

# GROWTH ➤ TRACK

stepTHREE



CHRISTIANLIFECENTER

[www.clc.tv](http://www.clc.tv)



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# INTRODUCTION

The CLC Growth Track guides you to discover your redemptive purpose and live the life God created for you. The Growth Track is made up of four steps that equip you to 1. connect to the church, 2. discover the strengths of your purposeful design, 3. develop your influence, and 4. use your God-given gifts to make a difference in the lives of others.

## *step*ONE - **Become a Member**

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

## *step*TWO - **Discover Your Design**

Dive into the details of your personality, discover your gifts, and see how your design reveals your purpose in life and your best fit in serving. Step Two takes place the second Sunday of every month.

## *step*THREE - **Develop Your Influence**

Find out what it means to develop your influence at CLC and learn how you can strengthen your character and gifting to fulfill your potential. Step Three takes place the third Sunday of every month.

## *step*FOUR - **Join the Team**

Connect to the opportunities available at CLC to live out your purpose and serve others by using your God-given gifts. Step Four takes place the fourth Sunday of every month.



When Pastors Jerry and Chris McQuay moved to Tinley Park in 1989, they dreamed of planting a church unlike the denominational ones they had served for the previous 17 years. Their dream was to help people have a real relationship with Jesus, rather than just following the rules and regulations of religion. They named this new church, Christian Life Center, in hopes of becoming a life-giving center for the south suburbs and beyond.

Only 147 people attended the opening service at Tinley Park High School on March 25, 1990, and growth was slow for the first several years. But the life-giving teaching began to resonate with those who came, and eventually more and more people were drawn to the healing they found through the Presence of God at CLC.

Today, several thousand people attend CLC at multiple campuses in Chicagoland and the Philippines. We invite you to see for yourself how exciting church can be when the focus is simple, and people are free to seek God with passion.

# DEVELOPING YOUR INFLUENCE

*“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

Leadership is influence. Nothing more. Nothing less. It is about influencing others in a worthwhile cause. It is not dependent on titles or positions. It is dependent on people discovering their gifts and passions and then using them to make a difference in the lives of others.

## What stands in the way?

*“But Moses said to God, ‘Who am I, that I should go to Pharaoh and bring the Israelites out of Egypt?’ And God said, ‘I will be with you. And this will be the sign to you that it is I who have sent you: When you have brought the people out of Egypt, you will worship God on this mountain.’”*

- EXODUS 3:11-12

- 1. “Who am I?” \_\_\_\_\_
- 2. “What if they?” \_\_\_\_\_
- 3. “I have never.” \_\_\_\_\_
- 4. “Use someone else.” \_\_\_\_\_

*“But you are a chosen generation, a royal priesthood, a holy nation, His own special people, that you may proclaim the praises of Him who called you out of darkness into His marvelous light.”*

- 1 PETER 2:9 NKJV

# CLC VALUES

*“It pleased Darius to appoint 120 satraps to rule throughout the kingdom, with three administrators over them, one of whom was Daniel. The satraps were made accountable to them so that the king might not suffer loss. Now Daniel so distinguished himself among the administrators and the satraps by his exceptional qualities that the king planned to set him over the whole kingdom.” - DANIEL 6:1-3*

At CLC we have 7 values that define why and how we do everything that we do. These 7 values are how we distinguish ourselves as individuals and as a church.

## 1. At CLC We \_\_\_\_\_ You!

You are our priority. No matter who you are, where you come from, or what you've been through in life, you are welcomed home at CLC. We love YOU!

*Jesus replied, “‘You must love the Lord your God with all your heart, all your soul, and all your mind.’ This is the first and greatest commandment. A second is equally important: ‘Love your neighbor as yourself.’ The entire law and all the demands of the prophets are based on these two commandments.” - MATTHEW 22:37-40*

- Be a servant
- Be a team player
- Be real

## 2. At CLC We Do Life \_\_\_\_\_

God created us to be in community! We grow and find freedom in the context of small groups not by sitting in a church service. Together is always better than alone!

