

DISCOVERY



**YOUR FIRST STEP TOWARDS PURPOSE
& MAKING A DIFFERENCE**

TABLE OF CONTENTS

Introduction

STEP ONE: Get Connected (pg. 4)

STEP TWO: Discover Your Design (pg. 22)

STEP THREE: Join the Z-Team (pg. 36)

Abuse Policy (pg. 39)

Statement of Faith (pg. 40)

The Church I See (pg. 43)

Pastors Biography (pg. 44)



A man with glasses and a beard, wearing a black shirt, is speaking to an audience. He is gesturing with his right hand. The background is a blue wall with large white letters, possibly 'DO'.

WHAT IS THE PURPOSE OF THIS EXPERIENCE?

The purpose of Discovery is to be a guide for you to discern your purpose and live the life God has designed for you - life to the FULL! Discovery is made up of three steps that equip you to: 1) Connect to the vision of our church, 2) Discover your personal design and purpose, and 3) Use your God-given gifts to make a difference in the lives of others.

STEP ONE - GET CONNECTED

Explore the ministry of Zeal Church and find out how to connect with what God is doing here.

STEP TWO - DISCOVER YOUR DESIGN

Dive into the details of your personality, discover your gifts, and see how God has designed you to influence other people.

STEP THREE - JOIN THE TEAM

Connect to the opportunities available at Zeal Church to live out your purpose and serve others by using your God-given gifts. This step of the Discovery process equips and trains you to serve on the Z-Team.

STEP ONE

GET CONNECTED

ZEAL CHURCH STORY

For years we've heard people say, "Brandon and Octavia, you're going to be lead Pastors one day" and our response was "No we're not! We're so happy in youth ministry".

But, in 2011 God started writing a new chapter in our story. We received a call from a friend to be a part of a team at an amazing church and to be a part of a prayer movement for young people. The decision was tough because we had been Youth Pastors at our home church in Louisiana for five years and we thought we would be there forever. But, a year and a half into our marriage, we packed up everything and moved to Colorado Springs.

Within the next five years, God blessed us with two beautiful daughters, Riyan Nicole and Norah Grace. He also allowed us to impact teens and families on a weekly basis and rally thousands of young people and pastors every summer, calling them to live a life in desperate pursuit of God. It was during those five years of ministry, on school campuses, homes across the city, and serving in the community, and, what was most impactful, strategic prayer meetings, that God started stirring up a dream in our hearts: To see Colorado Springs impacted by the presence of a very real God—encountering the love and transformational power of Jesus Christ.

It was shocking to us when that season ended, and God led us to serve on staff at a powerful church in Tucson, Arizona. After about a year and a half, God spoke to us about entering full time travel ministry. After being sent by our pastors and leaders, with the support of our entire church, we sensed that God was up to something more once again. Feeling the divine leading of the Lord, we moved back to Colorado Springs. It was supposed to only serve as a home for us in this season of full-time travel ministry, as I would travel and speak, Octavia and the children would base in Colorado Springs.

After months of being back in Colorado Springs, we felt a renewed passion, supernatural love, and a burden for this city. The more we prayed and communicated to Pastors and leaders within our lives, the more we realized that it was so clear: God was calling us to plant a life-giving church in Colorado Springs.

Why Colorado Springs? In a city that's been assumed to be highly religious in the past, our county, in recent years, has led the country in teenage suicides as a result of depression. Over 70% of our city is no longer a part of a local church. Add to that, a growing population, in 2017 alone over 12,000 people were added to our city's population. Colorado Springs has been voted as one of the most desirable cities to live for young families, millennials, and even retirees. It's a city with unrivaled beauty but great brokenness.

We believe that the Gospel of Jesus Christ presented and actually lived out by a spirit-empowered, life-giving church, is God's answer. We dream of a church where those far from God will find a relationship with Him. We see a church that unites people from multiple backgrounds and every walk of life. Zeal Church will be a gathering place for people to **Know God, Experience Freedom, Discover Purpose, and Make a Difference.** Our Prayer is this: **In Colorado Springs as it is in Heaven.**

We love and appreciate you!

Brandon & Octavia Cormier

Lead Pastors || Zeal Church

OUR MISSION: WHY DO WE EXIST?

“Jesus came and told his disciples, “I have been given all authority in heaven and on earth. Therefore, go and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit. Teach these new disciples to obey all the commands I have given you. And be sure of this: I am with you always, even to the end of the age.” **Matthew 28:18-20 NIV**

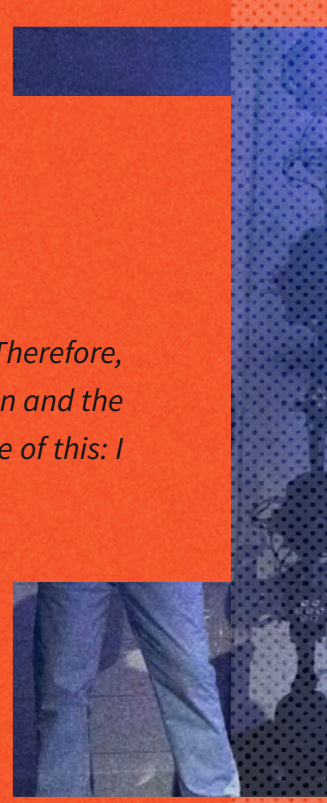
THE MISSION OF ZEAL CHURCH we exist to:

*In the same way, let your light shine before others, so that they may see your good works and give glory to your Father who is in heaven. **Matthew 5:16 (ESV); Matthew 25:40 (ESV)***

*I am the vine; you are the branches. Whoever abides in me and I in him, he it is that bears much fruit, for apart from me you can do nothing. **John 15:5 (ESV); James 4:8 (ESV)***

*But seek first the kingdom of God and his righteousness, and all these things shall be added to you. **Matthew 6:33 (ESV)***

*Satisfy us in the morning with your steadfast love, that we may rejoice and be glad all our days. **Psalms 90:14 (ESV)***





OUR VISION

know God, find freedom, discover purpose, make a difference

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

Ephesians 1:17-18 NIV

I pray that the Father of glory, the God of our Lord Jesus Christ, would impart to you the riches of the Spirit of wisdom and the Spirit of revelation to know him through your deepening intimacy with him. I pray that the light of God will illuminate the eyes of your imagination, flooding you with light, until you experience the full revelation of the hope of his calling—that is, the wealth of God’s glorious inheritances that he finds in us, his holy ones! ***Ephesians 1:17-18 TPT***

