

VERTICAL CHURCH

GROWTH TRACK

Know God | Find Freedom | Discover Purpose | Make A Difference

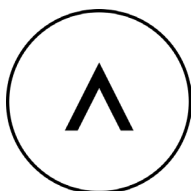


Table of Contents

STEP ONE: BECOME A MEMBER	3
The Vertical Church Story	5
Our Prayer for You.....	6
Know God — Weekend Services.....	8
Find Freedom —Small Groups	13
Discover Purpose — Growth Track.....	16
Make a Difference — Dream Team.....	17
Our Structure	19
Church Finances	20
Becoming a Member	23
 STEP TWO: DISCOVER YOUR GIFTS.....	 27
Discovering Your Gifts	29
Design Reveals Destiny	30
Purpose Paradigm.....	32
 STEP THREE: JOIN A TEAM	 37
Make a Difference	38
Our Vision	39
Dream Team Orientation	41
To Begin Serving	43
 APPENDICES	
Appendix A Statement of Faith	44
Appendix B Questions About Tithing	50
Appendix C Vertical Church Honor Code.....	53
Appendix D Dream Team Descriptions	56
Appendix E Abuse Policy.....	60

VERTICAL CHURCH

GROWTH TRACK

Step **One**



Become a Member



Vertical Church Story

Vertical Church began in 1978 as a small Bible study in the home of our founding pastor, Dr. Richard Mallette. The church was formally organized in 1981 under the name Living Word Ministries. As the years passed, in order to accommodate our continued growth, we moved to several locations. In October 2000, we moved into our new 73,000-square-foot building on our present campus. In November of 2004, the leadership of Living Word Ministries was passed on to Pastor Ken Vance as Dr. Mallette retired. Under Pastor Ken's leadership, the church sought to reach the people they weren't reaching and become a church that unchurched people enjoy attending. At the same time, the church also began to serve the community because serving others through love is how the church most embodies Christ and allows Him to be seen in our world. In 2012, Pastor Ken changed the name of the church to Vertical Church because he believed the church was here to connect people to God. Today, we have nearly 2,000 people who call Vertical Church their home.

Pastor Ken's passion is to see people connect to God and discover their purpose for their lives. At Vertical Church, we focus on reaching out to the unchurched community, building relationships through our Vertical Groups, and empowering people through our Dream Team. The life-giving message of Jesus Christ, the passion and joy of Sunday Celebrations, and the simple style of Vertical Church are our appeal. God is at work at Vertical Church. We invite you to see for yourself how exciting church can be when the focus is simple and people are free to go after God with passion!

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 — 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. _____

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

Ephesians 1:17

"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. _____

"[I pray]...that the eyes of your heart may be enlightened [focused and clear]..."

Ephesians 1:18

"Therefore, confess your sins to each other and pray for each other so that you may be healed."

James 5:16

3. _____

"[I pray]...that you may know the hope to which He has called you..."

Ephesians 1:18

"We have different gifts, according to the grace given to each of 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. _____

"[I ask...so that you can]...grasp the immensity of this glorious way of life He has for His followers [His holy people]..."

Ephesians 1:18 MSG

"This is to my Father's glory, that you bear much fruit, showing yourselves to be my disciples."

John 15:8

"I have told you this so that my joy may be in you and that your joy may be complete."

John 15:11

"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



1 Know God Weekend Service

We consider connecting people with God personally to be one of our greatest responsibilities. Our Weekend Celebrations are for people at all stages in their spiritual journey and are intentionally designed to connect with those who do not yet have a genuine relationship with God.

Our Weekend Celebrations are a time for the church to gather corporately to worship God and learn His Word. God deeply desires to connect with people and allow them to experience His love. We believe that in God's Presence, our lives can be changed.

Our Weekend Services focus on four values:

1. _____

We believe church should be fun.

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

Psalm 122:1 NKJV

2. _____

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. _____

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. _____

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 who are far from God, every one of us can do our part by following these four principles:

1. **Accept the personal** _____
2. **Build a personal** _____
3. **Share your personal** _____
4. **Give a personal** _____

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

In addition to our efforts during Weekend Celebrations, we are focused on reaching people in three key places, as defined by Jesus:

1. “In Jerusalem” – Our City

The primary way we reach our cities is through our Weekend Celebrations, Outreach, and Small Groups.

2. “In Judea and Samaria” – Our Nation

“As they traveled from town to town, they presented the simple guidelines the Jerusalem apostles and leaders had come up with. That turned out to be most helpful. Day after day the congregations became stronger in faith and larger in size.”