*They worshiped together at the Temple each day, met in homes for the Lord's Supper, and shared their meals with great joy and generosity - ACTS 2:46 (NLT)*

## 3. At CLC We Make Room For The \_\_\_\_\_

We approach the life changing power of God with expectation, inviting Him every day to add His super to our natural. The power of God is not our last resort, He will always be our first response.

- Sunday Services
- First Wednesday
- Every day, through daily bible reading, prayer and personal times of worship.

## 4. At CLC We \_\_\_\_\_ Big and \_\_\_\_\_ Far

We believe it is an honor and an act of obedience to give our best back to God. It's His anyways, he has blessed us to be a blessing to others. Through generosity we are making an impact all over the world.

- Develop Leaders
- Build Churches
- Reach Children
- Alleviate Poverty

## 5. At CLC We Make Church \_\_\_\_\_!

There is nothing boring about God so we don't think His church should be. We want every gathering at CLC to be a breath of fresh air in our busy lives.

- Choose Joy (Attitude) - *"Your attitude, more than your aptitude, determines your altitude."* - ZIG ZIGLAR

*sorrowful, yet always rejoicing; poor, yet making many rich; having nothing, and yet possessing everything.* - 2 CORINTHIANS 6:10 (NIV)

- Be Enjoyable
- Be Positive

## 6. At CLC We \_\_\_\_\_

In his life on earth Jesus went about doing good, today we have the opportunity to do the same. We will be "Jesus with some skin on him" in our communities.

*You know about Jesus from Nazareth. God made him the Messiah by giving him the Holy Spirit and power. Jesus went everywhere doing good for people. He healed those who were ruled by the devil, showing that God was with him.* - ACTS 10:38 (ERV)

- Local Outreach projects and partnerships
- Blue Island Hope Center
- National Serve Day

*"Do all the good you can. By all the means you can. In all the ways you can. In all the places you can. At all the times you can. To all the people you can. As long as ever you can."*  
- JOHN WESLEY

## 7. At CLC We Get \_\_\_\_\_ and \_\_\_\_\_

We know that no one is perfect, in fact we don't think Jesus is really looking for your perfection, He's looking for your progression. So here at CLC in our journey to become more like Christ we have purposed every day, in every way, to get better and better!

- Personal Development
- Life Groups
- Right Now Media
- Church Conferences
- Leadership Development Process

## HONOR CODE

As an essential part of the CLC family, you have a responsibility to develop and exhibit mature Christian behavior. This should be the basic premise of your desire to participate in a volunteer position here at CLC.

While serving the Body of Christ as a volunteer at CLC, you pledge to present a good appearance at all times. In both attire and behavior, you should strive to demonstrate Biblical standards in all situations.

As Christians, the way we present ourselves to others is of vital importance to the way others perceive Christ. Our conduct should never be an embarrassment to Christ but should exemplify the best qualities of a mature believer and volunteer.

Exemplifying the highest moral commitment, CLC members are to maintain a disciplined life of Bible reading, prayer, and fasting. You must also refrain from such things as:

- Profanity
- Smoking or chewing tobacco
- Gambling
- Indulging in much wine or other alcoholic beverages
- Dishonest gain
- Illicit drugs
- Pornography
- Sexual immorality (sexual activity outside of marriage)
- All behaviors which might cause Christ to grieve and others to stumble

By providing an example in speech and action, we encourage others to grow in Christ. This is a way of life measured by the heart and commitment of each member in the CLC family. We should regard it as an essential part of our development, not as an imposition or restriction.

## DREAM TEAM DECLARATION

Because God has called me to serve my generation, I will value worship over wealth, “we” over “me,” character over comfort, service over status, and God’s purposes over possessions, positions, popularity, and pleasure. To my Lord and Savior Jesus Christ, I say: However, whenever, wherever, and whatever you ask me to do, my answer in advance is yes! Wherever you lead and whatever the cost, I’m ready anytime, anywhere. I want to be used by You in such a way that on that final day, I’ll hear You say,

“Well done, good and faithful servant. Come on in, and let the eternal party begin!”





