God, confessing, 'Truly God is here among you!'"

1 CORINTHIANS 14:24-25 GNT

3. PREPARATION

We believe church should be a place where people learn how the Bible applies to their daily lives.

"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

4. SALVATION

We believe church should be a place where people can accept Jesus as their Lord and Savior.

"'Everyone who calls on the name of the Lord will be saved.' But how can they call on Him to save them unless they believe in Him? And how can they believe in Him if they have never heard about Him? And how can they hear about Him unless someone tells them?"

ROMANS 10:13-14 NLT

How we share Christ with others:

“Go out into the country...and urge anyone you find to come, so that the house will be full.”

LUKE 14:23 TLB

As we continue to reach people far from God, every one of us can do our part by following these four principles:

1. Accept the personal RESPONSIBILITY.
2. Build a personal RELATIONSHIP.
3. Share your personal STORY.
4. Give a personal INVITATION.

In our city, our nation, and our world

“You will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth.”

ACTS 1:8

How you can participate:

1. PRAY

Pray that we might reach people in each of these areas with the Good News of Jesus.

“Then He said to His disciples, ‘The harvest is plentiful but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into His harvest field.’”

MATTHEW 9:37-38

2. GIVE

Give your time and resources to reach people for Christ.

“Do not store up for yourselves treasures on earth, where moths and vermin destroy, and where thieves break in and steal. But store up for yourselves treasures in heaven, where moths and vermin do not destroy, and where thieves do not break in and steal. For where your treasure is, there your heart will also be.”

MATTHEW 6:19-21

3. GO

Go to our cities, nation, and world to serve others and show people the love of God.

“Then I heard the voice of the Lord saying, ‘Whom shall I send? And who will go for us?’ And I said, ‘Here am I. Send me!’ He said, ‘Go and tell this people...’”

ISAIAH 6:8-9

2. FIND FREEDOM

SMALL GROUPS

We believe life change happens in the context of relationships. Small Groups have one simple purpose: to bring people together. God created us to live in community with others, and it is only then that we can experience the full life He intends for us.

Small Groups provide three things:

1. A place to CONNECT with others.

"Yes, whatever a person is like, I try to find common ground with him so he will let me tell him about Christ and let Christ save him."

1 CORINTHIANS 9:22 TLB

We were not made to do life alone. God created us for community, and Small Groups provide a place for you to connect with others, share life, and grow in faith together.

2. A place to PROTECT each other.

"We know what real love is because Jesus gave up His life for us. So we also ought to give up our lives for our brothers and sisters."

1 JOHN 3:16 NLT

When we do life together, our problems become smaller as God uses others to bring support and encouragement to our lives. Small Groups become a place where others don't just know your name but care about what is happening in your life and want to support you in your spiritual journey.

3. A place to GROW together.

"As iron sharpens iron, so one person sharpens another."

PROVERBS 27:17

We believe every person is created with God-given potential to make a difference in the world. Small Groups are a place you can grow with others to become more like Jesus and reach the potential God has put inside you.

Impulse Church Small Groups Model

We base our Small Groups model on the early church as described in the Bible in the book of Acts. In Acts, you can read about how small group meetings in homes helped lay the foundation for tremendous growth in the first church in Jerusalem.

“Day after day, in the temple courts and from house to house, they never stopped teaching and proclaiming the good news that Jesus is the Messiah.”

ACTS 5:42

“You know that I have not hesitated to preach anything that would be helpful to you but have taught you publicly and from house to house.”

ACTS 20:20

Impulse is a church of Small Groups, not a church with Small Groups.

Four things to know about Impulse Small Groups:

1. Our groups are “free market.”

We want people to gather together based on things they enjoy and are important to them. Essentially, the things you are already doing in your life are the things that can make up your Small Group! From sports groups to lunch groups, parenting groups to student groups, Bible study groups to creative arts groups, our groups are as varied as we are. All groups fall within eight hubs:

Men • Women • Marriage and Family • Students
Freedom • Prayer • Outreach • Financial

2. There are three semesters every year.

Life flows in seasons, and we want to make it easy for you to be in the right Small Group for you in each season. This is why we have new groups that start and stop three times a year in what we refer to as “semesters.”

