



archaeo
church.

Growth Track

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Growth Track

The Growth Track is designed to answer any questions you might have about the heart & soul of Archaeo Church, help you discover your divine purpose, and provide you with opportunities to take the next step in your faith journey.

You will be led through the following steps over the next three weeks:

Week 1

Vision & Governance (Archaeo Heritage)

Learn about the vision of Archaeo Church, how we began, our statement of faith, our twelve stones (values), and the structure of our leadership/church governance.

Week 2

Belong & Discover (Discover the strengths of your divine design).

The revelation that “I Belong To Jesus” will transform your life. Once this truth is understood, you will begin to recognize that each one of us has been created uniquely and with intention. Dive into the details of your God-given strengths and begin to discover the divine purpose of your life.

Week 3

Make a Difference (Using your gifts to serve).

Find out what it means to outwork your faith, gifts, and talents, through serving one another at Archaeo Church. Join a serve team and learn how to live your life in a way that restores hope to the world around us.



STEP ONE

Vision & Governance

01



Vision & Governance.

Step One: Vision & Governance

"A people transformed by the revelation that they belong to Jesus—walking in true freedom, discovering their divine purpose, and restoring hope to the world around them."



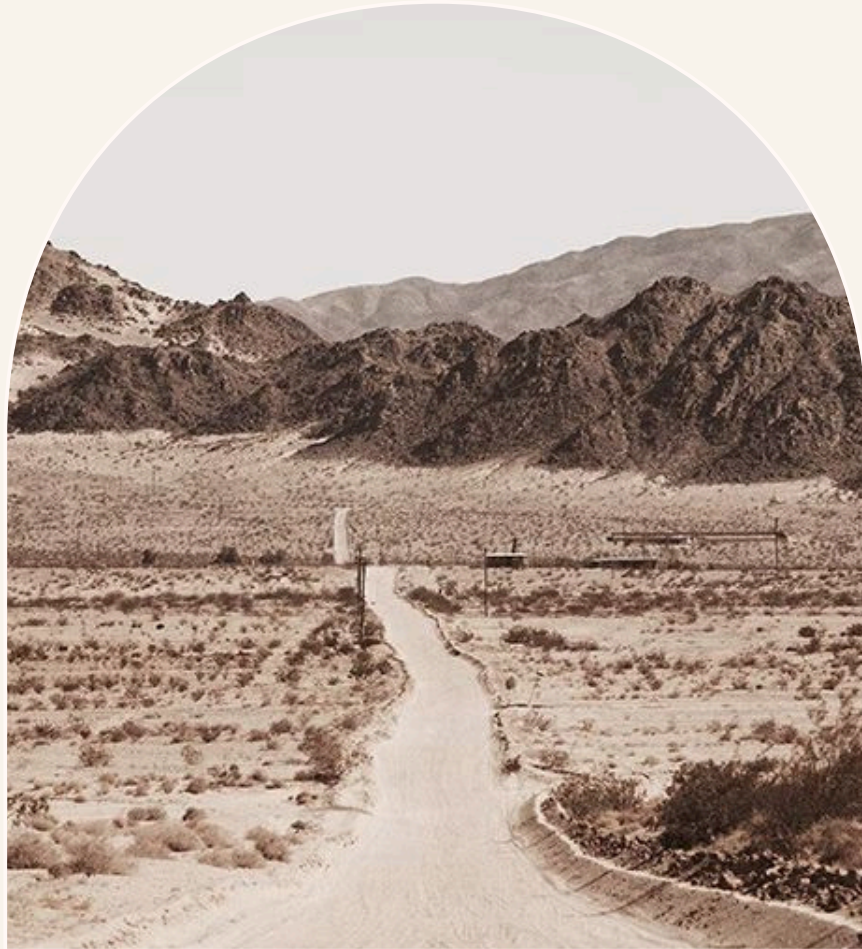
Adam and Juliette Spurling are the Pastors of Archaeo Church and have been married since 2009, with three amazing children.

In July of 2020, they moved from their home church in Sydney Australia where they had been planted and served on staff for 12 years, to pursue the call of God on their lives and the dream in their heart to build the church within the United States.

“WHERE EVERYONE
AND ANYONE CAN
DISCOVER THAT
THEY BELONG TO
JESUS.”

Adam is originally from Washington State and moved to Sydney to study at Bible College, where he met Juliette. Juliette is from a town north of Sydney, Australia. They met in the early days of their study period, were married in their 3rd year of college, and have always felt the call of God to spend their lives building the House of God.

Adam and Juliette are passionate about the gospel of Jesus, raising up the next generation, and creating a sense of authentic and genuine church community for all ages and stages of life, where everyone and anyone can discover that they BELONG to Jesus.



ARCHAEO CHURCH

The name of our church is “Archaeo”, meaning ‘ancient’ — because with an outstretched hand, we feel God has invited us down the ancient path (Jeremiah 6:16) of building the church alongside Him— a path He knows well, a path He established, and a path we feel called to travel.