Acts 16:4–5 MSG

The primary way we reach our nation is by planting new churches and strengthening existing churches through the Association of Related Churches (ARC).

ARC is a church planting organization that started with two church plants. We continue to support ARC today as it trains, coaches, and resources hundreds of new church plants across America and abroad every year.

Learn more about ARC at arcchurches.com.

3. “To the ends of the earth” – Our World

“Jesus said to His followers, ‘Go everywhere in the world, and tell the Good News to everyone.’”

Mark 16:15 NCV

The primary way we reach our world is through strategic missions. Here at Vertical Church, we intentionally invest a portion of our resources in missions work all around the world with a focus on unreached people groups, children, and church planting.

How you can participate:

1. _____

Pray that we might reach people in each of these three 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 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 be also.”

Matthew 6:19–21

3. _____

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. Vertical Groups are a place to connect relationally and grow spiritually. Our Small Groups have one simple purpose: to bring people together. God created us to live in community with others and it is only when we do that that we can experience the full life He intends for us.

Small Groups provide three things:

1. A place to _____ 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 _____ 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 _____ 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.

Vertical Church Small Groups Model

We are not meant to do life alone. When we are in community, surrounded by people going in the direction we want to go, something special happens. God uses us to bless each other, help each other grow, and support each other. That’s what Small Groups are all about!

“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

Vertical Church desires to be a church **of** Groups, not a church **with** Groups.

Four things to know about Vertical 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.

2. There are two 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 two times a year in what we refer to as “semesters.”

3. Everyone can join a group.

Our hope is for every person at Vertical to be connected in meaningful community through a Small Group. With so many groups to choose from, we are confident there is a group that is a great fit for you.

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.





3 Discover Purpose Growth Track

Growth Track exists to help you discover and develop your purpose and live the full life for which God created you. Growth Track is made up of three steps that 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

Vertical Church Growth Track

1. Step One — _____

Explore ministry at the church and find out how to connect here. Step One takes place the first Sunday of every month.

2. Step Two — _____

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. Step Three — _____

Connect to the opportunities available here at church to live out your purpose and serve others by using your God-given gifts. Step Three takes place on the third Sunday of every month.

4 Make a Difference Dream Team

All of us were created by God to make a difference in the world. God has a place for you where your unique abilities and passions can impact the lives of others. We believe your life will only make sense once 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; my only aim is to 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...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 Vertical 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 the church 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 Three of the Growth Track, following acknowledgment of and agreement with our Vertical Church Honor Code and Statement of Faith.

For some, the next step may be directly jumping on a team; for others, the next step may be joining a Small Group. As a church, we want to assist and support you in taking the next step in your journey.



Our Structure

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 Vertical'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 unique groups of leaders:

1. We are led by _____

The Elders refer to the pastoral staff team led by Pastor Ken. This team helps oversee 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. Vertical Church also has non-staff Elders known as Congregational Elders. These elders are appointed by the Lead Pastor and covenant together with the congregation and the Lead Pastor for the development of the spiritual life of the church. These individuals and their spouses support the church staff as the primary protectors and encouragers of a positive spiritual climate within the church body. They serve in neither a governing nor a corporate capacity but a spiritual capacity to create and maintain stability in potentially negative situations.

2. Protected by _____

Our Trustees are members of the congregation appointed by the Lead Pastor to oversee the finances and direct the provision of the facilities needed by the church. They provide counsel to the Lead Pastor regarding the major financial commitments of the church.

The local church is both a spiritual and corporate entity. The corporate structure exists to aid the church in accomplishing its spiritual goals and objectives. Vertical Church is a recognized 501(c)(3) corporation in Connecticut by both the State and Federal governments. Vertical Church is audited annually by an independent accounting firm under the GAAP standards of accounting.

3. Strengthened by _____

The Overseers are ordained ministers of respected congregations and ministries who love Vertical Church and its Lead Pastor and are willing to 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 Elders or Trustees.

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 16:2 MSG

At Vertical Church, we practice tithing for the support of Christ’s body, the church, as God commands. We recognize that giving the first 10% of our income is the Biblical standard for giving and is a way for us to tell God, “You are first in our finances.” We believe He should be first in every area of our lives: our family, our relationships, our resources, and our finances.