3. Everyone can join a group.

Our hope is for every person at Impulse Church to be connected in meaningful community through a Small Group.

4. Anyone can host a group.

We believe hosting a group is simple because we all have something to offer others. Whether it's something you are passionate about, an experience you've had that can help others, or an area in which you are looking to grow, hosting a group is a great way to bring people together in meaningful community.

To learn more about becoming a Small Group leader, attend Small Group Leadership Training at Step Four of the Growth Track. Even if you're not sure if you're ready to host a group, we invite you to come to a training.

3. DISCOVER PURPOSE

GROWTH TRACK

The Impulse Church Growth Track exists to help you discover and develop your purpose and live the full life God created for you. The Growth Track is made up of four steps, which guide you through next steps in your journey to know God, find freedom, discover purpose, and make a difference.

"Let us move beyond the elementary teachings about Christ and be taken forward to maturity."

HEBREWS 6:1

"I have come that they may have life, and have it to the full."

JOHN 10:10

The Impulse Growth Track

1. **stepONE – BECOME A MEMBER**

Explore the ministry of Impulse Church and find out how to connect with our church. Step One takes place the first Sunday of every month.

2. **stepTWO – DISCOVER MY DESIGN**

Dive into the details of your personality, discover your gifts, and see how your design reveals your purpose in life and your best fit in ministry. Step Two takes place the second Sunday of every month.

3. **stepTHREE – DEVELOP MY LEADERSHIP**

Find out what it means to be a leader at Impulse and learn how you can strengthen your character and gifting to fulfill your leadership potential. Step Three takes place the third Sunday of every month.

4. **stepFOUR – JOIN THE TEAM**

Connect to the opportunities available at Impulse to live out your purpose and serve others by using your God-given gifts. Step Four takes place the fourth Sunday of every month.

4. MAKE A DIFFERENCE

DREAM TEAM

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

"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 Impulse Church

We believe there is no great divide between the "ministers" and the "congregation." Everyone has something they can do to impact the lives of others in the Kingdom of God. From our perspective, every member of Impulse is a minister, every person is gifted in some area, and every task is important. Discover what you do well, and take steps to use your gifts to make a difference.

You can start by joining the Dream Team at Step Four of the Growth Track!

IMPULSE CHURCH 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 Impulse Church's government is that you will understand that our church is structured to support the values of integrity, accountability, and spiritual authority.

Our church government is made up of three groups of elders:

1. Guided by ELDERS

The Elders serve the congregation and the Ministry Team for the development of the spiritual life of the church. They are responsible to model a Godly lifestyle, provide a prayer shield for the Pastors, defend and protect the integrity of the church, pray for the sick, mediate disputes, counsel church members, contact the Overseers if a potential discipline situation of the Lead Pastor arises and they are church representatives to the community.

2. Protected by TRUSTEES

The Trustees oversee the provision of the physical facilities needed by the church body. They provide counsel regarding the major financial commitments of the church.

3. Strengthened by OVERSEERS

The Overseers are Pastors of respected congregations who love Impulse and our Pastor and are willing to provide spiritual protection to the church. They may be called in to help in accountability matters relating to the Lead Pastor if requested to do so by the Elders. Our Overseers are members of ARC.

CHURCH FINANCES

“Every Sunday each of you make an offering and put it in safekeeping. Be as generous as you can. When I get there you’ll have it ready, and I won’t have to make a special appeal.”

1 CORINTHIANS 16:1–4 MSG

At Impulse Church, we practice tithing for the support of Christ’s body, the church, as God commands. We recognize that giving 10% of our income is the Biblical standard for giving.

“Be sure to set aside a tenth of all that your fields produce each year.”

DEUTERONOMY 14:22–26

“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

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.” You aren’t really living unless you are freely giving (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.

Many people love to give to God and as they do, they want to feel confident in the organization through which they give. At Impulse, 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 Impulse, 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 and an expression of the relationship between the individual giver and the Lord. That is why we don’t have people fill out pledge cards or make faith promises. Funds are not “income only,” they are worship and are not considered to be a business transaction but an expression of gratitude toward God.