Our spiritual journey consists of four steps:

1. _____

*“[I pray]...that you may know Him better [personally]...” **Matthew 7: 21-23 NLT; John 17: 3 NLT***

2. _____

*“[I pray]...that the eyes of your heart may be enlightened [focused and clear].” **John 8: 31-32 NLT; II Corinthians 3: 17 NLT***

3. _____

"[I pray]...that you know the hope to which He has called you." **Jeremiah 29:11 NLT; Jeremiah 1: 4-5 NLT**

4. _____

"[I pray]...that you may grasp the immensity of this glorious way of life He has for His followers [in his holy people]..." **John 10:10 MSG; Ephesians 4:8 NLT**

"I came so that they can have real and eternal life, more and better life than they ever dreamed of." **John 10:10 MSG**

1. KNOW GOD

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

Our Sunday Services focus on four values:

1. _____

We believe church should be enjoyable.

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

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; Ephesians 1:18 NIV**

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 NIV**

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***

2. FIND FREEDOM

We believe life change happens in the context of relationships. Z 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. Life change happens in circles, not rows.

Z Groups provide three things:

1. A place to _____ with others.

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

*“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***

2. A place to _____ each other.

When we do life together, our problems become smaller as God uses others to bring support and encouragement to our lives. Z 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.

*“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***

3. A place to _____ together.

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

*“As iron sharpens iron, so one person sharpens another.” **Proverbs 27:17 NIV***

ZEAL CHURCH Z GROUPS MODEL

We base our Z Groups model on the early church as described in the Bible in the book of Acts. In Acts, you can read about how small group meetings in homes helped lay the foundation for tremendous growth in the first church in Jerusalem. Zeal Church is a church of Small Groups, not a church with 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 NIV

“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 NIV

Four things to know about Zeal Church Z Groups:

1 OUR Z GROUPS ARE “SEMI-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 Z Group! From sports groups to lunch groups, parenting groups to student groups, Bible study groups to creative arts groups, our groups are as varied as we are. All Z Groups fall within six hubs:

Men

Women

Marriage

Co-Ed

Students

Finances

Young Adults

2 THERE ARE SEMESTERS EVERY YEAR.

Life flows in seasons, and we want to make it easy for you to be in the right Z 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.”





SPRING

(13 weeks)

Jan | Feb | Mar | Apr



FALL

(13 weeks)

Sep | Oct | Nov | Dec

3 EVERYONE CAN JOIN A GROUP

Our hope is for every person at Zeal Church to be connected in a meaningful community through a Z Group. We believe there will be many incredible groups to choose from, so feel free to find a few groups that interest you, contact the leaders, 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 a meaningful community.

To learn more about becoming a Z Group leader, attend Step Three of Discovery and look for opportunities related to Z Group Leadership Training.

3. DISCOVER YOUR PURPOSE

The Zeal Church Discovery exists to help you to find and develop your purpose and live the full life God created for you. Discovery is made up of three steps, which guide you in your journey to Know God, Find Freedom, Discover Purpose, and Make a Difference.

"He is the one we proclaim, admonishing and teaching everyone with all wisdom, so that we may present everyone fully mature in Christ." **Colossians 1:28 NIV**

"We have different gifts, according to the grace given to each of us." **Romans 12:6 NIV**

ZEAL CHURCH DISCOVERY

STEP ONE

Explore the ministry of Zeal Church and find out how to connect with what God is doing here. Step One takes place the first and third Sunday of every month.

STEP TWO

Dive into the details of your personality, discover your gifts, and see how God designed you to influence other people. Step Two takes place the second and fourth Sunday of every month.

STEP THREE

Connect to the opportunities available at Zeal Church to live out your purpose and serve others by using your God-given gifts. This step of the Discovery process equips and trains you to serve on The Team. Step Three takes place the first and third Sunday of every month.

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 NIV***

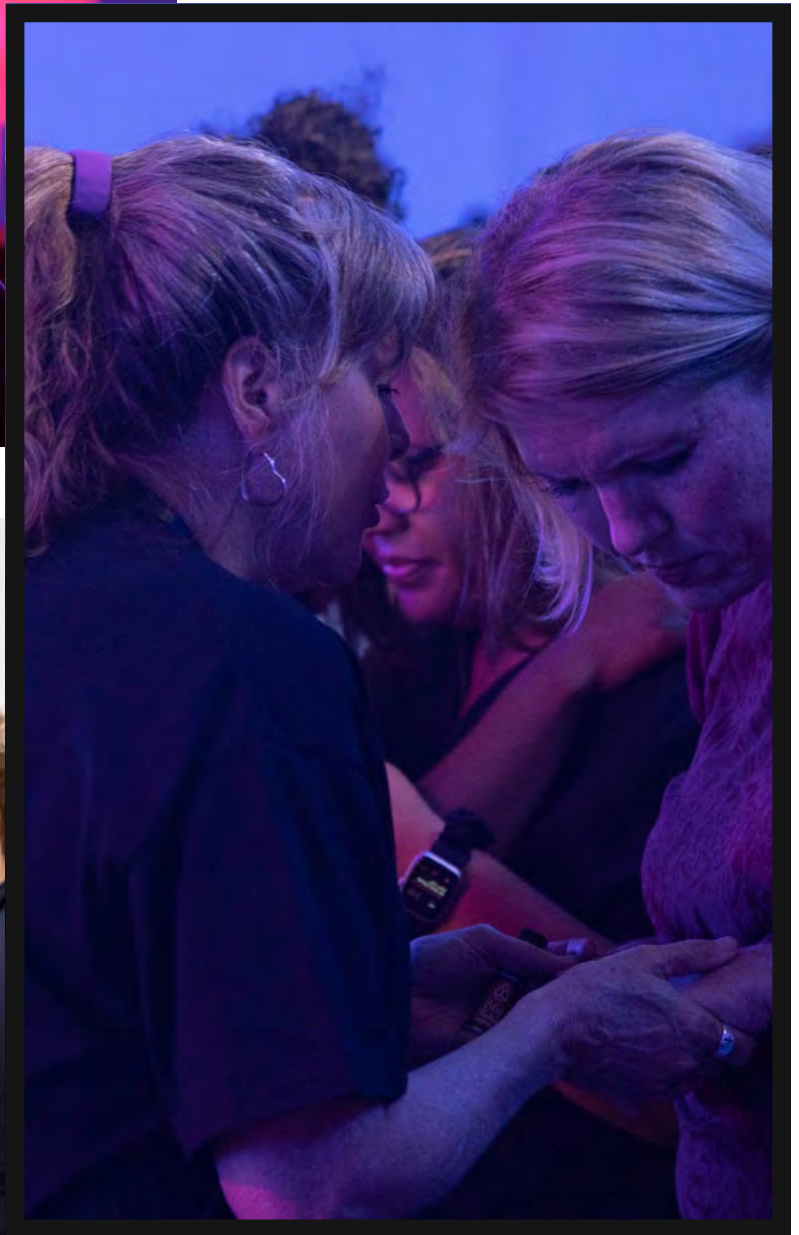
*“However, I consider my life worth nothing to me, if only I may finish the race and complete the task the Lord Jesus has given me.” **Acts 20:24 NIV***