New To Faith —————

If you have recently given your life to Jesus and would like to dive deeper into questions such as “Who is God?”, “What is sin?”, “How do I outwork my faith?”

Check out our Spiritual Formation tool:

<https://www.archaeochurch.com/start>. We pray this encourages you in your journey, and we are here for you every step of the way!

OUR BELIEFS STATEMENT:

THE BIBLE

The Holy Bible is the authoritative Word of God. It is accurate, complete, without error, and it alone is the final authority in determining all doctrinal truths. (2 Timothy 3:16; 2 Peter 1:20-21; Hebrews 4:12).

THE TRINITY

There is one true God, eternally existent in three persons: Father, Son, and Holy Spirit. The persons of the Trinity are co-equal and co-eternal. (Genesis 1:26; Matthew 28:19; Isaiah 43:10; 2 Corinthians 13:14).

GOD THE FATHER

God the Father is the creator and sustainer of all things. He is all powerful, all knowing, ever present, unchanging, and holy. God is good, and created the universe in love. He created man in His own image for fellowship and He is loving, just, compassionate, and is faithful to His people and His promises. (Exodus 3:14; Numbers 23:19; Psalm 11:4-6; Malachi 3:6; John 3:16; Acts 17:28).

GOD THE SON

Jesus Christ is God the Son, the second person of the trinity. On Earth, Jesus was fully God and fully man. He is the only man ever to have lived a sinless life. He was born of the virgin Mary, 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 soon 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).

GOD THE HOLY SPIRIT

The Holy Spirit is a distinct person from the Father and the Son, and was sent by the Father to equip the Body of Christ. He was active in the Old Testament, and given to the Church in fullness at Pentecost. In all he does, he glorifies Christ. The Holy Spirit is received at salvation, convicts us of sin, and assists us in our weaknesses by helping us to live Christlike lives that is evidenced by the fruits and gifts of the Holy Spirit. (John 14:16-26; Romans 8:9; Ephesians 4:30; 1 Corinthians 12:7-11; Hebrews 19:29).

HUMANITY

All humankind have been created in the image of God and for the purpose of living in relationship with Him. We were created, man and woman, to have fellowship with God. Mankind was created good, but became separated from relationship with God through sin. Every single human has been uniquely created, and it is God's will for believers to become whole and healthy in all areas of life in the midst of the trials, tests and spiritual warfare that we will experience. Remaining faithful to God requires depending on the Holy Spirit and submitting to His guidance rather than following our own desires. (Genesis 1:26-30; Psalms 51:5; Ephesians 5:2)

SALVATION

The blood of Jesus Christ shed on the cross provides the only way of salvation. We are saved by grace through faith in Jesus Christ; His death, burial, and resurrection. His sacrifice enables all those who believe in him to be free from the penalty of sin. Salvation is a gift from God, not a result of our good works or of any human efforts. As we repent from our sin and follow Christ, we receive forgiveness, salvation, and the gift of eternal life. (Ephesians 2:8-9; Galatians 2:16, 3:8; Titus 3:5; Romans 10:9-10; Acts 16:31; Hebrews 9:22).

ETERNITY

The Lord Jesus Christ will physically and visibly return to the Earth for the second time to establish His kingdom and reign forever as King. Man was created to exist forever, either eternally separated from God by sin, or in union with God through repentance, forgiveness, and salvation. Hell is the eternal separation from God. Heaven is the eternal dwelling place with God. Jesus' return will occur at a date undisclosed by the scriptures and should inspire living that honors God and the mission of the Gospel. (Matthew 24:30, 26:63-64; Acts 1:11; I Thessalonians 4:15-17; II Thessalonians 1:7-8; Revelation 10:11-22)

SANCTIFICATION

Sanctification is the ongoing process of submitting to God's Word and His Spirit in order to complete the development of Christ's character in us. Through the strength of the Holy Spirit and The Word of God, believers are 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).

THE CHURCH

The Church is the body of Christ and is comprised of all those who have faith in Him alone. The purpose of the Church is to fulfill the great commission and make disciples of all nations. We believe this is accomplished through a local community of unified believers. The Church is committed to the teachings of Christ, obeying His commands, and works together in love and unity to glorify Christ. (Ephesians 1:22, 2:19-22; Hebrews 12:23; John 17:11, 20-23).

BAPTISM AND COMMUNION

The Word of God instructs believers to partake in two practices:

Water Baptism: an outward expression of what God has done in an individual's life and a testimony to all that the person now belongs to Jesus. It is effected in the name of the Father, and of the Son, and of the Holy Spirit. (Matthew 28:19; Acts 2:38).

The Lord's Supper: a unique time of communion in the presence of God when the elements of the body and blood of the Lord Jesus Christ (bread and wine (grape juice) are taken in remembrance of Jesus' sacrifice on the cross. (Matthew 26:26-29; Mark 16:16; Acts 8:12, 36-38; 10:47-48; 1 Corinthians 10:16, 11:23-25).

