

TABLE OF CONTENTS

1 **Introduction**

2 **stepONE - Become a Member**

8 Know God

14 Grow Together

18 Discover Purpose

21 Make a Difference

27 **stepTWO - Discover Your Design**

31 How to Take the Personality Assessment

41 How to Take the Spiritual Gifts Assessment

49 **stepTHREE - Join the Team**

55 **Appendix**

MIAMI VINEYARD GROWTH TRACK

The Miami Vineyard Growth Track guides you to discover your redemptive purpose and live the life God created for you.

The Growth Track is made up of four steps that equip you to 1) connect to the church, 2) discover the strengths of your purposeful design, and 3) use your God-given gifts to make a difference in the lives of others.

stepONE – Become a Member

Explore the life of Miami Vineyard and find out how to connect with our church. Step One takes place the first Sunday of every month.

stepTWO – Discover Your 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.

stepTHREE – Join the Team

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



***step*ONE**

Become a Member



THE STORY OF MIAMI VINEYARD

In 1986, Jim Bricker, the founding pastor of Miami Vineyard, moved to Miami from Indianapolis, Indiana to begin a new church. He began meeting with small groups of people who were interested in learning more about Jesus. Kevin and Debbie Fischer were a part of this original team and began leading a small group in their home.

Church meetings started on Sunday nights with about 30 adults in the clubhouse of a condominium complex in Miami Lakes. A few months later, after outgrowing the facility, the church began meeting at the Radisson Hotel located near the Miami International Airport. The church continued to grow especially in the area of children and it soon became clear that a different location was needed to accommodate and serve children. The church then began meeting at South Miami Junior High School.

In August of 1991, Kevin Fischer joined Jim as a full-time Assistant Pastor. In January of 1993, Jim Bricker returned to his hometown of Indianapolis, Indiana to begin a Vineyard church there while Kevin Fischer became the Senior Pastor of the Miami Vineyard.

Over the past 30+ years the church has seen tremendous growth while meeting in facilities rented from Miami-Dade County Public Schools. In September of 2002, Miami Vineyard moved into its first semi-permanent facility in Kendall with a lease agreement in the Deerwood area. In December of 2014, because of the generosity of hundreds of people, many of whom are still sacrificially giving, we were able to purchase our first home – this beautiful facility you're sitting in today – formerly known as Signature Gardens. We currently have several thousand people who call the Miami Vineyard their church home and we look forward to reaching thousands more through multi-site campuses and additional church plants throughout Miami-Dade County. We invite you to see for yourself how you can become a part of the bigger story that God is writing for Miami Vineyard.



OUR PRAYER FOR YOU

"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. _____

At Miami Vineyard, our desire is that everyone who walks through our doors would have an experience with God and grow to know him.

"[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

WE HELP PEOPLE KNOW GOD THROUGH
_____.



2. _____

After you experience God there are some basic foundational principles that should be established in your life. Salvation happens in a moment. Becoming like Christ is a journey. For every person who follows Jesus there is an ongoing process of submitting to God's Word and Spirit to complete the development of Christ's character in us.

"[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

WE HELP PEOPLE GROW TOGETHER THROUGH
_____.

3. _____

Miami Vineyard is called to equip God's people for his work. We know that God created you with a unique design and purpose. God gives each of us tools to develop and to strengthen the body of Christ.

"[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

WE HELP PEOPLE DISCOVER THEIR PURPOSE THROUGH THE
_____.



4. _____

At Miami Vineyard, we believe each of us is called to make a difference in the lives of those around us.

"[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

WE HELP PEOPLE USE THEIR GIFTS TO MAKE A DIFFERENCE ON

_____.



1. KNOW GOD

We consider reaching people who do not know God personally to be one of our greatest responsibilities. Our weekend 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 mission as a church is simple:

“To love all people into a growing relationship with Jesus.”

We apply this mission in everything we do. One of the primary ways we live this out is through our weekend services.