*“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 ZEAL CHURCH

We believe that everyone's a minister in the "congregation." Everyone has something they can do to impact the lives of others for the Kingdom of God. From our perspective every member of Zeal 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. We are not here to make a name; we are here to make a difference. You can start by joining the Z Team at Step Three of Discovery!



VALUES: WHAT MAKES US UNIQUELY US?

Webster's Dictionary defines a value as something of worth, merit, or importance. Every organization—church, business, family, community—has specific principles that are important to it and determine how it functions.

As a church, we believe that God has called us to love and serve our city through a unique expression of the local church. This unique expression is guided by our values—principles that have incredible significance and importance to us. These values support our vision, provide filters for how we make decisions, and are a central part of helping us navigate God's purpose for our church. Below are the values of Zeal Church:

JESUS IS OUR _____

We believe that the church is built on Jesus, by Jesus, and for Jesus – therefore, the focus should be on Jesus. He is the focus of the messages we preach, the songs we sing, and the prayers we pray. We focus on Jesus because we believe that if people see Jesus for who He is then they will be captured by His beauty and compelled to devote their life to knowing and following Him. We believe people hear enough bad news, so our desire is to always tell good news. The message of Jesus, the Gospel, literally means “good news” and this good news is the central message of our church. Methods will come and go, yet our message will remain the same. Jesus is our message.

Matthew 28:18-20; Colossians 1:15-29; Romans 1:16-17; Matthew 16:18

PRAYER IS OUR _____

“If prayer is anything, prayer is everything” - E.M. Bounds

Prayer is not the only thing we do, but it is the first thing we do. It is the precursor to seeing God move. We pray about anything and everything. We thank God in our prayers. We worship with our prayers. We bless with our prayers. Every prayer is heard by God and is important to Him. Behind every miracle is a prayer. We are here as a result of someone's prayer; therefore, others will know God through our prayers! We believe prayer moves the hands that moves the world. Prayer is our first response, not our last resort. We are committed to praying corporately, but also making it a part of our daily, individual walk with God. Prayer is our priority.

Matthew 6: 5-13; 1 Thessalonians 5: 16-18; Matthew 7: 7-12 ; Luke 18:1

PEOPLE ARE OUR _____

We are all about people! We believe that people matter to God and so they matter to us. People are our greatest asset. We value people. We celebrate people. We invest in people. We care for people. We love all people regardless of race, gender, or socioeconomic background. We are passionate about people. People are not projects but precious to God and to us. We are a reaching church, an inviting church, and a welcoming church. People are our passion.

John 3:16; Luke 15; Luke 19:10

HONOR IS OUR _____

In a culture of honor, everyone wins! We believe respect is earned, but honor is given, so we choose to honor. We take the posture of honor. We honor each other. We honor leadership. We honor authority. We honor other churches. We honor with our actions and our words. The words we speak are life-giving, encouraging, honoring, positive, and kind. We build each other up; we don't tear each other down. When we honor, we unlock the gifts in each other. The atmosphere of honor is the breeding ground for greatness. Honor is our way.

Romans 12:10; 1 Peter 2:13-17; Ephesians 4:29

GENEROSITY IS OUR _____

We believe that Christians should be known as the most generous people on the planet. We believe that we should give cheerfully, regularly, and sacrificially. We believe that we should live with open hands always ready to give and receive. We believe in tithe and offerings motivated by grace, not guilt. Our church is not built on the generosity of a few but on the sacrifice and generosity of many. We're generous with our time, talents, and treasure. God has given richly towards us; it's our joy to give back to him. Generosity is our joy.

Malachi 3:10; Proverbs 11:24-26; 2 Corinthians 8 & 9

SERVING IS OUR _____

We believe that every person has a calling to serve others. Serving others is one of the most fulfilling parts of the Christian life. Serving is not something we do; serving is who we are. We believe that anyone can be great because anyone can serve. We believe that if you're too big to serve, you're too small to lead. We believe saved people serve people. We are contributors, not consumers. Serving is not an option. Serving is our delight.

1 Peter 4:10; Matthew 23:11; Mark 10:35

WORSHIP IS OUR _____

We believe that worship is more than songs we sing on Sunday mornings. Worship is praising God with every thought, word, and action. Our corporate expression of worship will be passionate, diverse, and prophetic. We will sing the song of the Lord and shift atmospheres. Our public worship is the overflow of our personal worship lives. We worship God with all our relationships. We worship God in the way we parent. We worship God by being the best boss, employee, and co-worker. We worship God with our finances. We worship God when we serve. We worship God in the way we carry ourselves. Everything we do is a sacrifice of worship for God. Worship is our lifestyle.

Romans 12:1-2; John 3: 23-24; Psalm 150

EXCELLENCE IS OUR _____

We believe that excellence honors God, inspires people, and creates opportunity for continual growth. We believe that the most excellent message deserves the most excellent presentation. We believe that excellence is about doing the little things in a big way. Excellence is in the details. God is in the details, not into the details. We are passionate about creating excellent environments and experiences for people to encounter God. We will always do our very best with what we have. If we are going to do it, we are going to do it to the best of our ability. We hold a high standard of excellence for every area of our church. Excellence is our standard.