MARRIAGE

We believe marriage is defined in the Bible as a covenant. It's a sacred bond between one man and one woman, instituted by and publicly entered into before God. (Matthew 19:4-6)

THE GIFTS OF THE HOLY SPIRIT

The purpose of the gifts of the Holy Spirit are 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 should seek God in prayer for the gifts of the Spirit to operate in their own lives. These gifts always operate in harmony with the scripture and should never be used in violation of Biblical parameters. (Hebrews 2:4; Romans 1:11,12 :4-8; Ephesians 4:16; 2 Timothy 1:5-16, 4:14; 1 Corinthians 12:1-31, 14:1-40; 1 Peter 4:10).

Our Twelve Stones

WE TEACH FROM THE BIBLE

Unapologetically, untainted, and with undeniable passion. The GOSPEL WORKS!

WE WORSHIP COLLECTIVELY

We sing, and we sing loud!

WE HAVE A POSTURE OF PRAYER

Prayer is our first response, not our last resort.

WE LOVE PEOPLE

Every background, every color, every season of life. "FOR GOD SO LOVED THE WORLD..."

WE PURSUE JOY

Joy is not the absence of pain or suffering, but the HOPE that we have in Jesus.

WE WALK IN HUMILITY

"God gives grace to the humble." We will never stop discovering the mysteries of God, therefore, our hearts will always remain teachable.

WE ARE AUTHENTICALLY OURSELVES

Each one of us has been uniquely knit together with different gifts, talents, strengths, weaknesses, and personalities. The Body of Christ is most beautiful when each of us brings our uniqueness and learn how to work together in unity.

WE ARE GENEROUS WITH OUR LIFESTYLE

In both action and in speech, we give ourselves to the service and benefit of others.

WE ARE COMMITTED TO DISCIPLESHIP

The Great Commission compels us to go and make disciples (followers and imitators of Christ) throughout the world. We are committed to help people develop and grow into mature followers of Jesus.

WE ARE CALLED TO OUR COMMUNITIES

This is LOVE IN ACTION. Our neighbors, the hurting, the poor, the orphaned, the lost, the forgotten, and the broken.

WE ARE PLANTED IN CHURCH

We understand the generational blessing available to those who plant themselves in the House of God, and as a result, we show up, we serve, we contribute, and we invite others to do the same!

WE SERVE BECAUSE WE BELONG

When you know that you belong to Jesus, you are compelled to do what He did. "The Son of Man did not come to be served, but to serve..."

church governance



one

1. **The Pastoral Team** is led by the Lead Pastors, Adam & Juliette Spurling. This team oversees the day-to-day ministry and operations of the church, serves the congregation, and is responsible for the development and spiritual growth of the church. This team also serves as deacons.

two

2. **Our Board of Trustees** are appointed by the Lead Pastors to oversee the finances and provide counsel to the lead pastors, regarding the major financial commitments of the church. The Board of Trustees serve as non-staff deacons.

three

3. **The Spiritual Advisory Committee** are pastors of respected congregations and ministries who love Archaeo Church, and its Lead Pastors. They provide spiritual protection & wisdom for the church. They also may be called upon to help in accountability matters relating to the Lead Pastors, if requested to do so by the Pastoral Team, or Board of Trustees.

Church Finances

Stewardship:

Our Board of Trustees faithfully steward and oversee all major financial decisions for the church, ensuring responsible management of resources. They are trustworthy and wise financial stewards who uphold this responsibility with the greatest of conviction. The Board of Trustees are also entrusted with approving the annual church budget and determining staff salaries for the year ahead.

To view the percentage breakdown of our yearly budget, [click here.](#)

Income:

Archaeo Church operates as a non-profit organization (501c3).

This means it is sustained entirely through the tithes and generous contributions of individuals who are committed to honoring God with their finances and to supporting the work of building His house. We believe that tithing is a vital, and blessed spiritual discipline that should exist in the life of every believer and is a key part of God's provision for the local church, as reflected in Malachi 3:10.

Malachi 3:10 "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."

Proverbs 3:9-10 "Honor the LORD with your wealth, with the first fruits of all your crops; then your barns will be filled to overflowing, and your vats will brim over."



TITHE

Tithing is an act of obedience unto the Lord. It is the discipline of bringing our first and our best to Him as an offering. This allows our hearts to be aligned with His and releases the favor, blessing, and protection of heaven over our lives.

Tithing also allows there to be "food" in His house (the Church). This means that when the tithe is honored, the Church is resourced to be all that it is designed to be – the hands and feet of Jesus in a broken and hurting world.

OFFERING

An offering is given over and above the tithe. The bible says that by giving generously, we are able to "take hold of the life that is truly life." 1 Timothy 6:18-19.

THE GIFT OF GIVING

One of the spiritual gifts that God anoints people with is "the gift of giving". This is when someone has the desire to finance the Kingdom of God by giving of their material resources far beyond the tithe, and it is crucial in the furtherance of the church.

At Archaeo Church, we want people to understand that they are giving **THROUGH** the church, not **TO** the church. As we openly share our accountability structures with regular financial updates, uphold integrity, and operate in the spiritual values that guide the financial practices of Archaeo Church, we believe this enables people to focus on what God is calling them to give and trust that He is leading our church to steward the resources well.

The giving of tithes and offerings is an act of worship and an expression of gratitude to God for his faithfulness in our lives.

1. JOIN A FRIENDS AND FAMILY GROUP.

At the heart and soul of Archaeo Church is what we affectionately call 'Friends & Family Week'. This is the outworking of small groups within our church and exists so that all might find a place to belong and a community of people to do life with regularly. Friends and Family Week happens on the third week of every month, at locations all across The Valley. We would love to invite you to join one! View our Friends and Family groups at the link above, and one of our leaders will reach out to you soon.

2. READ THROUGH OUR SPIRITUAL FORMATION TOOL.

If you are new to the Christian Faith and have recently started following Jesus, we would love to recommend the Spiritual Formation Tool that our team has put together for you. This might help answer some of your questions and help direct you through your next steps in your walk with Jesus!

3. GET BAPTIZED.

If you have not yet been baptized by full immersion in water, we would love to partner with you in this next step. Stay up to date on our next Baptism Sunday by downloading the Archaeo Church app, or following along [here](#).

4. ATTEND STEP 2.

next steps





STEP TWO |

Belong & Discover

Step Two: Belong & Discover

Archaeo Church is **PASSIONATE** about helping people discover all that God has called them to be. We know that two of the most important days of your life are the day you are born, and the day you find out why! Once you discover that you belong to Jesus, you also understand that you belong to the Body of Christ. In other words, we **BELONG** to Jesus TOGETHER! Each and every one of us have been given unique gifts, personalities, strengths, and abilities, and we function best when we all work together to see "Kingdom Come", here on earth.

We want to help you understand your **GOD ASSIGNMENT** (why you are here, what you are good at, and how you can serve the world around you).

1 Corinthians 4:1-11 "There are different kinds of gifts, but the same Spirit distributes them. There are different kinds of service, but the same Lord. There are different kinds of working, but in all of them and in everyone it is the same God at work. Now to each one the manifestation of the Spirit is given for the common good. To one there is given through the Spirit a message of wisdom, to another a message of knowledge by means of the same Spirit, to another faith by the same Spirit, to another gifts of healing by that one Spirit, to another miraculous powers, to another prophecy, to another distinguishing between spirits, to another speaking in different kinds of tongues, and to still another the interpretation of tongues. All these are the work of one and the same Spirit, and he distributes them to each one, just as he determines."



belong & discover

Our goal today is for you to walk away with clarity in these two areas:

1. Identify your spiritual gifts: Recognize the unique ways God has empowered you to contribute to His mission.
 2. Understand your personality & leadership style: Gain insight into how God has uniquely designed you to lead and serve.
-

NATURAL GIFTS

These are talents and abilities we are born with or develop over time. They can include skills like singing, athleticism, problem-solving, leadership, or artistic creativity.



SPIRITUAL GIFTS

These are special abilities given by the Holy Spirit to build up the Church and carry out God's mission on earth. These gifts are empowered by the Holy Spirit, not by natural ability or effort. E.g. – spiritual discernment, faith, healing & miracles, prophecy, etc.

God has uniquely equipped you with both spiritual gifts and natural gifts that He uses together as part of His intentional design for your life.



FRUITS & GIFTS of THE SPIRIT

The Fruits of the Spirit and the Gifts of the Spirit are both concepts found in the New Testament of the Bible, but they refer to very different things:

Fruits of the Spirit (Galatians 5:22–23):

The Fruits of the Spirit are character traits that develop in a person who is living in step with the Holy Spirit. They reflect a transformed, Christ-like life.



The 9 Fruits of the Spirit:

LOVE

JOY

PEACE

PATIENCE

KINDNESS

GOODNESS

FAITHFULNESS

GENTLENESS

SELF-CONTROL

These are evidence of spiritual maturity and sanctification — they grow as a result of an ongoing relationship with God. This is the process of discipleship!

GIFTS OF THE SPIRIT

(1 Corinthians 12:4–11, Romans 12:6–8, Ephesians 4:11)

Examples of Spiritual Gifts:

- Word of wisdom
- Word of knowledge
- Faith
- Gifts of healing
- Working of miracles
- Prophecy
- Distinguishing between spirits
- Speaking in tongues
- Interpretation of tongues
- Serving
- Teaching
- Encouraging
- Giving
- Leading
- Showing mercy

These gifts are distributed as the Spirit wills
(1 Cor. 12:11) — not everyone gets every gift.
They're for ministry and service, not personal status.