Our weekend services focus on 6 core values:

1. _____

We believe church should be enjoyable. Laughter is a life-giving gift from God that we want to enjoy whenever we get together. So we infuse fun in **everything** we do.

2. _____

We need each other to become everything that God created us to be. So we celebrate and embrace our **diversity**, believing that all of us – men and women, young and old, all races and cultures – become stronger as we come together.

3. _____

We are the church of the second chance. So we don't turn anyone away. No matter what you've done or how many **times** you've done it, if you are ready for a clean start, you'll find it at Miami Vineyard.



4. _____

We believe church should be a place where people learn how the Bible applies to their daily lives. God accepts us just as we are, but He loves us too much to leave us that way. So, as we trust Him with our future, He transforms us, day by day, from people focused on what **we want** to people focused on what **He wants**.

5. _____

We can't follow God's example of love without giving sacrificially. So we generously give our time, our talents, and our treasure to the mission of loving all people into a growing relationship with Jesus, believing that the more we **give**, the more we shine the light of God's love to the world.

6. _____

Everything we do is done mindfully of those who aren't here yet. Our words, actions, and expressions of faith are displayed or explained in a way that is inviting and inclusive of **all** who are searching for Jesus and taking next steps on their spiritual journeys. 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 TO HAVE A PERSONAL RELATIONSHIP WITH JESUS:

1. _____ that God has not been first place in your life and ask him to forgive your sins.

"If you confess your sins, he is faithful and just and will forgive us our sins and cleanse us from every wrong."

1 JOHN 1:9

2. _____ that Jesus died to pay for your sins and that he rose again on Easter, and is alive today.

"If you confess that Jesus is your Lord, and you believe in your heart that God raised Him from the dead, you will be saved."

ROMANS 10:9

"Salvation is found in no one else, for there is no other name (Jesus) by which we must be saved."

ACTS 4:12

3. _____ God's free gift of salvation. Don't try to earn it.

"For it is by grace you are saved, through faith – and this not from yourselves, it is the gift of God – not by works, so that no one can boast."

EPHESIANS 2:8-9

4. _____ Jesus Christ to come into your life and be the director ("Lord") of your life.

"To all who receive him, he gives the right to become children of God. All we need to do is to trust him to save us. All those who believe that are reborn! – not a physical rebirth...but from the will of God!"

JOHN 1:12-13

"Jesus says, Listen! I stand at the door and knock. If anyone hears my voice and opens the door, I will come in..."

REVELATION 3:20





BAPTISM

Once you've made a commitment to Jesus Christ, your next step is baptism! Water baptism is one of the ways that you let people know that you're in God's family — that you have a new identity. It's a way of celebrating publicly with all your friends and family and your new Miami Vineyard family that you are no longer defined by your past, that your sin is gone and you're a brand new person in Jesus.

WHY SHOULD I BE BAPTIZED?

1. To follow the example set by _____.

"At that time Jesus came from Nazareth and was baptized by John in the river."
MARK 1:9

2. Because Christ _____ it.

"Jesus said, Go then, to all people everywhere and make them my disciples, baptize them in the name of the Father, the son, and the Holy Spirit, and then teach them to obey everything I have commanded you."
MATTHEW 28:19-20

3. It demonstrates that I really am a _____.

"...Many of the people who heard Him believed and were baptized."
ACTS 18:8



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 _____.
2. Build a personal _____.
3. Share your personal _____.
4. Give a personal _____.

In our city, in 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 services, we are focused on reaching people in three key places designated by Jesus:

1. "In Jerusalem" — _____

"Real religion, the kind that passes muster before God the Father, is this: Reach out to the homeless and loveless in their plight."

JAMES 1:27 MSG

The primary way we reach our city is through our weekend services, small groups, and local community partnerships including: First Priority, Fellowship of Christian Athletes, Agape Network, and Glory House.



2. “In Judea and Samaria” — _____

“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 starting new churches and strengthening existing churches through partnering with Vineyard USA and Multiply Vineyard.