Colossians 3:23-24; Daniel 6; 1 Kings 10

OUR CHURCH GOVERNMENT

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

Our church government is made up of two groups:

1. GUIDED BY

The Pastoral Staff team is led by Pastor Brandon Cormier. This team oversees the day-to-day ministry and operations of the church. These staff pastors serve the congregation and are responsible for the development of the spiritual life of the church.

2. PROTECTED & STRENGTHENED BY

The Overseers are three pastors of respected congregations and ministries who love Zeal Church and provide spiritual protection and financial oversight for our church. They may be called upon to help in accountability matters relating to the Lead Pastor if requested to do so by the Pastors or as needed. The Overseers also serve as Elders of Zeal Church.

OUR FINANCES

We believe that we should live with open hands always ready to give and receive. God is the owner, and we are the stewards of what He gives to us.

In order to honor God with what He's given to us, we give away 10% of everything that is given to us. This tithe of the tithes given to our church is invested into serving people in our city, nationally, and internationally, according to the pattern outlined for us in Acts 1:8. The breakdown of our missions giving is:

- 1% to the Gospel in Israel
- 3% to local missions & partnerships
- 3% to national missions: church planting through the Association of Related Churches (ARC)
- 3% to global missions



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

*"Be sure to set aside a tenth of all that your fields produce each year." **Deuteronomy 14:22-26 NIV***

*"Bring the whole tithe into the storehouse, that there may be food in my house. Test me in this," says the Lord Almighty, "and see if I will not throw open the floodgates of heaven and pour out so much blessing that there will not be room enough to store it." **Malachi 3:10 NIV***

Giving is one of the central themes in the Bible. Jesus talked more about this subject than Heaven, Hell, or prayer. To understand what it means to be a Christ-follower, we must also understand what it means to be a giver.

Five step ladder of giving:

STEP 1: \$1 CLUB

- First time givers are encouraged to begin here.
- Zeal Church takes all of the one dollar bills collected each month and blesses a person, family, group, or organization in our city

STEP 2: EMOTIONAL GIVING

- Most people remain here their entire Christian journey. "I give what I want, when I want. If I'm sad, I give....pictures of abused animals, etc." ; round your change up to the nearest dollar.
- This isn't bad; we just don't want to stay here!

STEP 3: TITHING: THE FIRST BIBLICAL STEP

STEP 4: OFFERING

- Something that motivates people to come to God.
- Anything above the tithe that is a blessing to others. It doesn't have to be to the church specifically.

STEP 5: SPIRIT-LED GIVING

- This is the highest form of giving.
- In addition to tithing to the local church, and giving to others.
- It is the opposite of where most people stay.
- “I give to what God says to give, when God tells me to give.”

This isn't about how much you LOVE God, it's how much you TRUST God. Go to the next step.

1. TITHE

The tithe, or “first fruits” of our labor/income belong to God. We find this principle all throughout 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 Zeal Church, we want people to understand that they are not giving to a church but that they are giving to God through a church. As we openly share the honesty, integrity, and spiritual values that guide the financial practices of Zeal, 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.



CHURCH COMMITMENT

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

We believe that being planted in the house of God is more beneficial to your life than you could ever imagine. In fact, God promises us that we will flourish (to grow, to blossom, to fly) if we choose to plant our lives in the house of God. In God’s house, we find relationships, encouragement, inspiration, and preparation for everything that life brings. Our hope is that you find life here, grow here, and that you and your family are closer to Jesus as a result of being a part of Zeal Church. Our desire isn’t just to build a big church, but to build big people.

While we will do our best (with God’s help) to create an environment where this happens, there’s also a mutual responsibility on your part to commit to be a part of it...to “plant” yourself and your family in the house of God. The word “planted” implies being rooted, connected, and established.

Being committed to a church isn’t about adding your name to a roster; it’s about connecting to the people and vision of the church. We’d love for you to make a commitment to be a part of Zeal Church.

Here’s what it looks like to be planted at Zeal Church:

1. SERVE

Become part of the Z Team! We are contributors, not consumers.

“For even the Son of Man came not to be served but to serve others and to give his life as a ransom for many.”
Matthew 20:28 (NLT)

*“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)

“For the whole law can be summed up in this one command: “Love your neighbor as yourself.” But if you are always biting and devouring one another, watch out! Beware of destroying one another.” **Galatians 5:14-15 (NLT)**

2. GIVE

Invest financially into Zeal Church. Our generosity enables God’s kingdom to be expanded.

“You must each decide in your heart how much to give. And don’t give reluctantly or in response to pressure. “For God loves a person who gives cheerfully.” **2 Corinthians 9:7 (NLT)**

“Give, and you will receive. Your gift will return to you in full—pressed down, shaken together to make room for more, running over, and poured into your lap. The amount you give will determine the amount you get back.” **Luke 6:38 (NLT)**

“One-tenth of the produce of the land, whether grain from the fields or fruit from the trees, belongs to the Lord and must be set apart to him as holy. **Leviticus 27:30 (NLT)**

“All must give as they are able, according to the blessings given to them by the Lord your God.” **Deuteronomy 16:17 (NT)**

3. GROW

Join a Z Group. Growth happens best in a community.

“Rather, you must grow in the grace and knowledge of our Lord and Savior Jesus Christ. All glory to him, both now and forever! Amen.” **2 Peter 3:18 (NLT)**

“But the godly will flourish like palm trees and grow strong like the cedars of Lebanon. For they are transplanted to the Lord’s own house. They flourish in the courts of our God. Even in old age they will still produce fruit they will remain vital and green.” **Psalms 92: 12-14 (NLT)**

“Then the way you live will always honor and please the Lord, and your lives will produce every kind of good fruit. All the while, you will grow as you learn to know God better and better.” **Colossians 1:10 (NLT)**



ANSWER KEY: STEP ONE

MISSION OF ZEAL CHURCH

- Help People
- Encounter God
- Every Day

OUR VISION

1. Know God
2. Find Freedom
3. Discover Purpose
4. Make a Difference

KNOW GOD

Sunday Services

1. Celebration
2. Illumination
3. Preparation
4. Application

FIND FREEDOM

Z Groups

1. A place to connect with others.
2. A place to protect each other.
3. A place to grow together.

DISCOVER YOUR PURPOSE

- Discovery
- Get Connected
- Discover Your Design
- Join the Z Team

MAKE A DIFFERENCE

Z Team

VALUES

- Jesus is our Message
- Prayer is our Priority
- People are our Passion
- Honor is our Way
- Generosity is our Joy
- Serving is our Delight
- Worship is our Lifestyle
- Excellence is our Standard

OUR CHURCH GOVERNMENT

1. Guided by Pastors
2. Protected & Strengthened by Overseers



STEP TWO

DISCOVER YOUR DESIGN

DISCOVER YOUR DESIGN: WHAT IS MY PURPOSE?