1. Spiritual Gifts Assessment:

The Holy Spirit has gifted each one of us to do good works. The spiritual gifts assessment will help you identify the unique abilities God has given you through the Holy Spirit. Discovering your gifts helps you serve effectively, build up the Church, and fulfill God's purposes for your life.



Personality & Leadership Style

At Archaeo Church, we believe that God has called EVERYONE to lead. Whether that is in business, the workplace, ministry, or at home – God has called us all to be leaders in our spheres of influence.

Leadership isn't about having a title or position; it's about influence. And every single one of us can influence those around us.

Here's where the Personality & Leadership Assessment (D.I.S.C) comes in! The D.I.S.C tool helps you understand your natural tendencies and leadership style. There is no right or wrong answer—each style has its strengths and reflects God's intentional design for you.

Understanding your style can help you work more effectively with others and maximize your impact.

D.I.S.C

- D** (Dominant): Decisive and task-oriented
- I** (Influential): Outgoing and people-oriented
- S** (Steady): Analytical and reliable
- C** (Compliant): Detail-focused and goal-driven

You'll have 3-5 minutes to complete this assessment.

-Think about how you naturally respond to situations and answer each question honestly.

-Don't overthink any questions

-Respond intuitively and quickly!

Take the Spiritual Gifts & D.I.S.C test here: <https://disc.arccr.co/arc>



INTERPRETING YOUR RESULTS:

DOMINANT

Understanding the dominant trait provides valuable insights into how you might approach your work and interact with others.

SUBTRAIT

Subtraits allow you to gain a deeper understanding of how you

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 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)

DS

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

Daniel (Daniel 1-6), Job (Job 1:5, James 5:11), Martha (Luke 10:38-42)

D/c

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

Malachi (Malachi 4), Nathan (2 Samuel 12:1-13), Nahum (Nahum 1-3)

I

We are inspiring and impressive. Enthusiastic, optimistic, impulsive, and emotional—we tend to be creative problem solvers and excellent encouragers. We often have a large number of friends, but we can become more concerned with approval and popularity than with getting results. Our greatest fear is rejection, but we thrive when it comes to motivating others. Our positive sense of humor helps us negotiate conflicts. Though we can be inattentive to details and poor listeners, we can be great peacemakers and effective teammates when we control our feelings and minimize our urge to entertain and be the center of attention. We value lots of human touch and connection.

I/D

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

John the Baptist (Luke 3), Peter (Matthew 16, 26; Acts 3), Rebekah (Genesis 24)

I/S

We are influential counselors who love people, and it's no surprise that people love us. We live to please and serve, and tend to be good listeners. Looking good and encouraging others are important to us, as is following through and being obedient. We often lack in the area of organization and can be more concerned with the people involved than we are with the task at hand. However, we can be center stage or behind the scenes with equal effectiveness, and we shine when it comes to influencing and helping others.

Barnabas (Acts 4, 9, 11-15), Elisha (1 Kings 19; 2 Kings 2-3), Nicodemus (John 3, 7, 19)

I/C

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

Miriam (Exodus 15-21), Ezra (Ezra 7-8), Shunammite Woman (2 Kings 4:8-37)

S

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

S/D

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

Martha (Luke 10:38-42), Job (Job 1:5; James 5:11)

S/I

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

s/c

We are diplomatic and steady, as well as detail-oriented. Stable and contemplative, we like to weigh the evidence and discover the facts to come to a logical conclusion. More deliberate, we prefer to take our time, especially when the decision involves others. Possible challenges include being highly sensitive, especially when faced with criticism, and we should be aware of how we interact with others. Operating best in precise and cause-worthy projects, we can be a peacemaker; this makes us a loyal team member and friend.

Moses (Exodus 3, 4, 20, 32), John (John 19:26–27), Eliezer (Genesis 24)

C

We are compliant and analytical. Careful and logical lines of thinking drive us forward, and accuracy is a top priority. We hold high standards and value systematic approaches to problem-solving. Though we thrive when given opportunities to find solutions, we tend to ignore the feelings of others and can often be critical and downright crabby. Verbalizing feelings is difficult for us, but when we are not bogged down in details and have clear-cut boundaries, we can be big assets to the team by providing calculated “reality checks.” Our biggest fear is criticism, and our need for perfection is often a weakness, as is our tendency to give in when in the midst of an argument. However, we are thorough in all activities and can bring a conscientious, even-tempered element to the team that will provide solid grounding. We value being correct.

c/i

We are attentive to the details. We tend to impress others by doing things right and stabilizing situations. Not considered aggressive or pushy, we enjoy both large and small crowds. Though we work well with people, we are sometimes too sensitive to what others think about us and our work. We could benefit from being more assertive and self-motivated. Often excellent judges of character, we easily trust those who meet our standards. We are motivated by genuine and enthusiastic approval as well as concise and logical explanations.