Vineyard USA is a movement of over 600 churches. The Vineyard is committed to worship with passion, serve with devotion, and equip people of every age, ethnicity, language, and background to do the works that Jesus did. The Vineyard is a church-planting movement (Multiply Vineyard) that is growing daily.

3. “To the ends of the earth” — _____

“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 missional partnerships. At Miami Vineyard, we intentionally invest a portion of our resources in missions work all around the world through our Convoy of Hope, World Vision, Vineyard Caribbean partnership, and Vineyard South-East Asian partnership (including India and Laos). Each partnership works to strengthen pastors, churches, children, and communities through resources, support networks, and missionaries.





2. GROW TOGETHER

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 _____ 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.



Miami Vineyard 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.

Our desire is to become a church ____ small groups, not _____ small groups.

"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

Four things to know about Miami Vineyard 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 already do in your life are things that can make up your Small Group! From sports groups to lunch groups, parenting groups to student groups, Bible study groups to art groups, our groups are as varied as we are. All groups fall into 6 categories:

Men • Women • Marriage • NextGen • Care/Freedom • Shared Interests

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 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 Miami Vineyard 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. You can search groups by topic, location, day, and time in our online Small Groups directory at miamivineyard.com/groups. Once you find a group that interest you, contact the leaders to learn more and make plans to check them out in person.

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 and complete all 3 steps 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

The Miami Vineyard 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 three steps, which guide you through next steps in your journey to know God, grow together, 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 Miami Vineyard Growth Track

1. **step**ONE – _____

Explore the life of Miami Vineyard and find out how to connect with our church. 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 at Miami Vineyard to live out your purpose and serve others by using your God-given gifts. Step Three takes place the third Sunday of every month.





Future
WORLD
CHANGER

World
CHANGER

4. MAKE A DIFFERENCE

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 Miami Vineyard...

We believe there is no great divide between “pastors” and “attenders.” Everyone has something they can do to impact the lives of others in the Kingdom of God. From our perspective, every person has influence, 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, both at Miami Vineyard and in every-day life. You can start by joining Team Vineyard at StepThree of the Growth Track!



GENEROSITY

“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 Miami Vineyard, 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 Miami Vineyard, we want people to understand they are giving to God through the church, not to the church. As we openly share the honesty, integrity, and spiritual values that guide the financial practices of the Vineyard, 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

Miami Vineyard membership agreement:

Having received Christ as my Lord and Savior and being in agreement with the values and ideas presented in StepONE of the Growth Track, I now feel led to join the Miami Vineyard 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

"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 Phillips



NEXT STEPS

1. Become a member.

Membership at Miami Vineyard is not about adding your name to a roster; it's about connecting with the people and the vision of the church. We would love for you to join in!

2. Join a small group.

Browse our online small groups directory at miamivineyard.com/groups. Once you find a few groups that interest you, contact the leaders to learn more and make plans to check them out.

3. Complete the Growth Track.

stepTWO // Discover Your Design

stepTHREE // Join the Team

 **YOU COMPLETED *step*ONE** 

Aim your phone camera at the QR code
[or text ONE to (786) 705-8930] to fill out your *step*ONE card



***step*TWO**

Discover Your Design

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 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 _____

“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 _____.



HOW TO TAKE THE PERSONALITY ASSESSMENT

Step 1

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

Step 2

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

Step 3

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

Box 1 = “D” personality

Box 2 = “I” personality

Box 3 = “S” personality

Box 4 = “C” personality

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

Step 4

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



My Personality/Leadership Style _____

1. Total _____

	NEVER	RARELY	SOMETIMES	OFTEN	ALWAYS
I am assertive, demanding, and decisive.	1	2	3	4	5
I enjoy doing multiple tasks at once.	1	2	3	4	5
I thrive in a challenge-based environment.	1	2	3	4	5
I think about tasks more than others or myself.	1	2	3	4	5
I am motivated by accomplishment and authority.	1	2	3	4	5

2. Total _____

	NEVER	RARELY	SOMETIMES	OFTEN	ALWAYS
I enjoy influencing and inspiring other people.	1	2	3	4	5
I am optimistic about others.	1	2	3	4	5
I tend to be the life of the party.	1	2	3	4	5
I think about motivating people.	1	2	3	4	5
I am motivated by recognition and approval.	1	2	3	4	5

3. Total _____

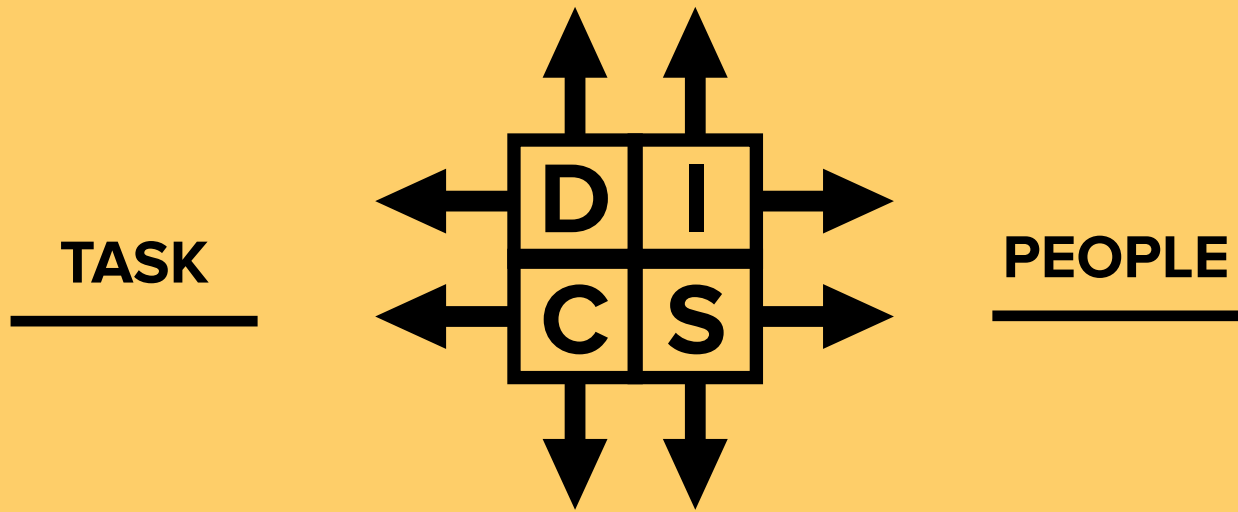
	NEVER	RARELY	SOMETIMES	OFTEN	ALWAYS
I thrive in consistent environments.	1	2	3	4	5
I prefer specifics over generalizations.	1	2	3	4	5
I enjoy small groups of people.	1	2	3	4	5
I prefer being a member of a team.	1	2	3	4	5
I am motivated by stability and support.	1	2	3	4	5

4. Total _____

	NEVER	RARELY	SOMETIMES	OFTEN	ALWAYS
I typically avoid big risks.	1	2	3	4	5
I love tasks, order, and details.	1	2	3	4	5
I am right most of the time.	1	2	3	4	5
I comply with clearly defined rules.	1	2	3	4	5
I am motivated by quality and correctness.	1	2	3	4	5



EXTROVERT



INTROVERT

*"I praise You because I am fearfully and wonderfully made;
Your works are wonderful, I know that full well."
PSALM 139:14*



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



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



- S** We are steady and more reserved. We do not like change and thrive in secure, nonthreatening environments. We are often friendly and understanding as well as good listeners and loyal workers who are happy doing the same job consistently. With an incredible ability to forgive, reliable and dependable “S”s tend to make the best friends. Our greatest fear, however, is loss of security, and our possible weaknesses naturally include not only resistance to change, but also difficulty adjusting to it. We can also be too sensitive to criticism and unable to establish priorities. In order to avoid being taken advantage of, we need to be stronger and learn how to say “no.” We also like to avoid the limelight, but when given an opportunity to genuinely help others, we will gladly rise to the occasion. We feel most valued when we have truly helped someone.
- S/D** We are quiet leaders who can be counted on to get the job done. We perform better in small groups and do not enjoy speaking in front of crowds. Though we can be soft- and hard-hearted at the same time, we enjoy close relationships with people, being careful not to dominate them. Challenges motivate us, especially ones that allow us to take a systematic approach. We tend to be determined, persevering through time and struggles. We benefit from encouragement and positive relationships.
- S/I** We are inspirational counselors who exhibit warmth and sensitivity. Tolerant and forgiving, we have many friends because we accept and represent others well. Our social nature and desire to be likable and flexible make us inclined to be overly tolerant and non-confrontational. We could benefit from being more task-oriented and paying more attention to detail. Kind and considerate, we include others and inspire people to follow us. Words of affirmation go a long way with us, and with the right motivation, we can be excellent team players.
- S/C** We are diplomatic and steady, as well as detail-oriented. Stable and contemplative, we like to weigh the evidence and discover the facts to come to a logical conclusion. More deliberate, we prefer to take our time, especially when the decision involves others. Possible weaknesses include being highly sensitive and unable to handle criticism, and we also need to be aware of the way we treat others. Operating best in precise and cause-worthy projects, we can be a peacemaker; this makes us a loyal team member and friend.



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



MAKING THE MOST OF YOUR PERSONALITY

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

EPHESIANS 2:10 NASB

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

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

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

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

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



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

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

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

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



DISCOVERING YOUR SPIRITUAL GIFTS

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

JOHN 14:12



HOW TO TAKE THE SPIRITUAL GIFTS ASSESSMENT

Step 1

Respond to the spiritual gifts statements on pages 42-43 by writing the number that indicates how each statement describes you in the blanks on page 44:

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

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

Step 2

Add each line on page 44 left to right and place the totaled number in the total column.

Step 3

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

Step 4

Read about your gifts.

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



1. I like organizing services and events.
2. I am interested in starting new churches.
3. I enjoy working with my hands.
4. I can tell when someone is insincere.
5. I pray for the lost daily.
6. Encouraging others is a high priority in my life.
7. Believing God for our daily needs is important to me.
8. Influencing others for the Kingdom of God through finances is extremely important to me.
9. I look for opportunities to pray for the sick.
10. I enjoy doing little things that others typically do not enjoy.
11. I often have people over to my house.
12. I enjoy spending hours in prayer for other people.
13. Education is very important to me.
14. I tend to motivate others to get involved.
15. I hurt when I see others hurting.
16. I believe God will use me to enact His miracles.
17. I enjoy sharing the Gospel with other people groups and nationalities.
18. I've devoted considerable time to mastering my voice and/or musical instrument.
19. Caring for the hurting is one of my highest priorities.
20. I get frustrated when people knowingly sin.
21. I enjoy serving behind the scenes.
22. I like creating outlines of the Bible.
23. God has used me to interpret what someone speaking in tongues is saying.
24. I enjoy the book of Proverbs more than any other book in the Bible.
25. I am passionate about managing details.
26. I like to help start new ministry projects.
27. I consider myself a craftsman or craftswoman.
28. I sense when situations are spiritually unhealthy.
29. I am greatly motivated by seeing people who don't know God be saved.
30. I come across as loving and caring.
31. Asking God for a list of seemingly impossible things is exciting to me.
32. I find ways to give offerings above my tithe.
33. I believe miraculous healing is possible and still happens.
34. Helping others is one of my greatest motivations.
35. Creating a warm and welcoming environment is important to me.
36. I am burdened to pray for situations affecting the world.
37. People come to me to learn more about God and the Bible.
38. I prefer to take the lead whenever possible.



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



1 Almost Never

2 Sometimes

3 Almost Always

TOTAL

GIFT

1. _____	25. _____	49. _____	_____	A. _____
2. _____	26. _____	50. _____	_____	B. _____
3. _____	27. _____	51. _____	_____	C. _____
4. _____	28. _____	52. _____	_____	D. _____
5. _____	29. _____	53. _____	_____	E. _____
6. _____	30. _____	54. _____	_____	F. _____
7. _____	31. _____	55. _____	_____	G. _____
8. _____	32. _____	56. _____	_____	H. _____
9. _____	33. _____	57. _____	_____	I. _____
10. _____	34. _____	58. _____	_____	J. _____
11. _____	35. _____	59. _____	_____	K. _____
12. _____	36. _____	60. _____	_____	L. _____
13. _____	37. _____	61. _____	_____	M. _____
14. _____	38. _____	62. _____	_____	N. _____
15. _____	39. _____	63. _____	_____	O. _____
16. _____	40. _____	64. _____	_____	P. _____
17. _____	41. _____	65. _____	_____	Q. _____
18. _____	42. _____	66. _____	_____	R. _____
19. _____	43. _____	67. _____	_____	S. _____
20. _____	44. _____	68. _____	_____	T. _____
21. _____	45. _____	69. _____	_____	U. _____
22. _____	46. _____	70. _____	_____	V. _____
23. _____	47. _____	71. _____	_____	W. _____
24. _____	48. _____	72. _____	_____	X. _____



USING YOUR SPIRITUAL GIFTS

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

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

- A. **Administration** - The gift of administration is the divine strength or ability to organize multiple tasks and groups of people to accomplish these tasks. *Luke 14:28-30; Acts 6:1-7; 1 Corinthians 12:28*
- B. **Apostleship** - The gift of apostleship is the divine strength or ability to pioneer new churches and ministries through planting, overseeing, and training. *Acts 15:22-35; 1 Corinthians 12:28; Galatians 2:7-10; Ephesians 4:11-14*
- C. **Craftsmanship** - The gift of craftsmanship is the divine strength or ability to plan, build, and work with your hands in construction environments to accomplish multiple ministry applications. *Exodus 30:22, 31:3-11; 2 Chronicles 34:9-13; Acts 18:2-3*
- D. **Discernment** - The gift of discernment is the divine strength or ability to spiritually identify falsehood and to distinguish between right and wrong motives and situations. *Matthew 16:21-23; Acts 5:1-11, 16:16-18; 1 John 4:1-6*
- E. **Evangelism** - The gift of evangelism is the divine strength or ability to help non-Christians take the necessary steps to becoming Christ followers. *Acts 8:5-6, 8:26-40, 14:21, 21:8; Ephesians 4:11-14*
- F. **Exhortation** - The gift of exhortation is the divine strength or ability to encourage others through the written or spoken word and Biblical truth. *Acts 14:22; Romans 12:8; 1 Timothy 4:13; Hebrews 10:24-25*



- G. **Faith** - The gift of faith is the divine strength or ability to believe in God for unseen supernatural results in every arena of life. *Acts 11:22-24; Romans 4:18-21; 1 Corinthians 12:9; Hebrews 11*
- H. **Giving** - The gift of giving is the divine strength or ability to produce wealth and to give by tithes and offerings for the purpose of advancing the Kingdom of God on earth. *Mark 12:41-44; Romans 12:8; 2 Corinthians 8:1-7, 9:2-7*
- I. **Healing** - The gift of healing is the divine strength or ability to act as an intermediary in faith, prayer, and by the laying-on of hands for the healing of physical and mental illnesses. *Acts 3:1-10, 9:32-35, 28:7-10; 1 Corinthians 12:9, 28*
- J. **Helps** - The gift of helps is the divine strength or ability to work in a supportive role for the accomplishment of tasks in Christian ministry. *Mark 15:40-41; Acts 9:36; Romans 16:1-2; 1 Corinthians 12:28*
- K. **Hospitality** - The gift of hospitality is the divine strength or ability to create warm, welcoming environments for others in places such as your home, office, or church. *Acts 16:14-15; Romans 12:13, 16:23; Hebrews 13:1-2; 1 Peter 4:9*
- L. **Intercession** - The gift of intercession is the divine strength or ability to stand in the gap in prayer for someone, something, or somewhere believing for profound results. *Hebrews 7:25; Colossians 1:9-12, 4:12-13; James 5:14-16*
- M. **Knowledge** - The gift of knowledge is the divine strength or ability to understand and bring clarity to situations and circumstances, often accompanied by a word from God. *Acts 5:1-11; 1 Corinthians 12:8; Colossians 2:2-3*
- N. **Leadership** - The gift of leadership is the divine strength or ability to influence people at their level while directing and focusing them on the big picture, vision, or idea. *Romans 12:8; 1 Timothy 3:1-13, 5:17; Hebrews 13:17*
- O. **Mercy** - The gift of mercy is the divine strength or ability to feel empathy and to care for those who are hurting in any way. *Matthew 9:35-36; Mark 9:41; Romans 12:8; 1 Thessalonians 5:14*