*For we are his workmanship, created in Christ Jesus for good works, which God prepared beforehand that we should walk in them. **Ephesians 2:10 NKJV***

God designed you in a specific way to influence and impact the world around you. When you discover how God made you to influence and operate in this design, you find your purpose. The ultimate joy in life—living life to the full—is found when we live life with purpose and get to make a difference.

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. **Psalms 139:13-14 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 NIV***

2. MY _____

*"And so, dear brothers and sisters, I plead with you to give your bodies to God because of all he has done for you. Let them be a living and holy sacrifice—the kind he will find acceptable. This is truly the way to worship him." **Romans 12:1 NLT***

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***

MY PURPOSE IS TO SERVE _____ BY SERVING _____

DISC PERSONALITY TEST

(D)ominance, (I)nfluence, (S)teadiness and (C)onscientiousness

1—NEVER 2—RARELY 3—SOMETIMES
4—OFTEN 5—ALWAYS

D 1. TOTAL = _____

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

I 2. TOTAL = _____

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

S 3. TOTAL = _____

I thrive in consistent environments.	1	2	3	4	5
I prefer specifics over generalizations.	1	2	3	4	5
I enjoy a small group 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

C 4. TOTAL = _____

I typically do not take 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 clearly with defined rules.	1	2	3	4	5
I am motivated by quality and correctness.	1	2	3	4	5

TYPES DESCRIPTION

D

We are direct and decisive. We are risk takers and problem solvers. We are more concerned with completing tasks and winning than we are with gaining approval from people. Though the internal drive tends to make us insensitive to those around us, “D”s are not afraid to challenge the status quo, and we thrive when it comes to developing new things. We need discipline to excel, and respond to direct confrontation. Our greatest fear is to be taken advantage of, and even despite our possible weaknesses—which include an aversion to routine, a tendency to overstep authority, an argumentative nature, and a habit of taking on too much—we place a high value on time and use our innovative thinking to accomplish difficult tasks and conquer challenges.

D/I

We are curious conclusers who place emphasis on the bottom line and work hard to reach our goals. We are more determined than we are inspirational, yet our high expectations and standards for ourselves and those around us typically cause us to make quite an impact, motivating others to follow us. We have an array of interests and can become distracted by taking on too many projects. We often need to focus, prioritize, and simply slow down. Because we thrive on activity and forward motion, we like to accomplish tasks through a large number of people. Joshua (Joshua 1), Noah (Genesis 6-9), Sarah (Genesis 16, 1 Peter 3:6)

D/S

We are achievers with an ability to persevere. We are more active than passive, but possess a kind of calm sensitivity and steadiness that makes us good leaders. We seem to be people-oriented but can easily be dominant and decisive when it comes to tasks and project planning. We strive to accomplish goals with fierce determination that comes from strong internal drive, but we could benefit from contemplative and conservative thinking as well as spending more time focusing on relationships. Daniel (Daniel 1-6), Job (Job 1:5, James 5:11), Martha (Luke 10:38-42)

D/C

We are challengers that can either be determined students or defiant critics. Being in charge is important to us, yet we care little about what others think as long as we get the job done. We have a great deal of foresight and examine every avenue to find the best solution. We prefer to work alone. Though we fear failure and the lack of influence, we are motivated by challenges and can often be excellent administrators. We can benefit from learning to relax and paying more attention to people. Malachi (Malachi 4), Nathan (2 Samuel 12:1-13), Nahum (Nahum 1-3)

I

We are inspiring and impressive. Enthusiastic, optimistic, impulsive, and emotional—we tend to be creative problem solvers and excellent encouragers. We often have a large number of friends, but we can become more concerned with approval and popularity than with getting results. Our

greatest fear is rejection, but we thrive when it comes to motivating others. Our positive sense of humor helps us negotiate conflicts. Though we can be inattentive to details and poor listeners, we can be great peacemakers and effective teammates when we control our feelings and minimize our urge to entertain and be the center of attention. We value lots of human touch and connection.

I/D

We are persuaders who are outgoing and energetic. We enjoy large groups and use our power of influence to attain respect and convince people to follow our lead. Sometimes we can be viewed as fidgety and nervous, but it comes from our need to be a part of challenges that have variety, freedom, and mobility. We could benefit from learning to look before we leap and spending more time being studious and still. We make inspiring leaders and know how to get results from and through people. John the Baptist (Luke 3), Peter (Matthew 16 and 26, Acts 3), Rebekah (Genesis 24)

I/S

We are influential counselors who love people, and it's no surprise that people love us. We live to please and serve, and tend to be good listeners. Looking good and encouraging others is important to us, as is following through and being obedient. We often lack in the area of organization and can be more concerned with the people involved than we are with the task at hand. However, we can be center stage or behind the scenes with equal effectiveness, and we shine when it comes to influencing and helping others. Barnabas (Acts 4, 9, 11-15), Elisha (1 Kings 19, 2 Kings 2-3), Nicodemus (John 3, 7, 19)

I/C

We are inspiring yet cautious assessors who are excellent communicators through the combination of concerned awareness and appreciation of people. We excel in determining ways to improve production. We tend to be impatient and critical, and can also be overly persuasive and too consumed by the desire to win. We like to work inside the box, and we could benefit from trying new things and caring less about what others think. This personality type often possesses a gift for teaching; we are generally dependable when it comes to paying attention to details and getting the job done. Miriam (Exodus 15-21), Ezra (Ezra 7-8), Shunammite Woman (2 Kings 4:8-37)

S

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



occasion. We feel most valued when we have truly helped someone.