# ***NEXT STEPS***

## **1. Attend stepFOUR of the Growth Track.**

After completing Steps One, Two, and Three of the Growth Track, become a part of the Dream Team and begin making a difference in the lives of others at CLC.

## **2. Complete a Dream Team application.**

At Step Four, complete your application and take it to the orientation session for the serve team of your choice.

## **3. Connect with a Dream Team leader.**

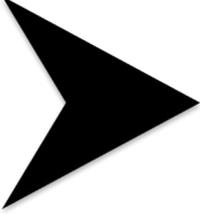
At Step Four, participate in a one-on-one conversation with one of our team members during your orientation session to make a personal connection to the team.

## **4. Serve Others.**

Get trained and equipped to fulfill your purpose by serving on the Dream Team!







***Appendix***

# STATEMENT OF FAITH

1. **WE BELIEVE** in **one God**, revealed as the Father, Son, and Holy Spirit.
2. **WE BELIEVE** the Holy Bible, and only the Bible, is the authoritative Word of God. It alone is the final authority for determining all doctrinal truths. In its original writing, the Bible is inspired, infallible and inerrant.
3. **WE BELIEVE** that **man** was created in the **image of God**, but fell into sin, and that all mankind has sinned and come short of the glory of God.
4. **WE BELIEVE** that our Lord **Jesus Christ** was begotten, not created, truly God, truly man. 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 His shed blood. He rose from the dead for our justification and now reigns in glory until all things are put under His feet.
5. **WE BELIEVE** that **salvation** is by grace through faith in Jesus Christ: His death, burial and resurrection. Salvation is a gift from God, not a result of our good works or any human effort.
6. **WE BELIEVE** in the **priesthood** of the believer - that is to say, that all born-again believers have equal access to the Lord.
7. **WE BELIEVE** that **salvation** from the **penalty of sin** only begins the process of **redemption**, and that we must yield to God's word and His Spirit in order to complete the development of Christ's character in us.
8. **WE BELIEVE** that all of God's people are to be **buried with Christ in the waters of baptism**, subsequent to repentance and faith in God. While freely embracing those of differing views, we believe this rite is scripturally administered "in the name of the Lord Jesus Christ".
9. **WE BELIEVE** that the **baptism of the Holy Spirit** is a promise to all believers, to empower the Church to preach the gospel throughout the whole earth.
10. **WE BELIEVE** the **identity of the body of Christ** on the earth is primarily perceived through the local church. While encouraging the voluntary association of local churches and recognizing the need of consensus on matters of fundamental doctrine and conduct, we strongly confess the local church to be sovereign and autonomous.
11. **WE BELIEVE** that the **callings of apostles, prophets, evangelists, pastors, and teachers** are functional within the body of Christ until the Lord's return, and that the purpose of these gifts to the church is to equip believers for the work of ministry, that the body of Christ might be edified.
12. **WE BELIEVE** the **gifts of the Holy Spirit**, as outlined in scripture, are valid and fully operative today. These gifts always operate in harmony with the Scriptures and should never be used in violation of Biblical parameters.
13. **WE BELIEVE** in **healing of the sick** as a part of the atoning work of Jesus Christ, and that healing can be received and also ministered to others by various spiritual gifts.
14. **WE BELIEVE** in the **sacred observance of the Lord's supper**, in memorial of His death, by partaking of the bread and juice, which represent the body, and blood of the Lord Jesus Christ.

15. **WE BELIEVE** that **God Himself has established authority both in the world and in the church**, and that His people are to submit themselves to these authorities. [*However, should conflict arise between God's law and the civil law, we firmly declare our allegiance to God's law.*]

16. **WE BELIEVE** that **God alone is the giver of life** and that practices such as **abortion, euthanasia, child abuse, spousal abuse**, or any other malicious violence against another human being are completely contradictory to the teachings of the Bible.

17. **WE BELIEVE** that Christianity is **not a religion but a relationship**; and that the purpose of God's Word is to instruct us as to how to have a personal relationship with Jesus Christ. Knowing God in that way will always be manifested in the keeping of His commandments and a love for our fellow man. We believe the pursuit of a relationship with God includes a time of daily prayer, periodic times of fasting, and the personal study of God's Word.