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

Deuteronomy 14:22

“‘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

Tithe Challenge

If you have not started giving to God through Vertical Church, consider taking our Three-Month Tithe Challenge. This is an easy and safe way to take the first step of faith in giving. Because we believe what the Bible says about tithing, we commit to you that if you tithe through Vertical Church for three months and God doesn’t hold true to His promises, we will refund 100% of your tithe. To participate, please fill out our Three-Month Tithe Challenge form and turn it in and place in an offering box after service, or you can go to verticalct.com/tithechallenge.

“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

“Woe unto you, scribes and Pharisees, hypocrites! For ye pay tithe of mint and anise and cumin, and have omitted the weightier matters of the law, judgment, mercy, and faith: these ought ye to have done, and not to leave the other undone.”

Matthew 23:23 NKJV

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 through the local church, is the primary, practical way we acknowledge that God is first.

“Honor the Lord with your wealth, with the first fruits 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

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.

“Command them to do good, to be rich in good deeds, and to be generous and willing to share. In this way they will lay up treasure for themselves as a firm foundation for the coming age, so that they may 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. It is a Spirit- given capacity and desire to serve God by giving of your material resources, above and beyond the tithe, to further the work of God.

“We have different gifts, according to the grace given to each of us. If your gift is...giving, then give generously...”

Romans 12:6-8

Many people love to give to God and as they do, they want to feel confident in the organization through which they give. Here at Vertical Church, we want people to know that they are not just giving to a church; they are giving to God through a church. As we openly share the honesty, integrity, and spiritual values that guide the financial practices of Vertical Church, 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.

Members of Vertical Church are the ones who agree to be active financial contributors. No one expects friends to pay the bills of the house; the family provides for that. The members of Vertical Church are the church's family. The family works together to keep the household intact, financially and otherwise.

We believe giving is a matter between the individual giver and the Lord and all we ask is that members participate and help with the financial needs of the church by simply doing their part. Although tithing should be a part of the faith life of a believer, it should never be done legalistically, but only motivated by faith and love.

MISSIONS AND CHURCH GIVING

At Vertical Church, because we believe in the tithe, we also give 10% of the ministry income to other ministries helping to take the Gospel to our nation and our world.



Becoming a Member

Criteria For Membership

1. You must be born again.
2. You must agree with the vision, doctrine, and structure of Vertical Church.
3. You must agree to be an active contributor.
4. You must complete and submit an Application for Church Membership.

Vertical Church Membership Covenant

Having received Christ as my Lord and Savior and agreeing with the values and ideas presented in Step One of the Growth Track, I feel led by the Holy Spirit to unite with the Vertical 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.

“...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 for 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 PHI

“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

“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

“And 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 PHI

“This service that you perform is not only supplying the needs of the Lord’s people but is also overflowing in many expressions of thanks to God.”

2 Corinthians 9:12

Vertical Church’s Statement of Faith is provided in Appendix A.

Next Steps

1. Become a member of Vertical Church.

Membership at Vertical Church is not about adding your name to a roster; it's about connecting with the people and the church's vision. We would love for you to be part of what God is doing here!

2. Join a Small Group.

Browse our Small Groups online at: <https://verticalct.com/groups>

Once you find a few groups that interest you, connect with the leaders to learn more and make plans to check them out in person.

3. Complete all three steps of the Growth Track.

- Step One — Become a Member
- Step Two — Discover Your Design
- Step Three — Join the Team

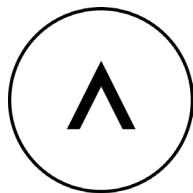
VERTICAL CHURCH

GROWTH TRACK

Step **Two**



Discover Your Gifts





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 _____

“We have different gifts, according to the grace given us. If one’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 giving, let him give generously; if it is leading, let him lead with diligence; if it is showing mercy, let him do it cheerfully.”

Romans 12:6–8 BSB

2. My _____

“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 _____

“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. _____ my gifts.

2. _____ my gifts.

3. _____ my gifts.

My purpose is to _____ by _____ .

“I praise You because I am fearfully and wonderfully made; Your works are wonderful, I know that full well.”

Psalm 139:1



Purpose Paradigm

Doing What You Were Created To Do!

You're about to take a short assessment called the Purpose Paradigm. And we want to take a minute to explain what it is.

First, it's not meant to assess you as much as it is to assist you. Remember, Growth Track is all about equipping you with the tools you need to discover your God-given purpose so you can make a difference. And this Leadership and Development Assessment is a big part of it. We want to help you understand that God has supernaturally gifted you to influence the world around you and put you on a path to discover, develop, and direct those gifts. That's what the Purpose Paradigm is all about.