BECOMING A MEMBER

Impulse 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 Growth Track, I now feel led by the Holy Spirit to unite with the Impulse 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.

“So let us concentrate on the things which make for harmony, and on the growth of our fellowship together.”

ROMANS 14:19 PH

“Live in complete harmony with each other—each with the attitude of Christ toward each other.”

ROMANS 15:5 TLB

“Have a sincere love for other believers, love one another earnestly with all your heart.”

1 PETER 1:22 GNT

“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

“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

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

"Go out into the country...and urge anyone you find to come in, so that the house will be full."

LUKE 14:23 TLB

"So, warmly welcome each other into the church, just as Christ has warmly welcomed you; then God will be glorified."

ROMANS 15:7 TLB

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.

"Serve one another with the particular gifts God has given each of you."

1 PETER 4:10 PH

"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

"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...taking the form of a bondservant."

PHILIPPIANS 2:4-5, 7 NKJV

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

Attending church 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

"Let us not neglect our meeting together...but encourage one another."

HEBREWS 10:25 NLT

"But whatever happens, make sure that your everyday life is worthy of the Gospel of Christ."

PHILIPPIANS 1:27 PH

DISCOVERING YOUR GIFTS

“Now these are the gifts Christ gave to the church: the apostles, the prophets, the evangelists, and the pastors and teachers. Their responsibility is to equip God’s people to do His work and build up the church, the body of Christ.”
EPHESIANS 4:11–12 NLT

1. My GIFTS AND PASSIONS

“We have different gifts, according to the grace given us. If a man’s gift is prophesying, let him use it in proportion to his faith. If it is serving, let him serve; if it is teaching, let him teach; if it is encouraging, let him encourage; if it is contributing to the needs of others, let him give generously; if it is leadership, let him govern diligently; if it is showing mercy, let him do it cheerfully.”
ROMANS 12:6–8

2. My LIFE EXPERIENCE

“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. My 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

DESIGN REVEALS DESTINY

"You made all the delicate, inner parts of my body and knit me 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

1. DISCOVER my gifts.
2. DEVELOP my gifts.
3. USE my gifts.

My purpose is to SERVE GOD by SERVING OTHERS.

CORE MOTIVATIONS

Doing what you were created to do!

It's Simple. God made you different than others. You're wired with motivations that others are not. When you learn your Core Motivations, you will pick the right friends, the right career, and you'll find your perfect service area at church.

THE PRIMARY 7 CORE MOTIVATIONS

*THE GREATEST GOOD YOU CAN DO FOR ANOTHER IS NOT JUST
SHARE YOUR RICHES, BUT TO REVEAL TO HIM HIS OWN.*

-BENJAMIN DISRAELI



SERVER

A SNAPSHOT OF YOUR MOST OUTSTANDING CHARACTERISTICS:

- *GOOD WITH DETAILS*
- *GIVES 'HANDS-ON' SUPPORT*

WHAT MOTIVATES YOU

and gives you energy is serving others who appreciate you.

YOU COMMUNICATE BEST

to others through your actions. You are not a talker. When you do, you use very few words.

A FEW OF YOUR WORDS

*"I hope they don't ask me to talk at small group."
"Please don't touch my stuff. I have it just the way I like it."*

OTHERS BEST COMMUNICATE TO YOU

when they are kind, thoughtful, and to the point.

SOME OF YOUR SUPER POWERS ARE...

working with your hands and having an amazing memory for details

SOME OF YOUR FUN QUIRKS

Your dress and appearance are very neat. You are usually punctual for meetings and will volunteer without being asked.