18. **WE BELIEVE** that God wonderfully and immutably **creates each person as male or female**, and that these two distinct, complementary genders together reflect the image and nature of God. We believe that God created **marriage** to be exclusively the union of **one man and one woman**, and that intimate sexual activity is to occur exclusively within that union.

19. **WE BELIEVE** that all human life is sacred and **created by God in His image**. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life. (Ps 139.)

20. **WE BELIEVE** that Biblical **marriage is exclusively the legal union of one man and one woman**. Therefore, the Church and its pastoral staff will not recognize, perform, or participate in any marriage between individuals of the same gender or between more than one man and one woman. We also believe that sexual activity is to take place solely within Biblical marriage. Other sexual activities, such as adultery, fornication, incest, homosexuality, and plural marriage violate the teachings of the Bible and the Church.

21. **OUR STATEMENT OF FAITH** does not exhaust the extent of our beliefs. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe. For purposes of Christian Life Center's faith, doctrine, practice, policy, and discipline, our pastoral leadership is Christian Life Center's final interpretive authority on the Bible's meaning and application. behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the doctrines of Christian Life Center.

## HOW TO TAKE THE PERSONALITY ASSESSMENT

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

**Step 2:** Add the total of circled numbers for the five statements under each section. Write each total on the indicated total line for each section.

**Step 3:** Identify the group with the highest totaled number and the second highest totaled number to discover your dominant personality traits.

Box 1 = "D" Personality

Box 2 = "I" Personality

Box 3 = "S" Personality

Box 4 = "C" Personality

Write your predominant personality traits sequence on the line: "My personality/influence style. (DI, ID, SC, CD, etc.)."

**Step 4:** Read the description of your most predominant personality trait (D, I, S, C) and the description of your two highest personality traits together (DI, ID, SC, CD, etc.).

## HOW TO TAKE THE SPIRITUAL GIFTS ASSESSMENT

**Step 1:** Respond to the spiritual gifts statements on pages 28–29 by writing the number that indicates how each statement describes you in the blanks on page 30:

1 - never   2 - Almost never   3 - Sometimes   4 - Almost always   5 - always

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

**Step 2:** Add each line on page 30 left to right and place the totaled number in the total column.

**Step 3:** Identify your three highest totaled numbers with the corresponding letter and the spiritual gift it represents (*listed on the pages following the assessment*).

**Step 4:** Read about your gifts.

**Step 5:** Connect with a team that complements your personality, highest rated spiritual gifts, and availability to serve.

# DREAM TEAM DESCRIPTIONS

## ***What is the Dream Team?***

The Dream Team is a group of incredible people that have discovered their gifts and passions and are actively serving in them. From creating a comfortable environment by serving on a First Touch Team, to leading the next generation to Jesus by serving on a Student Ministries Team, to crafting a dynamic experience with the Worship Team, to tearing down barriers across our city by leading a Small Group or partnering with the Hope Center Team—we are a group that forcefully advances the Kingdom of God.

## **CHURCH LIFE**

- **Congregational Care**
  - **CARE TEAM** - Our team cares and loves on our CLC community by visiting people in the hospital and nursing homes and supporting the Pastoral staff in funerals and weddings.
  - **COUNSELING** - Our team provides quality biblical counseling services to members free of charge. *\*Age 18+ Background Check Required*
  - **DREAM TEAM HOSTS** - Our team hosts our very own CLC dream team-ers by providing refreshments, prayer, and encouragement during services and events. *\*Not available at every Campus*
  - **MARRIAGE MINISTRY** - Our team leads small groups centered on creating healthy marriages. We also come together to put on special events for married couples such as the XO conference.
  