Now if you don't know what a paradigm is; a paradigm is simply a model or an approach. You can think of it, kind of like a map. Now a map in of itself is helpful because it can help you understand the world around you as well as your place in it. But if you want to get where you're going you also need a compass. You need a sense of direction. And that's where purpose comes in. Because purpose is all about having an aim.

Purpose gives your life direction. So that's why we call this the Purpose Paradigm. We want you to have a framework and direction to move forward in God's plan for your life. And this is going to help you do it. The Purpose Paradigm is based on a simple framework: We're either People-oriented or Ideas-oriented. And we're either focused on what's Possible or focused on what's Present.

And all of us fall somewhere on this grid. Now here's the thing, the point of this assessment isn't to define your purpose for you. And here's why: because purpose isn't explained as much as it is experienced. And you can never know what purpose feels like until you start making a difference in the life of someone else.

Next Steps

1. **Attend Step Three of Growth Track.**
2. **Pray and ask God to strengthen the gifts and passions inside of you.**
3. **Join the Dream Team and/or jump into a Small Group.**

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!



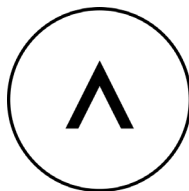
**LET'S GO MAKE
ANOTHER STORY
TOGETHER.**

VERTICAL CHURCH

GROWTH TRACK

Step **Three**

Join the Team



Make a Difference

1. _____ make a difference.

"[God]...saved us and then called us to this holy work. We had nothing to do with it. It was all His idea, a gift prepared for us in Jesus long before we knew anything about it."

2 Timothy 1:9 MSG

2. _____ that makes a difference.

"Anyone who builds on that foundation may use a variety of materials—gold, silver, jewels, wood, hay, or straw. But on the judgment day, fire will reveal what kind of work each builder has done. The fire will show if a person's work has any value. If the work survives, that builder will receive a reward. But if the work is burned up, the builder will suffer great loss. The builder will be saved, but like someone barely escaping through a wall of flames."

1 Corinthians 3:12–15 NLT

3. _____ who want to make a difference.

"Two are better than one, because they have a good return for their labor."

Ecclesiastes 4:9

Our Vision

“He is the one we proclaim, admonishing and teaching everyone with all wisdom, so that we may present everyone fully mature in Christ. To this end, I strenuously contend with all the energy Christ so powerfully works in me.”

Colossians 1:28-29

VERTICAL CHURCH GROWTH TRACK

Upon completing Growth Track, our hope is that it has been a catalyst to help you find...

1. A Friend to Live a Life of Faith With

“If you have any encouragement from being united with Christ, if any comfort from his love, if any fellowship with the Spirit, if any tenderness and compassion, then make my joy complete by being like-minded, having the same love, being one in spirit and purpose. Do nothing out of selfish ambition or vain conceit, but in humility consider others better than yourselves. Each of you should look not only to your own interests, but also to the interests of others.”

Philippians 2:1-4

2. A Spiritual Foundation to Grow With

“Not that I have already obtained all this, or have already been made perfect, but I press on to take hold of that for which Christ Jesus took hold of me. Brothers, I do not consider myself yet to have taken hold of it. But one thing I do: Forgetting what is behind and straining toward what is ahead, I press on toward the goal to win the prize for which God has called me heavenward in Christ Jesus.”

Philippians 3:12-14

3. A Church Family to Partner With

“I thank my God every time I remember you. In all my prayers for all of you, I always pray with joy because of your partnership in the Gospel from the first day until now, being confident of this, that he who began a good work in you will carry it on to completion until the day of Christ Jesus.”

Philippians 1:3-6

4. A Fulfilling Place on the Dream Team to “Make a Difference” with

“Finally, brothers, whatever is true, whatever is noble, whatever is right, whatever is pure, whatever is lovely, whatever is admirable—if anything is excellent or praiseworthy—think about such things. Whatever you have learned or received or heard from me, or seen in me—put it into practice. And the God of peace will be with you...I can do everything through him who gives me strength.”

Philippians 4:8-9, 13



Dream Team Orientation

Now that you've completed the Growth Track, we're excited at the prospect of you joining the Dream Team! Let's talk about what a typical week in the life of a Dream Teamer looks like.

GENERAL TEAM MEMBER EXPECTATIONS

- We leave the best parking spots (in front of the building) for our guests because we want to make room for them to have the best experience.
- We serve "hands-free" (no cell phones or coffee cups) so that we are ready and available to receive our guests.
- We wear our Dream Team badges and shirts for the duration of our time serving.

DREAM TEAM ROLES

Each team is made up of three primary roles:

- **Captains** provide overall leadership to the entire team.
- **Team Leads** provide leadership over each individual service.
- **Team Members** serve on the team during their scheduled service.

COMMUNICATION

Communication is extremely important, especially when serving on the Dream Team. To ensure we are able to serve our guests well and be the strongest team we can be, it is vital for all team members to respond and communicate with their leaders and fellow team members. Team Leads will reach out to those on their teams a few times during the week prior to their scheduled weekend.

The first reminder will be sent on Tuesday via text or another communication platform. The Team Lead's message will ask for team members to confirm their attendance during their assigned service.

Those who do not respond to the first reminder will receive a second message on Thursday and a call on Friday as a second check-in. This allows us to come prepped and ready to serve our guests well and provide the best environment for them to have an encounter with God.

RALLIES AND HUDDLES

Rallies are all-Dream Team gatherings held in the Lobby 45 minutes before the first service of each service day. These 4 to 5-minute gatherings include an ice breaker, an inspirational word that highlights one of our core values, wins from the previous week, and collective prayer.

Immediately following the rally, each team breaks off into huddles. This is a time for teams to share personal and collective wins and prayer requests, review the plan for the day, receive their Dream Team badge, and pray together.



To Begin Serving:

- 1. Complete all three steps of the Growth Track.**
- 2. Participate in a one-on-one conversation with one of our team members at Step Three to make a personal connection to the team.**
- 3. Sign up with a Dream Team Leader to serve on the Dream Team.**
- 4. Complete a Background Check.**

(Includes Background Check Consent Form and responding to an email from Checkr. The link to the consent form will be available in an email sent by the Growth Track Team.)

Next Steps

- 1. You will be contacted by a leader soon with your next steps to begin serving with your team.**
- 2. Congratulations on your completion of the Growth Track! You now have the tools you need to take your next steps on your journey to Know God, Find Freedom, Discover Your Purpose, and Make a Difference. As you connect with community in Small Groups and impact the lives of others by serving in your area of gifting, you will see your relationship with God and your perspective on life grow and change in amazing ways. We are excited for all that God is about to do in and through you!**

APPENDIX A

Vertical Church Statement of Faith



Statement of Faith

HOLY BIBLE

The Holy Bible, and only the Bible, is the authoritative Word of God. It alone is the final authority in determining all doctrinal truths. In its original writing, it is inspired, infallible, and inerrant.

2 Timothy 3:16; 2 Peter 1:20-21; Proverbs 30:5; Romans 16:25-26

TRINITY

There is one God, eternally existent in three persons: Father, Son and Holy Spirit. These three are coequal and co-eternal.

1 John 5:7; Genesis 1:26; Matthew 3:16-17, 28:19; Luke 1:35; Isaiah 9:6; Hebrews 3:7-11

JESUS CHRIST

Jesus Christ is God the Son, the second person of the Trinity. On earth, Jesus was 100% God and 100% man. He is the only man ever to have lived a sinless life. He was born of a virgin, lived a sinless life, performed miracles, died on the cross for mankind, and thus, atoned for our sins through the shedding of His blood. He rose from the dead on the third day according to the Scriptures, ascended to the right hand of the Father, and will return again in power and glory.

John 1:1, 14, 20:28; 1 Timothy 3:16; Isaiah 9:6; Philippians 2:5-6; 1 Timothy 2:5

VIRGIN BIRTH

Jesus Christ was conceived by God the Father through the Holy Spirit (the third person of the Trinity) in the Virgin Mary's womb; therefore, He is the Son of God.

Matthew 1:18, 25; Luke 1:35; Isaiah 7:14; Matthew 1:18, 23-25; Luke 1:27-35

REDEMPTION

Man was created good and upright, but by voluntary transgression, he fell; his only hope of redemption is in Jesus Christ, the Son of God.

Gen. 1:26-31, 3:1-7; Romans 5:12-21

REGENERATION

For anyone to know God, regeneration by the Holy Spirit is absolutely essential.

John 6:44, 65

SALVATION

We are saved by grace through faith in Jesus Christ; His death, burial, and resurrection.

Salvation is a gift from God, not a result of our good works or of any human efforts.

Ephesians 2:8-9; Galatians 2:16, 3:8; Titus 3:5; Romans 10:9-10; Acts 16:31; Hebrews 9:22

REPENTANCE

Repentance is the commitment to turn away from sin in every area of our lives and to follow Christ, which allows us to receive His redemption and to be regenerated by the Holy Spirit.

Thus, through repentance we receive forgiveness of sins and appropriate salvation.

Acts 2:21, 3:19; 1 John 1:9

SANCTIFICATION

Sanctification is the ongoing process of yielding to God's Word and His Spirit in order to complete the development of Christ's character in us. It is through the present ministry of the Holy Spirit and the Word of God that the Christian is enabled to live a godly life.

1 Thessalonians 4:3, 5:23; 2 Corinthians 3:18, 6:14-18, 2 Thessalonians 2:1-3, Romans 8:29, 12:1-2, Hebrews 2:11

JESUS' BLOOD

The Blood that Jesus Christ shed on the Cross of Calvary was sinless and is 100% sufficient to cleanse mankind of all sin. Jesus allowed Himself to be punished for both our sinfulness and our sins, enabling all those who believe to be free from the penalty of sin, which is death.

1 John 1:7; Revelation 1:5, 5:9; Colossians 1:20; Romans 3:10-12, 23, 5:9; John 1:29

JESUS CHRIST INDWELLS ALL BELIEVERS

Christians are people who have invited the Lord Jesus Christ to come and live inside them by His Holy Spirit. They relinquish the authority of their lives over to him, thus making Jesus the Lord of their life as well as Savior. They put their trust in what Jesus accomplished for them when He died, was buried, and rose again from the dead.

John 1:12; John 14:17, 23; John 15:4; Romans 8:11; Revelations 3:20

BAPTISM IN THE HOLY SPIRIT

Given at Pentecost, it is the promise of the Father, sent by Jesus after His Ascension, to empower the Church to preach the Gospel throughout the whole earth.

Joel 2:28-29; Matthew 3:11; Mark 16:17; Acts 1:5,2:1-4, 17, 38-39, 8:14-17, 10:38, 44-47, 11:15-17, 19:1-6

THE GIFTS OF THE HOLY SPIRIT

The Holy Spirit is manifested through a variety of spiritual gifts to build and sanctify the church, demonstrate the validity of the resurrection, and confirm the power of the Gospel.

The Bible lists of these gifts are not necessarily exhaustive, and the gifts may occur in various combinations. All believers are commanded to earnestly desire the manifestation of the gifts in their lives. These gifts always operate in harmony with the Scriptures and should never be used in violation of biblical parameters.

Hebrews 2:4; Romans 1:11, 12:4-8; Ephesians 4:16; 2 Timothy 1:5-16, 4:14; 1 Corinthians 12:1-31, 14:1-40; 1 Peter 4:10

THE CHURCH

The church is the Body of Christ, the habitation of God through the Spirit, with divine appointments for the fulfillment of Jesus' great commission. Every person who is born of the Spirit is an integral part of the church as a member of the body of believers. There is a spiritual unity of all believers in our Lord Jesus Christ.

Ephesians 1:22, 2:19-22; Hebrews 12:23; John 17:11, 20-23

SACRAMENTS:

Water Baptism: Following faith in the Lord Jesus Christ, the new convert is commanded by the Word of God to be baptized in water in the Name of the Father, and of the Son, and of the Holy Spirit, as practiced by the early church apostles in Jesus' name.

Matthew 28:19; Mark 16:16; Acts 2:38; 8:12, 36-38; 10:47-48

The Lord's Supper: A unique time of communion in the presence of God when the elements of bread and grape juice (symbols of the Body and Blood of the Lord Jesus Christ) are taken in remembrance of Jesus' sacrifice on the Cross.

Matthew 26:26-29; 1 Corinthians 10:16; 11:23-25

Marriage: We believe marriage is defined in the Bible as a covenant, a sacred bond, between one man and one woman; instituted by and publicly entered into before God.

Matthew 19:4-6

HEALING OF THE SICK

Healing of the sick is illustrated in the life and ministry of Jesus and included in the commission of Jesus to His disciples. It is given as a sign, which is to follow believers. It is also a part of Jesus' work on the Cross and one of the gifts of the Spirit.

Psalm 103:2-3; Isaiah 53:5; Matthew 8:16-17; Mark 16:17-18; Acts 8:6-7; James 5:14-16; 1 Corinthians 12:9, 28; Romans 11:29

GOD'S WILL FOR PROVISION

It is the Father's will for believers to become whole, healthy, and successful in all areas of life. But because of the fall, many may not receive the full benefits of God's will while on earth. That fact, though, should never prevent all believers from seeking the full benefits of Christ's provision in order to better serve others.