S/D

We are quiet leaders who can be counted on to get the job done. We perform better in small groups and do not enjoy speaking in front of crowds. Though we can be soft and hard-hearted at the same time, we enjoy close relationships with people, being careful not to dominate them. Challenges motivate us, especially ones that allow them to take a systematic approach. We tend to be determined, persevering through time and struggles. We benefit from encouragement and positive relationships. Martha (Luke 10:38-42), Job (Job 1:5, James 5:11)

S/I

We are inspirational counselors who exhibit warmth and sensitivity. Tolerant and forgiving, we have many friends because we accept and represent others well. Our social nature and desire to be likable and flexible makes us inclined to be overly tolerant and non-confrontational. We will benefit from being more task-oriented and paying more attention to detail. Kind and considerate, we include others and inspire people to follow us. Words of affirmation go a long way with us, and with the right motivation, we can be excellent team players. Mary Magdalene (Luke 7:36-47), Barnabas (Acts 4, 9, 11-15), Elisha (1 Kings 19, 2 Kings 2-13)

S/C

We are diplomatic, steady, and 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. Moses (Exodus 3, 4, 20, 32), John (John 19:26-27), Eliezer (Genesis 24)

C

We are compliant and analytical. Careful and logical lines of thinking drive us forward, and accuracy is a top priority. We hold high standards and value systematic approaches to problem solving. Though we thrive when given opportunities to find solutions, we tend to ignore the feelings of others and can often be critical and down-right 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 moved by genuine and enthusiastic approval as well as concise and logical explanations. Miriam (Exodus 15:20-21, Numbers 12:1-15), Ezra (Ezra 7, 8)

C/S

We are systematic and stable. We tend to do one thing at a time—and do it right. Reserved and cautious, we would rather work behind the scenes to stay on track; however, we seldom take risks or try new things and naturally dislike sudden changes in our environments. Precisionists to the letter, we painstakingly require accuracy and fear criticism, which we equate to failure. Diligent workers, our motivation comes from serving others. Esther (Esther 4), Zechariah (Luke 1), Joseph (Matthew 1:1-23)

C/D

We are cautious and determined designers who are consistently task-oriented and very aware of problems. Sometimes viewed as insensitive, we do care about individual people but have a difficult time showing it. We often feel we are the only ones who can do the job the way it needs to be done, but because of our administrative skills, we are able to bring plans for change and improvements to fruition. We have a tendency to be serious and could benefit from being more optimistic and enthusiastic. Despite our natural drive to achieve, we should concentrate on developing healthy relationships and simply loving people. Bezalel (Exodus 35:30-36, 8, 37:1-9), Jochebed (Exodus 1:22-2:4), Jethro (Exodus 2,18)



MAKING THE MOST OF YOUR PERSONALITY

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



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

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

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

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

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

“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

Spiritual gifts are personally unique abilities that God has given us. Their purpose is to serve one another.

Answer each question with what **number** best describes you. It is important that you answer how you truly are, not how you wish you were.

3—ALMOST ALWAYS

2—SOMETIMES

1—ALMOST NEVER

1. I like organizing services or events. _____
2. I enjoy working with my hands _____
3. I pray daily for people who don't know Jesus. _____
4. Encouraging others is a high priority in my life. _____
5. I am passionate about financially investing in the Kingdom of God. _____
6. I enjoy doing little things that others typically do not enjoy. _____
7. I often have people over to my house. _____
8. I enjoy spending hours in prayer for other people. _____
9. I tend to motivate others to get involved. _____
10. I find that I often put myself “in someone else's shoes.” _____
11. I've devoted considerable time to mastering my voice and/or musical instrument. _____
12. Caring for the hurting is one of my highest priorities. _____
13. Sometimes I sense, hear, or feel God speak an impression to me about another person. _____
14. I like to work behind the scenes more than in the spotlight. _____
15. People seem to learn easily from me. _____
16. When I study Scripture, I receive unique insights from God. _____
17. I am passionate about managing details. _____
18. I enjoy the process of creating and building something. _____
19. I am greatly motivated by seeing people who don't know God be saved. _____

20. I look for ways to encourage and challenge other people. _____
21. I often give time or money freely, regardless of how much I have to give. _____
22. Helping others is one of my greatest motivations. _____
23. Creating a warm and welcoming environment is important to me. _____
24. I am burdened to pray for situations that affect the world. _____
25. I delegate responsibilities in order to accomplish tasks. _____
26. I have a passion for comforting those who need it. _____
27. I gain my deepest satisfaction through leading others in vocal or instrumental worship. _____
28. I enjoy helping people who are going through a difficult time. _____
29. I love sharing a specific thought from God's Word in order to encourage someone else. _____
30. I tend to neglect my own work in order to help others. _____
31. I am constantly thinking of better ways to communicate things. _____
32. I often have helpful insights into situations that have not been made clear to others. _____
33. Creating a task list is easy and enjoyable for me. _____
34. Building something with my hands is very satisfying for me. _____
35. Sharing the Gospel with someone I do not know is exciting and natural for me. _____
36. Discouraged people are often encouraged by my words. _____
37. I want to make more money so that I can give more. _____
38. Being a part of the process is fulfilling for me. _____
39. I tend to make total strangers feel at home. _____
40. People often ask me to pray for them. _____
41. I prefer to take the lead whenever possible. _____
42. I am compelled to comfort people who are hurting or suffering. _____
43. I desire to serve others in the church through worship. _____
44. I enjoy connecting, caring for, and coaching others. _____
45. I am fulfilled when I am able to encourage, comfort, or enlighten someone through what God is speaking to me. _____
46. I enjoy doing little things to help people. _____
47. I share Biblical truth with others to help them grow. _____
48. When faced with difficulty, I tend to make wise decisions. _____

