

Next **STEPS**

TOGETHER EVERYONE ACHIEVES MORE

LIFECHANGERS

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Next **STEPS**

INTRODUCTION

God made YOU with unique gifts for a unique purpose. In this Next Steps class, you'll discover your special gifts and activate your purpose through serving.

Discover

Learn about the mission and history of Life Changers, the details of your personality, and your God-given destiny.

Develop

Explore the seven steps of faith to develop your gifts and identify your WHY for serving.

Deploy

Connect to a team that aligns with your gifts, which will activate your purpose by making a difference for the Kingdom.

DISCOVER

YOUR GIFTS

OUR MISSION

Introducing people to the real Jesus; empowering them to rise to their true worth & purpose; and changing mindsets that change the world.

DISCOVERING YOUR GIFTS

“You made all the delicate, inner parts of my body and knit me together in my mother’s womb. Thank You for making me so wonderfully complex! Your workmanship is marvelous—how well I know it.”

PSALM 139:13–14 NLT

Design Reveals Destiny

Your **gifts + passions**, your **life experience**, and your **pain** are all a part of your design.

We believe that God does not *cause* all things;
but, He *causes all things to work together for good!*
(Romans 8:28)

We know that God will use each element within your design to equip you for your destiny and calling in His Kingdom.

HOW TO TAKE THE PERSONALITY ASSESSMENT



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

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

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

Box 1 = “D” personality
Box 2 = “I” personality
Box 3 = “S” personality
Box 4 = “C” personality

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

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

1. Total _____

Never Rarely Sometimes Often Always

I am assertive, demanding, and decisive.	1	2	3	4	5
I enjoy doing multiple tasks at once.	1	2	3	4	5
I thrive in a challenge-based environment.	1	2	3	4	5
I think about tasks more than others or myself.	1	2	3	4	5
I am motivated by accomplishment and authority.	1	2	3	4	5

2. Total _____

Never Rarely Sometimes Often Always

I enjoy influencing and inspiring other people.	1	2	3	4	5
I am optimistic about others.	1	2	3	4	5
I tend to be the life of the party.	1	2	3	4	5
I think about motivating people.	1	2	3	4	5
I am motivated by recognition and approval.	1	2	3	4	5

3. Total _____

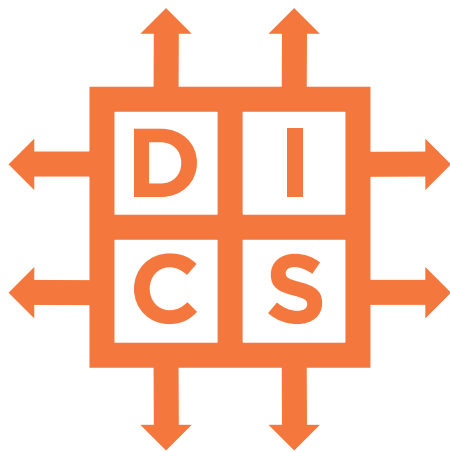
Never Rarely Sometimes Often Always

I thrive in consistent environments.	1	2	3	4	5
I prefer specifics over generalizations.	1	2	3	4	5
I enjoy small groups of people.	1	2	3	4	5
I prefer being a member of a team.	1	2	3	4	5
I am motivated by stability and support.	1	2	3	4	5

4. Total _____

Never Rarely Sometimes Often Always

I typically 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 with clearly defined rules.	1	2	3	4	5
I am motivated by quality and correctness.	1	2	3	4	5



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

PSALM 139:14

PERSONALITY OVERVIEW

Find your letter combination and read the description to see if it's accurate.

- 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 they 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 and steady, as well as detail-oriented. Stable and contemplative, we like to weigh the evidence and discover the facts to come to a logical conclusion. More deliberate, we prefer to take our time, especially when the decision involves others. Possible weaknesses include being highly sensitive and unable to handle criticism, and we also need to be aware of the way we treat others. Operating best in precise and cause-worthy projects, we can be a peacemaker; this makes us a loyal team member and friend.

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 moved 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; 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

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 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

HOW TO TAKE THE SPIRITUAL GIFTS ASSESSMENT

Step 1: Respond to the spiritual gifts statements on pages 22-23 by writing the number that indicates how each statement describes you in the blanks on page 24:

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

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

Step 2: Add each line on page 24 left to right and place the totaled number in the total column.

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

Step 4: Read about your gifts.

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

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

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

1 Almost Never

2 Sometimes

3 Almost Always

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

USING YOUR SPIRITUAL GIFTS

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

On the following pages, you can learn about your spiritual gifts and find out more about the areas available to serve at Life Changers in which you can best use your gifts.

A. Administration

The gift of administration is the divine strength or ability to organize multiple tasks and groups of people to accomplish these tasks.

Luke 14:28-30; Acts 6:1-7; 1 Corinthians 12:28

(Experience, Host, Next Steps, