**Vision Document #3 - Equipping People**

At The Well, we have made central to our mission the equipping of God's people for God's work on the earth. People are not to be collected, counted, and used to fill church “needs.” God’s people are to be equipped and activated to do the works of Jesus, edify the body, and fulfill the specific calling on their life. Every believer is called into service for Jesus and is to be equipped for ministry. And, of course, ministry is not a job; it is a lifestyle.

Everything starts with our general calling as sons and daughters of God. At The Well, we believe that we are made to know God, enjoy Him, and glorify Him forever by mirroring His image. We teach people the value of knowing their purpose, identity, and destiny, as well as the critical importance of developing a kingdom mindset. We teach people how to have a dynamic relationship with the Holy Spirit, enabling a lifestyle like Jesus, performing the same and even greater works. We teach people to be anchored in the Word of God and live wholly dependent on His grace. We teach people how to use spiritual gifts to edify the body and love the lost sons and daughters back to the Father.

In addition to our general calling, we believe that each individual is also designed with a specific calling that is significant and unique. We come alongside people as an ally in their exploration and execution of their God-given giftings, calling, passion points, and divine assignments. Rather than pulling people into our church and programs, we posture ourselves to pull ministry out of people’s hearts. We help people learn to hear His voice, discern the deepest passions of their hearts, and see how they intersect with the dreams of His heart. We help them find or create a lane to run in on their activation trajectory.

We carefully create an atmosphere and relational landscape where church family members can thrive in developing their gifts and calling. Church family members are encouraged to first press into real and vulnerable relationships with their church family and church leaders to build favor with God and man. Church leaders will model mutual submission, respect, and empowerment. Church members will learn to receive feedback, be open and honest, and develop trusting relationships. Under the guidance of church leaders, people are encouraged to take risks, step out, maintain healthy time and energy boundaries, and humbly receive feedback along the way. They are encouraged to be faithful with what may seem little so that they can be promoted by God in due time and entrusted with more. Church leaders provide vision, guidance, counsel, follow-up, development, assistance, accountability, and prayer support. Growth in character and competency will occur along the way as God prunes those who are fruitful for Him.