Spiritual

John 3:3-11; 2 Corinthians 5:17-21; Romans 10:9-10

Mental and Emotional

2 Timothy 1:7, 2:11; Philippians 4:7-8; Romans 12:2; Isaiah 26:3

Physical

Isaiah 53:4,5; Matthew 8:17; 1 Peter 2:24

Financial

Joshua 1:8; Malachi 3:10-11; Luke 6:38; 2 Corinthians 9:6-10; Deuteronomy 28:1-14; Psalm 34:10, 84:11; Philippians 4:19

RESURRECTION

Jesus Christ was physically resurrected from the dead in a glorified body three days after His death on the cross. In addition, both the saved and the lost will be resurrected; they that are saved to the resurrection of life and they that are lost to the resurrection of eternal damnation.

Luke 24:16, 36, 39; John 2:19-21, 20:26-28, 21:4; Acts 24:15; 1 Corinthians 15:42, 44; Philippians 1:21-23, 3:21

HEAVEN

Heaven is the eternal dwelling place for all believers in the Gospel of Jesus Christ.

Matthew 5:3, 12, 20, 6:20, 19:21, 25:34; John 17:24; 2 Corinthians 5:1; Hebrews 11:16; 1 Peter 1:4

HELL

After living one life on earth, the unbelievers will be judged by God and sent to Hell, where they will be eternally tormented with the Devil and the Fallen Angels.

Matthew 25:41; Mark 9:43-48; Hebrews 9:27; Revelation 14:9-11, 20:12-15, 21:8

SECOND COMING

Jesus Christ will physically and visibly return to earth for the second time to establish His Kingdom. This will occur at a date undisclosed by the Scriptures.

Matthew 24:30, 26:63-64; Acts 1:9-11; 1 Thessalonians 4:15-17; 2 Thessalonians 1:7-8; Revelation 1:7

APPENDIX B

Questions About Tithing

QUESTIONS ABOUT TITHING

1. What is tithing?

“Tithe” means “a tenth part.”

2. What is the difference between a Tithe and an Offering?

A “tithe” is giving the first tenth of my income.

An “offering” is anything I give in addition to my tithe.

3. Why should I tithe?

Because God commands it.

“A tenth of all you produce is the Lord’s.”

Leviticus 27:30

Because Jesus commended it.

“Yes, you should tithe, and you shouldn’t leave the more important things undone either.”

Matthew 23:23

4. Tithing demonstrates that God has first place in my life.

“The purpose of tithing is to teach you to always put God in first place in your life.”

Deuteronomy 14:23 LB

5. Tithing reminds me that everything I have was given to me by God!

“Always remember that it is the Lord your God who gives you the ability to produce wealth.”

Deuteronomy 8:18

6. Tithing expresses my love to the Lord.

“Each of you should bring a gift in proportion to the way the Lord your God has blessed you.”

Deuteronomy 16:17

7. God says that refusing to tithe is stealing from Him!

“God says ‘Will a man rob God? Yet you are robbing me!’ But you ask, ‘How do we rob you?’ God says ‘In tithes and offerings ... Bring your whole tithe to My house.’”

Malachi 3:8-10

8. Tithing gives God a chance to prove He exists and wants to bless you!

“Bring your whole tithe to My storehouse. Test me in this,” says the Lord, “and see if I will not throw open the floodgates of heaven and pour out so much blessing that you won’t have room enough for it!”

Malachi 3:10

9. What should I tithe?

The first part of what I earn.

“Honor the Lord by giving him the first part of all your income.”

Proverbs 3:9-10

10. Where should I give my Tithe?

Where I worship.

“Bring your whole tithe to My Storehouse (Temple).”

Malachi 3:10

11. When should I Tithe?

Weekly.

“On the first day of every week, set aside some of what you have earned and give it as an offering. The amount depends on how much the Lord has helped you earn.”

1 Corinthians 16:2 LB

APPENDIX C

Vertical Church Honor Code

Vertical Church Honor Code

As an essential part of the Vertical 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 Vertical Church.

While serving the Body of Christ as a servant-leader at Vertical 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, Vertical Church's leaders are to maintain a disciplined life of Bible reading, prayer, and fasting. You must also refrain from such things as:

- Illicit Drugs
- Pornography
- Sexual Immorality (sexual activity outside of marriage)
- Indulging in alcoholic beverages causing drunkenness
- Dishonest Gain
- Profanity
- Gossip, Slander, or Backbiting
- All behaviors that might cause Christ to grieve and others to stumble.