WHERE YOU MATTER MOST IN YOUR CHURCH

- **Business Office Team**
- **Events Support Team**
- **Weekend Service Stage Design**
- **Celebrate Recovery Support Team**
- **Web Designer**
- **Video Production Tech Team**
- **New Members Class Food Support Team**
- **Ushering Support Team**
- **Parking Support Team**
- **Greeter Support Team**
- **Creative Support Team**
- **Infant- Pre K Room Support**
- **Infant- Pre K Pre Work (crafts/lesson) Support Team**
- **K- 5th Grade Ministry Support Team**
- **Middle School (6—8th grade) Adult Leader & Support Team**
- **High School Ministry Support Team**
- **College Ministry Support Team**
- **Small Groups Assistant**
- **Adopt-a-Block Local Outreach Support Team**
- **Community Outreach Breakfast Team Member**
- **Underground/Trafficking Outreach Support Team**
- **Resource Assembly Support**
- **Food Service Support Team**
- **Check-in Station Attendant**
- **Data Entry Support**

OTHER COOL PEOPLE LIKE YOU

Bobby Hayes served as an usher and on the parking team. As he installs all the weekend parking signs, cones and flags out in the parking lot, he has a lot of fun. He is frequently laughing and joking with the rest of the parking team while directing traffic. Bobby is a Server.

Amy Stokes has a crystal smile as she serves her rotation with the First Impressions Team taking care of the coffee stations, keeping them full, clean and presentable. Amy is a Server.

Your Relationships: You *relate easily* to other Servers, Givers, Nurturers and Advocators. Your *most challenging relationships* are with Visioners, Gatherers and Teachers.

NURTURER

A SNAPSHOT OF YOUR MOST OUTSTANDING CHARACTERISTICS:

- NURTURING, AFFECTIONATE, PLAYFUL AND FUN
- SOFT TONGUED, PATIENT, AND NON-JUDGMENTAL

WHAT MOTIVATES YOU

is helping others who are hurting emotionally, in need physically and are disconnected and lonely.

YOU COMMUNICATE BEST

to others through physical touch, hugs, body language, facial expressions and a few words.

A FEW OF YOUR WORDS

"You look like you need a hug"

"Aren't those kids just the cutest things you've ever seen?"

OTHERS BEST COMMUNICATE TO YOU

when they smile and start with the good news first.

SOME OF YOUR SUPER POWERS ARE...

nurturing others, being highly creative and a great listener.

SOME OF YOUR FUN QUIRKS

Your fashion is comfortable. You are usually late to most meetings but are very helpful and will volunteer without being asked.

WHERE YOU MATTER MOST IN YOUR CHURCH

- **Infant Support Team and Room Leader**
- **Next Generation 0-5th grade Room Leader or Support Team**
- **Hospital/Home Visitation Team**
- **Celebrate Recovery Team**
- **Weekend Greeter Team**
- **Weekend Ushering Team**
- **Creative Support Team**
- **Graphic Designer**
- **Special Needs Team**
- **Prep Work (crafts/lesson) Team**
- **Special Events Support Team**
- **Community Outreach Breakfast Team**
- **Clothing Outreach Team**
- **Underground/Trafficking Team**
- **Juvenile Detention Support Team**

OTHER COOL PEOPLE LIKE YOU

Jennifer Watts loves children. Not just hers, but also yours, your neighbors, the good ones, the mean ones, the rich ones, the poor ones...you get it. Others are drawn to her infectious Nurturer smile and warm hugs.

Phillip Platt was once in a very successful band touring from city to city. Phil is now booked every Saturday afternoon playing at a local retirement home. He serves there with a group of musicians from his church. Phil is a Nurturer.

Your Relationships: You *relate easily* to other Nurturers, Gatherers, Givers and Servers. Your *most challenging relationships* are with Advocators, Visioners and Teachers.



GATHERER

A SNAPSHOT OF YOUR MOST OUTSTANDING CHARACTERISTICS:

- *VERY FRIENDLY, RELATIONALLY FOCUSED*
- *GATHERS PEOPLE WITH A DESIRE TO SEE PERSONAL GROWTH*

WHAT MOTIVATES YOU

is being with others with the purpose of encouraging them to personally grow and develop.

YOU COMMUNICATE BEST

to others through words, eye contact and demonstrative facial expressions.

A FEW OF YOUR WORDS

*"Are you having a good day? I know I am."
"I believe in you... you can do this."*

OTHERS BEST COMMUNICATE TO YOU

when they smile and make eye contact and give you the good news first.

SOME OF YOUR SUPER POWERS ARE...

a positive attitude, seeing the potential in others, persuasive communicator.

SOME OF YOUR FUN QUIRKS

*Your fashion is usually neat and stylish. If you are late it's because you are engaged in conversation and lost track of the time.
You usually will volunteer without being asked.*

WHERE YOU MATTER MOST IN YOUR CHURCH

- **Administrative Office Team Member**
- **Special Events Team Member**
- **Video Production Team Member**
- **Service Coordinator**
- **Local Outreach Leader**
- **Evangelism Team Leader**
- **Worship Ministry Team Leader**
- **Service Coordinator**
- **Next Gen Infant-Pre K Room Leader**
- **Next Gen 0-5th Grade Room Leader**
- **Next Gen 6-8th Grade Ministry Leader**
- **Middle School Ministry Leader**
- **High School Ministry Leader**
- **College Ministry Leader**
- **Creative Organizer and Team Member**
- **Discover Experience Presenter**
- **Presenters in General**
- **Hospitality Parking Support Team**
- **Hospitality Ushering Support Team**
- **Hospitality Greeters Support Team**
- **Hospitality Café/Food Support Team**
- **Hospitality Information Support Team**
- **Training Presenter**
- **Leadership Presenter**
- **Community Outreach Support Team**
- **Small Group Leader and Assistant**

OTHER COOL PEOPLE LIKE YOU

Tim Gore's wife will wake up some mornings to find high school kids sleeping on the couch from the Friday night youth event. Tim is a Gatherer.

Dale Simpson was very successful in sales before he was in ministry. At the weekend services, he stands at the front doors generously handing out smiles and is eagerly looking for the first time visitors. Dale is a Gatherer.

Your Relationships: You *relate easily* to other Gatherers, Nurturers, Givers and Teachers. Your *most challenging relationships* are with Visioners, Advocators and Servers.

TEACHER

A SNAPSHOT OF YOUR MOST OUTSTANDING CHARACTERISTICS:

- *REALISTIC, PUNCTUAL AND STABLE*
- *SELF-DISCIPLINED AND OBJECTIVE*

WHAT MOTIVATES YOU

is thinking, learning, researching and sharing your knowledge with those who appreciate it.

YOU COMMUNICATE BEST

to others by sharing your intellectual passions and providing helpful and informative knowledge.

A FEW OF YOUR WORDS

*"I wonder where they got that information?"
"Did you know...?"*

OTHERS BEST COMMUNICATE TO YOU
with facts and well-thought-out information.

SOME OF YOUR SUPER POWERS ARE...
*high academic intelligence,
continuous researcher, clear communicator.*

SOME OF YOUR FUN QUIRKS

Your fashion is usually neat and practical. You are usually the first one to arrive to meetings and very prepared. You usually have to be asked to help instead of naturally volunteering.

WHERE YOU MATTER MOST IN YOUR CHURCH

- **Researcher (Any topic)**
- **Writing Team Leader and Member**
- **Teaching Bible Studies**
- **Music Writing Team Leader and Member**
- **Information Technology Team Leader and Member**
- **Audio and Video Technology Team Leader and Member**
- **Web Design and Content Management Team Leader and Member**
- **Graphic Designer**
- **Worship Team Leader and Member**
- **Presenter**
- **Facilitator**
- **Small Group Leader**
- **Medical Team**
- **Security Team**
- **Creative Organizer**
- **Coaching Team**
- **Training Team**
- **Office Support**
- **Special Events Organizer**

OTHER COOL PEOPLE LIKE YOU

Jerri Lyles is an audio-visual engineering genius and an accomplished musician with perfect pitch. She writes music and some of the most well thought out tongue-in-cheek emails you could imagine. Jerri is always prepared and early to meetings. Jerri is a Teacher.

Thomas Walker leads the stewardship classes, has an MBA in Finance and loves numbers. Thomas knows he's smart and that his wit can be a little cutting so he tones it down and added 'changed-life' story videos to his financial freedoms classes. Thomas is a teacher.

Your Relationships: You *relate easily* to other Teachers, Visioners, Givers and Gatherers. Your *most challenging relationships* are with Nurturers, Servers and Advocators.



VISIONER

A SNAPSHOT OF YOUR MOST OUTSTANDING CHARACTERISTICS:

- *INNOVATIVE, DRIVEN TO SUCCESS, COMMUNICATES VISION CLEARLY*
- *STRONG ABILITY TO STAY FOCUSED WITH TREMENDOUS FOLLOW-THROUGH*

WHAT MOTIVATES YOU

is developing, organizing, and making progress on your future.

YOU COMMUNICATE BEST

through your words and body language to excite others to see what's possible.

A FEW OF YOUR WORDS

"So tell me, what are you passionate about?"

"Let me show you what the future holds."

OTHERS BEST COMMUNICATE TO YOU

with a little small talk, eye contact and getting to the point.

SOME OF YOUR SUPER POWERS ARE...

having a very positive attitude, an eye for innovation and being a team builder.

SOME OF YOUR FUN QUIRKS

Your dress is very practical. You pack a lot into your schedule and are usually running 5-10 minutes late for meetings and will not typically volunteer without being asked.

WHERE YOU MATTER MOST IN YOUR CHURCH

- **Local Outreach Leader**
- **Mission's Field Team leader**
- **Evangelism Team Leader**
- **Worship Ministry Team Leader**
- **Audio-Visual-Lighting Team Leader**
- **Stage Design Team Leader**
- **Service Coordinator**
- **Next Gen 0-5th Grade Ministry Coordinator**
- **Next Gen 6-8th Grade Ministry Coordinator**
- **High School Ministry Coordinator**
- **College Ministry Coordinator**
- **Creative Producers and Director**
- **Facilities Coordinator**
- **Discover Experience Ministry Coordinator**
- **Presenter**
- **Hospitality Parking Coordinator**
- **Hospitality Ushering Coordinator**
- **Hospitality Greeters Coordinator**
- **Hospitality Café/Food Coordinator**
- **Hospitality Information Coordinator**
- **Leadership Training Coordinator**
- **Leadership Presenter**
- **Community Outreach Coordinator**
- **Small Group Leaders and Ministry Coordinator**
- **Prayer Ministry Coordinator**

OTHER COOL PEOPLE LIKE YOU

Darren Jones is a businessman who loves his church and has developed the Hospitality Ministry (Ushers, Greeters and Parking lot teams). He is a Visioner.

Kathryn Warren owns a successful medical uniform company. She decided to focus her Core Motivation of Visioner on developing women leaders. The women's small group ministry became the fastest growing area of the church. Kathryn is a Visioner.

Your Relationships: You *relate easily* to other Visioners, Givers, Advocators and Teachers. Your *most challenging relationships* are with Nurturers, Gatherers and Servers.

ADVOCATOR

A SNAPSHOT OF YOUR MOST OUTSTANDING CHARACTERISTICS:

- RESULTS ORIENTED AND HIGH LEVEL OF COMMITMENT
- COMPETITIVE AND A TRUTH-SEEKER

WHAT MOTIVATES YOU

is living, serving and passionately reaching others for a cause.

YOU COMMUNICATE BEST

to others through being honest and direct while often using your hands to emphasize your words.

A FEW OF YOUR WORDS

“Don’t beat around the bush, just give it to me straight.”

“I don’t have a good feeling about that.”

OTHERS BEST COMMUNICATE TO YOU

through their actions and with face-to-face authentic truth.

SOME OF YOUR SUPER POWERS ARE

very intuitive about people, dependable and loyal

SOME OF YOUR FUN QUIRKS

Your fashion is stylish and stands out. You are usually on time for meetings. You usually have to be asked to help instead of naturally volunteering.