- **Hospitality**
  - **CAFÉ (Hope Cafe)** - Our team provides free coffee to guests while also running the CLC Cafe sales, and inventory management. *\*Not available at every Campus*
  - **HOSPITALITY (FOOD SERVICES)** - Our team supports special guest with refreshments and CLC hospitality. Also serves at special events, weddings and funerals. *\*Not available at every Campus*
  - **MERCHANDISE TEAM** - Our team is responsible for selling guest speaker & CLC merchandise with a friendly smile during special events/services. *\*Not available at every Campus*
  
- **Next Steps**
  - **BAPTISM ATTENDANTS** - Our team prepares for and hosts the CLC baptism experience. *\*Age 18+*
  - **FRESH START** - Our team walks people through their next step after an individual commits their life to Jesus Christ by praying with them, and helping them identify their next step. *\*Age 18+*
  - **GROWTH TRACK HOST TEAM** - Our team serves as the official hosts of the Growth Track, greeting guests and providing and organizing materials and assistance to those discovering their next steps at CLC.

## **FIRST IMPRESSIONS**

- **GUEST SERVICES** - Our team makes every first time guest feel welcomed and loved. We greet guests during CLC experiences, give facility tours, connect guests with people and information, and have a part in the guest assimilation follow up process.
- **GREETERS** - Our team brings a personal touch to our worship experiences by welcoming guests at the front doors as well as hosting in the lobby and in the auditorium.
- **INFORMATION** - Our team helps people identify their next steps by providing resources and information about weekend services, Small Groups, Growth Track, and events.
- **OUTDOOR GREETERS (*Parking Lot*)** - Our team serves as the first impression for those coming to CLC by welcoming people on and off the property and by providing a safe and efficient parking experience. *\*Age 15+*
- **SECURITY** - Our team ensures that CLC is a safe and welcoming environment.  
*\* Age 18+ Background Check Required*
- **USHERS** - Our team assists people to their seats, facilitates the offering, and helps maintain a distraction-free service environment

## **LIFE GROUPS**

- **ALPHA** - Our team leads the ALPHA group. Alpha is a series of sessions exploring the Christian faith, typically run over eleven weeks. Each talk looks at a different question around faith and is designed to create conversation.
- **CLEANSING STREAM** - Our team leads the healing and deliverance ministry of CLC.
- **LIFE GROUP LEADERS** - Our team is trained to facilitate Small Groups and equipped to build relationships while helping group members discover their next steps.

## **PRAYER**

- **PRAYER** - Our team provides prayer covering for services, teams and ministries at CLC including facilitating weekly prayer meetings and altar ministry during services and special events.
- **ALTAR** - Our team partners with those needing prayer at the close of every service.
- **GAP** - Our team prays during services for the lost to be saved and for lives to be transformed. *\*Not available at every Campus*
- **PRAYER EVENTS** - Our team plans and executes major prayer initiatives throughout the year. *\*Not available at every Campus*
- **PRAYER GRAM** - Our team prays over connection card prayer requests each week.

## **CREATIVE ARTS**

- **WORSHIP** - Our team facilitates a powerful worship experience in our services and special events.
  - Band
  - Vocals
- **MEDIA** - Our team assists in the production of the overall worship experience, using lights, cameras, and other visual elements. As well as documenting services and special events through photography/videography.
  - **CAMERA OPERATOR** - Our team follows the director's instructions in capturing the right camera shot throughout the worship experience.
  - **COMPUTER GRAPHICS OPERATOR** - Our team runs lyrics, sermon notes, graphics and videos during the service.
  - **DIRECTOR** - Our team leads the camera operators in capturing the atmosphere of the worship experience.
  - **LIGHTING TECH** - Our team runs the lighting program during services to help create the right atmosphere for each element of the service.
  - **ONLINE PRAYER HOST** - Our team prays with those who have requested prayer during our online services via the live chat. *\*Not available at every Campus*
  - **ONLINE SERVICE HOST** - Our team facilitates interactions in the chat and helps to create meaningful connections and community for our online services. *\*Not available at every Campus*
  - **PHOTOGRAPHER** - Our team captures key moments of services and special events to help tell captivating stories to be used on the web, social media, and in advertising.
  - **PRODUCER** - Our team coordinates with the other media teams to create a cohesive worship experience on Sundays ensuring that each element of the service runs without issue or delay.
  - **SERVICE COORDINATORS** - Our team assists the pastoral staff in coordinating services by managing the service flow on planning center and being the point person for ministry leaders during service.
  - **SOCIAL MEDIA AMBASSADOR** - Our team represents CLC on social media during live streams, interacting with our viewers.
  - **SOUND TECH** - Our team manages the sound board to help create an atmosphere that allows the congregation to fully worship.
  - **STAGE CREW** - Our team facilitates stage changes during our Sunday services and special events. We also assist with stage design builds and tear downs as needed.  
*\*Not available at every Campus*