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 Vertical Church family. We should regard it as an essential part of our development, not as an imposition or restriction.

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

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 of 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!”

APPENDIX D

Dream Team Descriptions



Dream Team Descriptions

PRODUCTION TEAM

This team specializes in audio (mics, mixers, speaker systems, and broadcast) and visual (cameras, lighting, and photography) to create the weekend worship experience and special events. All experience levels are welcome!

BACKSTAGE PASS TEAM

This team helps first-time guests get connected at weekend services by helping them find their next steps. You can help with our next steps team as well.

FIRST IMPRESSION TEAM

This team greets all of the people who come to visit Vertical and also helps them find the best seats for our Sunday Celebrations. You can be an usher or greet people at our front door.

COMMUNICATIONS TEAM

This team uses their gifts to capture photos, produce testimony videos, and design and curate content for Vertical Church's social media accounts.

DISCOVERY COVE

Our underwater-themed Discovery Cove has age-specific classrooms which provide an opportunity for children to experience the love of Jesus in a life-giving and safe environment. Your child will experience God through energetic worship, creative Bible lessons, and receive love and attention from dedicated volunteers.

VERTICAL KIDS

This team helps children participate in high-energy praise worship, experience interactive games, and grow through large group and small group Bible stories and teaching. VKids is a great place for 1st through 5th-grade children to learn about Jesus and develop healthy friendships in a fun, safe environment.

VERTICAL YOUTH TEAM

This team helps students get connected to Vertical Youth. Middle School meets on Sunday mornings during the 8:30am, 10am, and 11:30am services. High School meets on Wednesday nights at 7pm in the Youth Center, and Vertical Youth hosts Small Groups and other youth-related events and services throughout the year.

GROWTH TRACK TEAM

This team serves as the hosts of Growth Track, greeting guests and providing materials and assistance to those discovering their next steps at Vertical Church.

CAFE AND BOOKSTORE

This team uses their gifts to make sure guests and members feel at home at Vertical Church by providing a full-service, in-house cafe for people to buy coffee, lattes, and breakfast during our services.

SECURITY TEAM

This team makes sure that Vertical Church is a safe place for you and your family to worship God every week.

SPANISH TRANSLATION TEAM

This team translates the messages live during our Sunday morning celebrations so that people who speak predominantly Spanish can still enjoy God's Word.

ONLINE HOST TEAM

The goal of this team is to serve members who attend one of our online services by offering prayer, answering questions, and encouraging guests to engage in the experience and take their next step. Hosts may choose from three online platforms: Church Online, Facebook, or YouTube.

Training Required

OUTREACH TEAM

This team serves our local community by participating in outreaches for food distribution, cleanups, and other creative ways to be the hands and feet of Jesus.

PRAYER TEAM

This team provides a prayer covering for services, teams, and ministries at Vertical Church.

Prayer Training Required

SMALL GROUP LEADERS

These leaders are trained to facilitate small groups and equipped to build relationships while helping group members discover their next steps.

SMALL GROUPS TEAM

This team assists in recruiting and encouraging current and new small group leaders while providing additional assistance to the Small Groups Director.

SPECIAL NEEDS (SEA STARS)

This unique team leads children into a dynamic relationship with Jesus. Each week, children experience Bible story time, music, crafts, and other hands-on activities accompanied by a buddy.

WORSHIP TEAM

This team facilitates a powerful worship experience through vocals and instruments.

Training Required

APPENDIX E

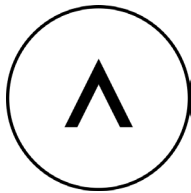
Abuse Policy

Abuse Policy

I understand that Vertical Church is a safe place for children and vulnerable adults. Vertical Church complies with all Federal and State laws regarding reporting suspected child abuse. As a member of the Dream Team, 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 four types of abuse described below:

- **Physical:** A physical act directed at a child or vulnerable adult that causes injury.
- **Sexual:** Contact or interactions between a vulnerable party (child or adult) and a perpetrator (adult or another child) wherein the vulnerable party is being used for sexual stimulation of the perpetrator or another person. This includes exploitation in person and/or through photographs, videos, or other communication methods.
- **Emotional:** Acts or omissions by a parent, spouse, 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, spouse, or caregiver if abuse is suspected. As a member of the Dream Team, I agree to comply with this policy and report any suspected abuse to the staff person who oversees the area in which I serve.



Vertical Church
225 Meloy Road, West Haven, CT
verticalct.com