WHERE YOU MATTER MOST IN YOUR CHURCH

- **Facility/Construction Team Member**
- **Worship Team Leader and Member**
- **Audio/Video/Lighting/ProPresenter Technicians**
- **Security Team Leader and Member**
- **Prayer Team Leader and Member**
- **Discipleship Team Leader and Member**
- **Evangelism Team Leader and Member**
- **Underground/Trafficking Outreach Leader and Member**
- **Jail Ministry Team Leader and Member**
- **Medical Ministry Team Leader and Member**
- **Creative Ministry Team Leader and Member**
- **Service Ministry Team Leader and Member**
- **Data Entry Team**
- **Middle School Ministry Team Member**
- **High School Ministry Team Member**
- **College Ministry Team Member**
- **Adults Small Group Leader and Assistant**
- **Awareness and Support Group Ministry Leader and Member**
- **Coaching Team Member**
- **Training Team Member**
- **Office Team Member**

OTHER COOL PEOPLE LIKE YOU

Rick Goss is a body builder who serves on the security team to protect the lead pastor at the weekend services. Rick is an Advocate.

Josh Winchell plays many musical instruments and runs the soundboard, which makes him very valuable on the weekends at his church. Josh is an Advocate.

Your Relationships: You *relate easily* to other Advocators, Visioners, Givers and Servers. Your *most challenging relationships* are with Nurturers, Gatherers and Teachers.

\$ GIVER

A SNAPSHOT OF YOUR MOST OUTSTANDING CHARACTERISTICS:

- GOOD MANAGER OF RESOURCES
- LOYAL AND EXECUTES VISION WELL

WHAT MOTIVATES YOU

is managing resources in ways that help change lives for the better.

YOU COMMUNICATE BEST

to others by listening first then sharing your ideas in a warm and friendly manner.

A FEW OF YOUR WORDS

"Hey boss, how about you let us handle that for you?"

"I'm sorry, but that's not in the budget."

OTHERS BEST COMMUNICATE TO YOU

about any subject and you enjoy talking with all types of people.

SOME OF YOUR SUPER POWERS ARE...

*natural business acumen,
very industrious and well-rounded personality*

SOME OF YOUR FUN QUIRKS

*Your fashion is very high quality and stylish.
You are usually on schedule and will volunteer without being asked.*

WHERE YOU MATTER MOST IN YOUR CHURCH

- *Business Office Team Leader*
- *Evangelism Team Leader*
- *Foreign Missions Team Leader*
- *Events Team Leader*
- *Weekend Service Stage Design*
- *Celebrate Recovery Coordinator*
- *Creative Web Designer*
- *New Members Class Food Coordinator*
- *Ushering Team Coordinator*
- *Parking Team Coordinator*
- *Greeter Team Coordinator*
- *Creative Team Organizer*
- *Infant- Pre K Room Leader*
- *Infant- Pre K Pre Work (crafts/lesson) Team Leader*
- *K- 5th Grade Ministry Leader and Assistant*
- *Middle School (6—8th grade) Ministry Leader and Assistant*
- *High School Ministry Leader and Assistant*
- *College Ministry Leader and Assistant*
- *Small Groups Leader and Assistant*
- *Adopt-a-Block Local Outreach Coordinator and Team Member*
- *Community Outreach Breakfast Coordinator and Team Member*
- *Underground/Trafficking Outreach Coordinator and Team Member*
- *Juvenile Detention Ministry Coordinator and Team Member*

OTHER COOL PEOPLE LIKE YOU

Mark Swanson has been a trustee, elder and led many mission trips. He has been a successful businessman. Mark is Giver.

Terri Jenkins owns her own coffee and tea company and supports her local church by providing free equipment. She anonymously and financially supports others. She loves to see her money help the kingdom of God. Terri is Giver.

Your Relationships: You *relate easily* to *all* other Core Motivations.

CORE MOTIVATED TO SERVE GOD

WE DO NOT RECRUIT PEOPLE JUST TO FILL NEEDS. INSTEAD,
WE HELP PEOPLE DO WHAT GOD HAS PLACED ON THEIR HEARTS.