## **N2 (NEIGHBORS & NATIONS)**

- **NEIGHBORHOOD OUTREACH** - Our team is dedicated to building bridges from the church to the community and from the community to Christ through special events & service projects.
- **NATIONS (TRIPS)** - Our team works with people who desire to go on one of our many international missions trips through administrative support.
- **HOPE CENTER** - Our team facilitates serving opportunities through the Hope Center including: operation of the Hope Center Food Pantry, and other Hope Center events. *\*Hope Center is located in Blue Island*
- **PRISON MINISTRY** - Our team holds Bible Study/Church services at the Cook County jail in Chicago, in the men and women divisions.  
*\*Age 18+ Background Check Required*

### **Next Generation**

- **Children's**
  - **KIDSLIFE** - Our team invests in the lives of children through worship, Biblical teaching, videos, Small Groups, and games. *\*Background Check Required*
  - **KIDSLIFE CHECK-IN** - Our team facilitates the check-in process in Kidslife to ensure children are cared for effectively and efficiently.
- **Youth**
  - **CONSUMED STUDENTS** - Our team helps junior high and high school students get connected to our Consumed Students ministry through services, discipleship small groups and special events. *\*Age 18+ Background Check Required*

### **Operations**

- **A-TEAM (ADMINISTRATION)** - Our team uses our gift of administration to support CLC by using computer skills, data entry, and attention to details.
- **FACILITIES** - Our team works behind the scenes to ensure that our facilities look excellent. Serving opportunities include special events, special projects, as well as weekly care and maintenance of the property.
- **OFFERING STEWARDS** - Our team processes all monies that come in through the offerings at CLC assuring that each gift is matched to the correct giver in our database. *\*Age 18+ Background Check Required*
- **SPECIAL EVENTS TEAM** - Our team works behind the scenes to maintain and support every area of our church especially during special events.  
*\*Not available at every Campus*

## ABUSE POLICY

I understand that Christian Life Center is a safe place for children and vulnerable adults and that CLC complies with all Federal and State laws regarding reporting suspected child abuse. As a member of the Dream Team, I understand that suspected abuse is to be reported to the staff member who oversees the area in which I serve. I also understand the four types of abuse 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 Dream Team, I agree to comply with this policy and report any suspected abuse to the staff person who oversees the area in which I serve.

## HONOR CODE

As an essential part of the CLC family, you have a responsibility to develop and exhibit mature Christian behavior. This should be the basic premise of your desire to participate as a member here at CLC.

While serving the Body of Christ as a volunteer at CLC, you pledge to present a good appearance at all times. In both attire and behavior, you should strive to demonstrate Biblical standards in all situations.

As Christians, the way we present ourselves to others is of vital importance to the way others perceive Christ. Our conduct should never be an embarrassment to Christ but should exemplify the best qualities of a mature believer.

Exemplifying the highest moral commitment, CLC's members/volunteers are to maintain a disciplined life of Bible reading, prayer, and fasting. You must also refrain from such things as:

- Profanity
- Smoking or chewing tobacco
- Gambling
- Indulging in much wine or other alcoholic beverages
- Dishonest gain
- Illicit drugs
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## ► *step*THREE - Develop Your Influence

Page 37: Insecurity  
Fear  
Inadequacy  
Reluctance

Page 38: love  
together  
supernatural

Page 39: give  
go  
fun  
do  
good  
better  
better





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