NOW ADD UP THE NUMBERS

EXAMPLE

$$\underline{3} + \underline{1} + \underline{3} = \underline{7}$$

				TOTAL	GIFT
1. _____ +	17. _____ +	33. _____ =	_____	A. Administration	
2. _____ +	18. _____ +	34. _____ =	_____	B. Craftsmanship	
3. _____ +	19. _____ +	35. _____ =	_____	C. Evangelism	
4. _____ +	20. _____ +	36. _____ =	_____	D. Exhortation	
5. _____ +	21. _____ +	37. _____ =	_____	E. Giving	
6. _____ +	22. _____ +	38. _____ =	_____	F. Helps	
7. _____ +	23. _____ +	39. _____ =	_____	G. Hospitality	
8. _____ +	24. _____ +	40. _____ =	_____	H. Intercession	
9. _____ +	25. _____ +	41. _____ =	_____	I. Leadership	
10. _____ +	26. _____ +	42. _____ =	_____	J. Mercy	
11. _____ +	27. _____ +	43. _____ =	_____	K. Music/Worship	
12. _____ +	28. _____ +	44. _____ =	_____	L. Pastor/Shepherd	
13. _____ +	29. _____ +	45. _____ =	_____	M. Prophecy	
14. _____ +	30. _____ +	46. _____ =	_____	N. Service	
15. _____ +	31. _____ +	47. _____ =	_____	O. Teaching	
16. _____ +	32. _____ +	48. _____ =	_____	P. Wisdom	

SPIRITUAL GIFTS EXPLANATION

A. ADMINISTRATION

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** Administration Team, Zeal Kids, Production, Setup/Takedown

B. 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** Production, Hospitality Team, Zeal Kids, Missions, Setup/Takedown, Production, Events Team, Life Safety

C. EVANGELISM

The divine strength or ability to help non-Christians take the necessary steps to becoming Christ followers. **Acts 8:5-6, 8:26-40, 12:8; Ephesians 4:11-14** Missions, Students, Prayer, Z Groups

D. EXHORTATION

The divine strength or ability to encourage others through written or spoken word and biblical truth. **Acts 14:22, Romans 12:8, 1 Timothy 4:13, Hebrews 10:24-25** Host Team, Zeal Kids, Discovery, Team, Zeal Youth, Parking, Z Groups, Hospitality Team

E. GIVING

The divine strength or ability to produce wealth and to give by tithes and offerings for the purpose of advancing the Kingdom of God on earth. **Mark 12:41-44, Romans 12:8, 2 Corinthians 8:1-7, 9:2-7** Legacy Team

F. HELPS

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** Administration Team, Missions, Host Team, Hospitality Team, Events Team, Life Safety

G. HOSPITALITY

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; Hebrews 13:1-2; 1 Peter 4:9** Hospitality Team, Host Team, Discovery Team, Zeal Kids, Parking Team, Events Team

H. INTERCESSION

The gift of intercession is the divine strength or ability to stand in the gap in prayer for someone, something, or someplace believing for profound results. **Hebrews 7:25; Colossians 1:9-12, 4:12-13; James 5:14-16** Prayer, Z Groups

I. LEADERSHIP

The supernatural ability to influence others at their level while directing and focusing them on the big picture, vision or idea. **1 Timothy 3:1-13, Romans 12:8, Hebrews 13:17** Z Groups, All Teams

J. MERCY

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** Missions, Z Groups, Life Safety

K. MUSIC/WORSHIP

The divine strength or ability to sing, dance, or plan an instrumenting primarily for the purpose of helping others worship God. **Deuteronomy 31:22; 1 Samuel 16:16; 1 Chronicles 16:41-42; 2 Chronicles 5:12-13, 34:12; Psalm 150** Zeal Kids, Worship, Zeal Youth, Z Groups

L. PASTOR/SHEPHERD

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** Host Team, Zeal Kids, Z Groups, Zeal Youth, Hospitality Team, Life Safety

M. PROPHECY

The God-given strength or ability to boldly speak and bring clarity to scriptural and doctrinal truth. It is done primarily for the purposes of encouraging, strengthening, and comforting. **1 Corinthians 14:1-4, 1 Thessalonians 1:5, Acts 2:37-40, 7:51-53, 26:24-29** Prayer, Z Groups

N. SERVICE

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** Administration Team, Missions, Host Team, Setup/Takedown, Events Team, Life Safety

O. TEACHING

The God-given ability to study and learn from the Scriptures primarily to bring understanding and depth to other Christians **Acts 18:24-28, 20:20-21; 1 Corinthians 12:28; Ephesians 4:11-14** Z Groups, Zeal Kids, Zeal Youth

P. WISDOM

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** Missions, Worship, Prayer, Z Groups, Host Team, Life Safety



ANSWER KEY: STEP TWO

DESIGN REVEALS DESTINY (P. 22)

1. My gifts & passions.
2. My life experience.
3. My pain.

MY PURPOSE IS TO SERVE GOD BY SERVING OTHERS.



STEP THREE

JOIN THE TEAM



Z TEAM HOW DO I JOIN THE Z TEAM?

As you learn how God has designed you and begin serving at Zeal Church in a role that fits your gifts, passions, and calling, you become part of our Z Team. In our eyes, this is the greatest team on the planet. This is a team filled with people who are living out their dream and are creating a legacy in our church and in our city.

You'll never live a more fulfilling life than when you're making a difference, doing something that makes a difference, with people who are making a difference.

Z TEAM OPPORTUNITIES

Prayer Team: Team members participate in service intercession during services. These powerful prayers facilitate everything taking place during our worship gatherings. Additionally, this team engages in strategic prayer walks, city-wide prayer initiatives, weekly Zeal prayer meetings, and altar ministry.

Guest Experience: The guest experience team serves to prepare excellent and welcoming environments for Sunday mornings. This team assists people to their seats, facilitates the offering, and helps to maintain a distraction-free service. They welcome people to church by greeting them at the entrance, and helping with communion and other events. Additionally, they help serve in our welcome center and run our merchandise table.

Early Childhood (Infants-Pre-K) /Elementary (K-5th Grade): This team invests in the lives of kids through worship, videos, small groups, games, and Biblical principles. A background check is required to serve on these teams.

Legacy Team: Members of this team use their gift of giving through strategic financial offerings, support for major projects, and facilitating the overall vision of the church.

Parking Team: This team serves as the first impression for those coming to church by welcoming people as they enter the parking lot and by providing a safe and efficient parking experience.

Production Team: Team members assist in the production of the overall worship experience by using lights, audio engineering, and other audio/visual elements.

Hospitality Team: This team serves by helping take care of Z Team members through the Z Team suite. They also help facilitate meal trains and help with special events.

Creative Team: Team members utilize their creative gifts and abilities to help make Zeal Church happen. The team works in the areas of photography, graphic design, video production, social media, and set designs.