Miriam (Exodus 15–21; Numbers 12:1–15), Ezra (Ezra 7, 8)

c/s

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

Esther (Esther 4), Zechariah (Luke 1), Joseph (Matthew 1:1-23)

c/d

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

Bezalel (Exodus 35:30-35, 36:8, 37:1-9), Jochebed (Exodus 1:22-2:4), Jethro (Exodus 2, 18)

Making the Most of Your Personality

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.

Next Steps:

1. Discovering your gifts is important, but the real transformation happens when you use them.
2. Participate in Friends and Family Groups: Build relationships and grow in community while learning from others.
3. Attend Step 3.





STEP THREE |

Make A Difference

Step Three:

Make A Difference

Your Role In God's Story

From the very beginning, God has been writing a story of redemption, hope, and restoration, and He's chosen to use people like YOU AND I to carry it forward.

Like farmers who plant seeds knowing they may never see the full harvest, God invites you to SOW your gifts into His Kingdom and trust Him for the increase. The time to plant is now, and the fields are ready.

Serving Is Key To Activation

Just as a seed must be planted to bear fruit, your God-given gifts are meant to be ACTIVATED through serving. When you step out to serve, you step into your calling

Matthew 20:28, *"The Son of Man did not come to be served, but to serve, and to give His life as a ransom for many."*

The harvest is ready, but the workers are few. This isn't just a call to action—it's a divine invitation.

Matthew 9:37-38, *"The harvest is plentiful, but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field."*

As we reflect on the years since the launch of Archaeo Church, one thing is clear: God is moving. The fields are vast, and the seeds we sow today will shape the FUTURE of this church and beyond. Your decision to serve isn't just about meeting a need—it's about building a legacy.

Serving At Archaeo

We believe the greatest leadership is service to others. Every leader is a servant first. From the parking lot to the pulpit, everyone serves. Every role is different, but they are all equally important.



Serve Team Opportunities

Let's put your God-given gifts into action!

SERVE TEAM

OPPORTUNITIES

Archaeo Moving Co

SET UP TEAM

Responsible for the set-up of Archaeo Church for Sunday and any mid-week events. Additionally, provides support for any maintenance that may be required.

TEAR DOWN TEAM

Responsible for the tear-down of Archaeo Church for Sunday and any mid-week events. Additionally, provides support for any maintenance that may be required.

Connections

WELCOME TEAM

The “front door” of Archaeo Church. They greet guests with a smile, encouragement, and a personal touch so that hearts are open to the Gospel message.

HOST TEAM

Prepares people for a positive worship experience by welcoming and assisting them to a seat, facilitating the offering, and maintaining a distraction-free environment.

PARKING TEAM

Welcome guests as the first friendly face that people see when they pull into the parking lot of our church, seamlessly organizing the flow of cars in all parking areas.

COFFEE CART TEAM

Provides a memorable guest experience through coffee service with a smile and overall hospitality. Their kindness and warmth can redirect someone's morning!

Church Ministries

FRIENDS AND FAMILY LEADER TEAM

Serve as hosts and facilitators for the various small groups that are offered within our church. As Archaeo Church continues to grow, our F&F groups are crucial in maintaining a sense of family and belonging for our congregation. Friends and Family groups are all about discipleship and friendship and are at the very heart and soul of our church.

GROWTH TRACK HOST TEAM

Creates an environment to help facilitate people in their next steps as they journey with God.

EVENTS TEAM

From dreaming to designing, installing to breakdown, this team makes Archaeo spaces and events inviting and inspiring. Building, carpentry, the use of power tools, and interior design are some skills that are useful on this team.

WORSHIP TEAM

Across varied contexts, settings, and gatherings, this team of vocalists and instrumentalists uses their gifts to lead our church in worship. This is an evaluation-based team, and you can directly submit your video at creative@archaeochurch.com.

PRODUCTION TEAM

For our Sunday services, this team works to mix and master audio, ensure correct and adequate lighting for our space, capture content, and control lyrics and graphic displays.

PHOTOGRAPHY TEAM

This team of photographers, editors, and photo curators captures weekend services, mid-week events, and special events. They produce creative shoots and assignments for campaigns, helping tell the story of what God is doing in our community.

SOCIAL MEDIA TEAM

Through Instagram, Twitter, Facebook, and YouTube, this team tells the story of the gospel through digital expression.

SAFETY TEAM

Provides the security and safety of our church. This team also consists of medical professionals trained and available to respond to any emergency that may occur during an event.

OUTREACH TEAM

We find new ways to love people in our city and beyond through our I Love My City events and our outreach partners. As we serve our city, God will change our city!

PRAYER TEAM

Prayer is our first response, not our last resort. We make space for prayer and value those that carry the gift of prayer and intercession.

Family Ministry ---

CHECK-IN TEAM

Facilitates the check-in process at Archaeo Kids to ensure children are cared for effectively and efficiently.

PARENTS ROOM TEAM

We all know that parents/caretakers are HEROES! We understand that feeding times, diaper changes, or unsettled moments can happen at any point during the service. With this in mind, we have dedicated a space for parents to take their babies outside of the main auditorium to tend to their needs, where they can watch the link to the service and not have to miss a moment.

NURSERY

We believe that every child is set apart by God. They are a miracle in motion, at every age. We are devoted to the details in this space because we know how much they matter. Our loving team is dedicated to caring, praying, engaging, and speaking life over our babies.

PRESCHOOL TEAM

Our preschoolers are AMAZING. Their size shouldn't be underestimated, and their personalities are larger than life. During these years, when our preschool kids are absorbing the world around them, we are intentional with the words we speak. We are focused on declaring God's word over their lives as they grow to be leaders in this life and generation.

ELEMENTARY TEAM

These are pivotal years for our elementary kids, where they are discovering who God is and finding their identity in Christ. We are committed to teaching and declaring the message of Jesus. Our elementary kids are future world changers, and it's our mission to develop young leaders who are passionately in love with Jesus.

Youth Ministry

YOUTH TEAM (Sunday Mornings and Wednesday Nights)

Archaeo Youth is the junior high and high school community of Archaeo Church. We are committed to creating a place where young people can belong, grow, and encounter God.

NEXT GEN WORSHIP TEAM

We believe in the next generation and know the value in developing them as young leaders. Our Next Gen Worship team is composed of vocalists and musicians who love Jesus and have a gift to worship Him through music. If you love to sing or play an instrument, we would love to hear from you! This is an evaluation-based team, and you can directly submit your video at creative@archaeochurch.com.

Next Steps:

1. Read through and sign our Serve Team Commitment on the next page – this helps cultivate unity amongst all our serve teams. We are in this together!



SERVE TEAM COMMITMENT





12 Cultural Responsibilities of an Archaeo Church Leader

We Lead With Integrity

Scripture: "Let your 'Yes' be 'Yes,' and your 'No,' 'No.' Anything more than this comes from the evil one" (Matthew 5:37)

Practice: We live transparent, honest lives where our words and actions align. We are who we say we are, and we do what we say we will do.

We Maintain A Teachable Spirit

Scripture: "To learn the truth you must long to be teachable. Or you can despise correction and remain ignorant." (Proverbs 12:1 TPT)

Practice: We are open to feedback, eager to learn, receptive to new ideas, and maintain a humble spirit. We seek out godly wisdom in our decisions, relationships, and attitudes, and can always learn from those around us.

We Leave the Woodpile Higher

Scripture: "Let us not become weary in doing good, for at the proper time we will reap a harvest if we do not give up. Therefore, as we have opportunity, let us do good to all people, especially to those who belong to the family of believers." (Galatians 6:9–10)

Practice: Wherever we go, we leave people, situations, and spaces better than we found them—and we bring others with us on the journey. We leave a legacy of improvement, not just maintenance.

We Practice Playing Second Fiddle

Scripture: “Honor one another above yourselves.” (Romans 12:10)

Practice: We choose humility, celebrate the wins of others, and find joy in serving behind the scenes. We recognise that our contribution matters, even if it is not in the spotlight.

We Are Enthusiastic & Joyful

Scripture: “Never be lacking in zeal, but keep your spiritual fervor, serving the Lord.” (Romans 12:11)

Practice: We love, give and serve with joy, moving in rhythms of grace and making Christ’s love compelling to others.

We Can Do Hard Things

Scripture: “Be joyful in hope, patient in affliction, faithful in prayer.” (Romans 12:12; James 1:2–4)

Practice: We recognise that grit and resilience are steps toward spiritual maturity. We don’t just quit when life gets hard, we ask God for the strength to walk through it. In all things, we maintain a posture of overcoming. We seek strength from our team and we cheer one another along. We hold firm to hope and strengthen our soul through prayer, the Word of God, and the gathering of believers.

We Cultivate Unity

Scripture: “Bless and do not curse.” (Romans 12:14)

Practice: We choose to pray instead of criticise, we engage in encouragement—not gossip, and we choose unity over division. We create spaces where everyONE feels seen, valued, safe, and welcome.

We Are A Part Of Something Bigger Than Ourselves

Scripture: “In Christ we, though many, form one body, and each member belongs to all the others.” (Romans 12:5)

Practice: We recognise that God has invited all of us to join Him in building what He is building across the earth—the Church. We serve faithfully, joyfully, and with a sense of expectation, as we know that every part we play is part of a greater story.





We Are Peacemakers

Scripture: “Blessed are the peacemakers, for they will be called children of God.” (Matthew 5:9; Philippians 4:6–7)

Practice: We actively pursue reconciliation with maturity, knowing that “uncomfortable” isn’t always unsafe—it’s often the path to healing. We are active in our peacemaking, lean into hard conversations for the sake of unity, listen, honor one another, and speak the truth in love.