- P. **Miracles** - The gift of miracles is the divine strength or ability to alter the natural outcomes of life in a supernatural way through prayer, faith, and divine direction. *Acts 9:36-42, 19:11-12, 20:7-12; Romans 15:18-19; 1 Corinthians 12:10, 28*
- Q. **Missionary** - The missionary gift is the divine strength or ability to reach others outside of your culture and nationality, while in most cases living in that culture or nation. *Acts 8:4, 13:2-3, 22:21; Romans 10:15*
- R. **Music/Worship** - The gift of music/worship is the divine strength or ability to sing, dance, or play an instrument primarily for the purpose of helping others worship God. *1 Samuel 16:16; 1 Chronicles 16:41-42; 2 Chronicles 5:12-13; Psalm 150*
- S. **Pastor/Shepherd** - The gift of pastor/shepherd is the divine strength or ability to care for the personal needs of others by nurturing and mending life issues. *John 10:1-18; Ephesians 4:11-14; 1 Timothy 3:1-7; 1 Peter 5:1-3*
- T. **Prophecy** - The gift of prophecy is the divine strength or ability to boldly speak and bring clarity to scriptural and doctrinal truth, in some cases foretelling God's plan. *Acts 2:37-40, 7:51-53, 26:24-29; 1 Corinthians 14:1-4*
- U. **Service** - The gift of service is the divine strength or ability to do small or great tasks in working for the overall good of the body of Christ. *Acts 6:1-7; Romans 12:7; Galatians 6:10; 1 Timothy 1:16-18; Titus 3:14*
- V. **Teaching** - The gift of teaching is the divine strength or ability to study and learn from the Scriptures primarily to bring understanding and growth to other Christians. *Acts 18:24-28, 20:20-21; 1 Corinthians 12:28; Ephesians 4:11-14*
- W. **Tongues & Interpretation** - The gift of tongues is the divine strength or ability to pray in a heavenly language to encourage your spirit and to commune with God. The gift of tongues is often accompanied by interpretation and should be used appropriately. *Acts 2:1-13; 1 Corinthians 12:10, 14:1-14*
- X. **Wisdom** - The gift of wisdom is the divine strength or ability to apply the truths of Scripture in a practical way, producing a fruitful outcome and the character of Jesus Christ. *Acts 6:3, 10; 1 Corinthians 2:6-13, 12:8*



NEXT STEPS

1. Complete the Growth Track.

stepTHREE // Join the Team

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

3. Join the team.

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



YOU COMPLETED **step**TWO



Aim your phone camera at the QR code
[or text TWO to (786) 705-8930] to fill out your **step**TWO card



***step*THREE**

Join The Team

**YOU
BELONG
HERE**



TEAM VINEYARD CORE VALUES

1. I make it _____.

When you join TEAM VINEYARD, you have the power to “make it better.” If you think there’s a better way to do anything – whether in your area or somewhere else - let us know! We want Miami Vineyard to be constantly improving.

BIG IDEA: Think inside the box.

2. I take it _____.

Whether you’re helping to park cars, burp babies, or sing solos, your role on TEAM VINEYARD is important. We expect you to treat it that way. Once you accept the responsibility for it, own it. If you commit to a schedule, be reliable. If you don’t show up when you should, there may not be a “Plan B.”