Zeal Worship: Members of this team help to prepare guests to worship through vocals or instruments. Team members go through an audition process before serving on the team.

Set-up/Tear Down Team: These teams facilitate the church experience by setting up before services and taking down after services.

Z Group Leaders: These leaders are trained to facilitate small groups and are equipped to build relationships while helping group members grow in their relationship with God.

Zeal Youth: Team members connect with middle school and high school students each Tuesday night for our weekly Youth Group services as well as other fun event meet-ups, camps and retreats throughout the year.

Life Safety Team: Members of this team provide coordinated security efforts to ensure everyone is able to worship and participate in a safe environment. Members of the Life Safety Team also provides basic medical support.



ABUSE POLICY

I understand that Zeal Church is a safe place for children and vulnerable adults and that ZC complies with all Federal and State laws regarding reporting suspected child abuse. As a member of the Z 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 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 the Z 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.

STATEMENT OF FAITH:

HOLY BIBLE

The Holy Bible, containing the Old and New Testaments, is the only infallible, inspired, and inerrant Word of God. It alone is the ultimate, final, and eternal authority and source of all doctrine, instruction, correction, and reproof. It cannot be added to, subtracted from, or superseded in any regard. It contains all that is needed for guidance in godliness and practical Christian conduct (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 co-equal 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; 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 (Genesis 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 3:5, 6:44, 65; Matthew 19:28; 2 Corinthians 5:17; Titus 3:5).

SALVATION

We are saved by grace through faith in Jesus Christ: His death, burial, and resurrection. Salvation is a free 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 the Holy 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; Revelation 3:20).

BAPTISM IN THE HOLY SPIRIT

Given at Pentecost, He is the promise of the Father, sent by Jesus after His ascension, to empower the Church to preach the Gospel throughout the whole earth. It is a reasonable expectation, though not a requirement, for all who have experienced this baptism to speak in other tongues as the Holy Spirit gives them utterance (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's 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; 1 Timothy 4:14; 2 Timothy 1:6-7; 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 (Matthew 28:19; Acts 2:38; Mark 16:16; Acts 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 (representing 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 expressions 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 fruitful in all areas of life: body, soul, and spirit. However, as a result of the fall, many do not receive the full benefits of Christ's sacrificial provision while on the earth. That fact, though, should never prevent all believers from seeking the full benefits of His provision in order to better serve others and glorify God.

- » 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).

ETERNAL REWARD AND PUNISHMENT

We believe in eternal life in Heaven for believers and eternal punishment in Hell / Lake of Fire for unbelievers. (John 5:24; 3:16; Mark 9:43-50; II Thessalonians 1:8-9; Revelation 20:10-15)

We believe in the reality and person of Satan and the eternal judgment of Satan and his angels. (Matthew 25:41; Revelation 20:10 -15)

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).

THE CHURCH I SEE

BRANDON CORMIER

I see a church that is empowered by the Holy Spirit—never leaning solely on the intellect of of man but on the wisdom of God.

I see a church that gathers with expectation, excitement, and enthusiasm about what God is doing in their midst.

I see a church that is a restorative outpost of Heaven—where the sick are healed, the hurting find hope, and the lonely find family.

I see a church that looks like heaven—a place in which old, black, white, brown, and everything in-between gathers as one.

I see a church where children and youth are armed with the Word of God and live as Spirit-filled leaders in their generation.

I see a church that is ablaze with men and women prayer—a church that marches on her knees and whole heartedly believes that prayer alone removes every obstacle.

I see a church with dynamic worship where the presence of God is nearly tangible—resulting in the greatest of sinners being transformed into the greatest of saints.

I see a church that unashamedly contends in prayer and fasting for an unprecedented revival that will shake their city—the breaking in of God’s power and Spirit that results in an innumerable amount of salvations and healings.

I see a church where creatives and worship leaders have been anointed with the spirit of prayer to produce environments and atmospheres that are an expression of heaven.

I see a church committed to developing both men and women to preach the glorious gospel of Jesus Christ and seeks to honor Jesus’ gifts to the church: the apostle, prophet, evangelist, pastor, and teacher.

I see a church that sacrificially serves her neighbors but has her eyes on the nations—locally feeding, clothing, and resourcing those in need, while globally releasing young and old alike to carry the love of God where His light is dim and His power is unknown.

I see a church that walks in apostolic authority to serve, plant, and resource other churches around the nation.

PASTORS
BIOGRAPHY

BRANDON



& OCTAVIA CORMIER

Perhaps it's the result of being southern-born, or perhaps it's something more intentionally acquired—either way, the Cormiers have mastered the art of loving people with a level of authenticity and intentionality that is almost palpable. To know Brandon, Octavia and their beautiful children is to experience family. Creating family has been the Cormiers' passion for over 12 thriving years of local church ministry primarily to youth and young adults in three different cities.

Pastors Brandon and Octavia's ministry journey together really began in the context of being disciplined by missionaries while students at Youth With A Mission. Serving together on the streets and charities of Calcutta, India, marked their hearts to forever see the "one" amongst many and always believe in the ability of God for miracles and provision. Later, in Lake Charles, Louisiana, the Cormiers began serving a visionary pastor with a heart to impact the city with a multiethnic, multigenerational church where everyone could gather and experience the love of Jesus.

It was in that season that God made it abundantly clear that they were lifelong servants in the local

church. So, when Brandon and Octavia felt the leading of the Lord to resign their pastoral staff positions at the end of 2018, it seemed like a contradiction to their lifelong calling.

This time period was perhaps the most formidable years of ministry for Brandon and Octavia, as they learned the important principle that—at the end of the day—transformative ministry is fueled by prayer and seeks to love people right into the face and presence of God!

By the counsel and prophetic confirmation of their pastors and leaders, the Cormiers launched into full-time travel ministry and felt a draw to move back to a city where they had served for five fruitful years of ministry—Colorado Springs. After a number of months, the God story being written began to unfold. Through much counsel from spiritual fathers, pastors, and mentors who have known the Cormiers for over a decade, they made the exciting decision to obey the call of God by launching a Spirit-empowered, life-giving, and diverse church in order to reach those who are far from God.



**ZEAL FOR YOUR HOUSE HAS
CONSUMED ME**

—PSALM 69:9