*"DON'T JUST DO WHAT YOU HAVE TO DO TO GET BY,
BUT WORK HEARTILY, AS CHRIST'S SERVANTS DOING
WHAT GOD WANTS YOU TO DO." EPHESIANS 6:6*

*There is a difference between people who are
intrinsically motivated to do something and those who are driven.*

DRIVEN PEOPLE

- Try to develop needed strengths
- Serve regardless of interests
- May get tired of these tasks
- Get drained by the work
- Hope to make a difference

CORE MOTIVATED PEOPLE

- Use their natural abilities
- Pursue their heart interests
- Don't easily get tired
- Get energized by their work
- Are confident God is using them

*"IT IS AMAZING WHAT CAN BE ACCOMPLISHED WHEN NOBODY CARES ABOUT WHO GETS THE
CREDIT." -ROBERT YATES*

DEVELOPING YOUR LEADERSHIP

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

1 PETER 4:10 NLT

Leadership is influence. Nothing more. Nothing less. It is about influencing others in a worthwhile cause. It is not dependent on titles or positions. It is dependent on people discovering their gifts and passions and then using them to make a difference in the lives of others.

What stands in the way?

“But Moses said to God, ‘Who am I, that I should go to Pharaoh and bring the Israelites out of Egypt?’ And God said, ‘I will be with you. And this will be the sign to you that it is I who have sent you: When you have brought the people out of Egypt, you will worship God on this mountain.’”

EXODUS 3:11–12

1. **“Who am I?” INSECURITY**
2. **“What if they?” FEAR**
3. **“I have never.” INADEQUACY**
4. **“Use someone else.” RELUCTANCE**

“But you are a chosen generation, a royal priesthood, a holy nation, His own special people, that you may proclaim the praises of Him who called you out of darkness into His marvelous light.”

1 PETER 2:9 NKJV

Qualities of a Leader

“It pleased Darius to appoint 120 satraps to rule throughout the kingdom, with three administrators over them, one of whom was Daniel. The satraps were made accountable to them so that the king might not suffer loss. Now Daniel so distinguished himself among the administrators and the satraps by his exceptional qualities that the king planned to set him over the whole kingdom.”
DANIEL 6:1-3

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

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

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

Do THINGS WELL.

Do them BEFORE YOU'RE 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

Be ENJOYABLE.

Be POSITIVE.

Be LOYAL.

NEXT STEPS

Leadership Honor Code

As an essential part of the Impulse Church Leadership family, you have a responsibility to develop and exhibit mature Christian behavior. This should be the basic premise of your desire to participate in a servant-leader position here at Impulse Church.

While serving the Body of Christ as a servant-leader at Impulse 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 to others is of vital importance to the way others perceive Christ. Our conduct should never be an embarrassment to Christ, but should exemplify the best qualities of a mature believer and servant-leader.

Exemplifying the highest moral commitment, Impulse Church leaders are to maintain a disciplined life of Bible reading, prayer, and fasting. You must also refrain from such things as:

- Profanity
- Smoking or chewing tobacco
- Gambling
- Indulging in much wine or other alcoholic beverages
- Dishonest gain
- Illicit drugs
- Pornography
- Sexual immorality (sexual activity outside of marriage)
- All behaviors which might cause Christ to grieve and others to stumble

DEVELOP YOUR LEADERSHIP

By providing an example in speech and action, we encourage others to grow in Christ and become servant-leaders themselves. This is a way of life measured by the heart and commitment of each leader in the Impulse Church family. We should regard it as an essential part of our development, not as an imposition or restriction.

Having read the Impulse Leadership Honor Code, I commit today to live by the standards expected of a leader at Impulse.

Signature

Date

LEADER DECLARATION

Because God has called me to serve my generation, I will value worship over wealth, “we” over “me,” character over comfort, service over status, and God’s purposes over possessions, positions, popularity, and pleasure. To my Lord and Savior Jesus Christ, I say: However, whenever, wherever, and whatever you ask me to do, my answer in advance is yes! Wherever you lead and whatever the cost, I’m ready anytime, anywhere. I want to be used by You in such a way that on that final day, I’ll hear You say, “Well done, good and faithful servant. Come on in, and let the eternal party begin!”