We Serve Because We Belong

Scripture: “You are no longer foreigners and strangers, but fellow citizens with God’s people.” (Ephesians 2:19), “Whoever wants to become great among you must be your servant.” (Matthew 20:26)

Practice: Out of the revelation that we belong to Jesus, we joyfully serve so that we can create spaces and environments where others can experience the same sense of belonging in Christ. We don’t serve to earn belonging—we serve because we already belong, and we joyfully follow the example of our Servant King, Jesus.

We Communicate Clearly

Scripture: “Let your conversation be always full of grace, seasoned with salt.” (Colossians 4:6)

Practice: Communication brings clarity, whilst silence creates confusion. We check, double-check, and triple-check important details. We use rosters, confirm schedules weeks in advance, and reconfirm the week of. We let our team leaders know of any changes. We check in with one another on our personal lives and we always prioritise the PERSON over the TASK.

We Embrace Excellence

Scripture: “Whatever you do, work at it with all your heart, as working for the Lord.” (Colossians 3:23)

Practice: In all that we do, we do it “as unto the Lord”. This means we always give our best, we show up on time when rostered, we communicate clearly with our leaders, we carry a Kingdom Spirit in all that we do, we work hard, we smile, and we have fun along the way.



Commitment:

Following Jesus is much more than a single, momentary decision. It is an act of daily surrender to God's will, His Word, and His ways. Scripture instructs us to "grow in the grace and knowledge of our Lord and Savior Jesus Christ" (2 Peter 3:18). This relationship with Christ results in continual transformation. At Archaeo Church, we seek to honor God and reflect Jesus not only at church, but in every place we find ourselves.

While we will never be perfect, we endeavor to always grow in our faith, character, convictions, and relationship with Christ.

Our conduct as disciples within the body of Christ should exemplify the best qualities of a mature believer and servant leader.

With this in mind, we ask our serve teams to commit to joining us in a disciplined life of Bible reading, prayer, and fasting, and in abstaining from the following:

Profanity

Dishonest gain

Indulging in much wine or • other alcoholic beverages

Illegal drugs

Pornography

Sexual immorality

All behaviors that might cause Christ to grieve and others to stumble

As a follower of Jesus and a team member of Archaeo Church, I commit to following in this pursuit of a Christ-like lifestyle. I commit to learning and serving in the context of Christ Christ-centered community, and when needed, I will humbly invite others to help me in my journey.

Abuse Policy Acknowledgment:

I understand that Archaeo Church is a safe place for children and vulnerable adults and that Archaeo complies with all Federal and State laws regarding reporting suspected child abuse. As a member of the Archaeo Team, I understand that suspected abuse is to be reported to the team leader who oversees the area in which I serve. If the team leader is the potential threat, I will report the suspected abuse to another trusted leader. I also understand the 4 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 part of the Archaeo Team, I agree to comply with this policy and report any suspected abuse to the team leader who oversees the area in which I serve.

Verification and Release

I recognise that Archaeo Church is relying on the accuracy of the information I provide on this application. I attest and affirm that the information I have provided is absolutely true and correct.

I acknowledge that I am volunteering my time and efforts in service for Christ through the ministries of Archaeo Church, and that I will receive no monetary compensation or insurance benefits for my time or services performed.

I acknowledge and accept the risk of physical injury that could occur from my participation as a volunteer. Except for gross negligence on the part of Archaeo Church, I accept personal financial responsibility for any bodily or personal injury sustained while I am volunteering. Further, I release and agree to indemnify and hold harmless Archaeo Church, and its officers, directors, representatives from any liability, injury, damage, loss, accidents, delay or irregularity related to being a volunteer for Archaeo Church.

I acknowledge that I may be photographed, videotaped, or otherwise recorded, whether on film or sound during my volunteer work for Archaeo Church. I assign to Archaeo Church the rights to any photos, videotapes, images, and/or sound recordings made of me by or for Archaeo Church. I understand that if I am unclear as to any of the statements in this document, I will seek clarification from a church leader.

SIGN OUR SERVE TEAM COMMITMENT

LETTER FROM OUR PASTORS



Dear Friend,

Welcome to the Archaeo Church family!

We're truly honored that you've shown interest in being part of the team! We believe that when we lay aside personal preferences to serve the local church, the world can be transformed by the love of Jesus. Following His example of servant-hearted leadership is both our calling and our joy.

We are unapologetically and passionately committed to this mission. It's a privilege to give our best and to pour out our lives for the sake of sharing the hope we've found in Him.

Romans 12 captures it beautifully:

"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... Fix your attention on God. You'll be changed from the inside out... God brings the best out of you, develops well-formed maturity in you."

We believe that as we fix our eyes on Jesus, even the simplest tasks become acts of worship. He takes our ordinary and makes it eternal.

We pray the Growth Track was a blessing to you and helped answer questions you might've had. If you ever need clarity or support, don't hesitate to ask—we're here for you.

Thank you for joining us. We're grateful for you and excited to build the Kingdom of God together.

Welcome to the family!

Adam & Juliette Spurling.