BIG IDEA: Live like an owner, not a renter.

3. I accept and welcome _____.

From the moment they see the sign-waver at the corner until the time they drive away, every person who joins us at Miami Vineyard should feel welcomed and valued. As a part of TEAM VINEYARD, you’re here to show people we’re really happy that they’re here, no matter who they are, what they believe, or what their lifestyle looks like.

BIG IDEA: It wouldn’t be the same without them.

4. I have a _____ attitude.

TEAM VINEYARD is making an eternal difference in people’s lives, so let’s do whatever it takes. Do your part AND be willing to jump in and serve wherever you’re called upon. You’ll have the biggest impact when you have a positive attitude and are willing to go the extra mile with a smile on your face.

BIG IDEA: “Can’t happen” won’t happen on my watch.



5. I am a _____.

You might serve on the Worship Team, Greeter Team, or Office Team. But realize you are a part of a larger team – TEAM VINEYARD. Be supportive of the larger mission - reaching people with the good news of Jesus Christ – and the leaders who are working with you. Be supportive of your teammates and treat them the way you want to be treated.

BIG IDEA: My team is my first name, and Vineyard is my last name.

6. I commit to grow in my spiritual _____.

Your commitment to know God and share His love with others is one of the things you bring to TEAM VINEYARD. The closer you are to Him, the better you'll feel about you and the better you'll be able to serve others. No matter where you are on your spiritual journey, from Mile Marker 1 to Mile Marker 1,000, you help the team when you commit to move forward and get closer to God.

BIG IDEA: I cannot give away what I don't own.



TO BEGIN SERVING

1. _____ a 'Join our Team' card (below) & your **StepTHREE** card (next page).
2. _____ out for follow-up communication from a Leader/
Pastor of the area you're interested in joining.
3. _____ a time to have a conversation with that
Leader/Pastor for a personal connection to the team and to receive
your next steps.

Check out the different teams we have and sign up for one by visiting miamivineyard.com/serve or scanning the QR code below:



NEXT STEPS

1. Join a Small Group.

Visit the Miami Vineyard App or miamivineyard.com/groups

2. Join a Serve Team.

Visit the Miami Vineyard App or miamivineyard.com/serve

3. Now that you completed Growth Track, join us for your Grad Party!

You now have the tools to take next steps on your journey to know God, grow together, discover 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're excited for all that God is going to do in and through you!

Look out for details about your upcoming Grad Party! We can't wait to celebrate you!

 **YOU COMPLETED *step*THREE** 

Aim your phone camera at the QR code
[or text THREE to (786) 705-8930] to fill out your *step*THREE card



APPENDIX

WHAT WE BELIEVE

Find our 'What We Believe' statement of faith by visiting miamivineyard.com/beliefs or scanning the QR code below:



TEAM VINEYARD DESCRIPTIONS

Check out the different teams we have by visiting miamivineyard.com/serve or scanning the QR code below:



ABUSE POLICY

I understand that Miami Vineyard is a safe place for children and vulnerable adults and that we comply with all Federal and State laws regarding reporting suspected child abuse. As a member of Team Vineyard, 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 defined below:

- **Physical:** a physical act directed at a child or vulnerable adult that causes injury.
- **Sexual:** contact or interactions between a child and an adult, or another child, when the child is being used for sexual stimulation of the perpetrator or another person. This includes exploitation through photographs, videos, or other communication methods.
- **Emotional:** acts or omissions by the parent or other caregivers that have caused, or could cause, serious behavioral, cognitive, emotional, or mental disorders.
- **Neglect:** failure to provide for the child or vulnerable adult's basic needs. This includes adequate adult supervision, medical attention, housing, food, and clothing. Most cases of physical neglect involve inadequate adult supervision that has caused harm to the child or vulnerable adult or places them in danger of such harm.

I understand it is not my responsibility to investigate, and in no instance will I confront a parent or caregiver if abuse is suspected. As a member of Team Vineyard, I agree to comply with this policy and report any suspected abuse to the staff member who oversees the area in which I serve.

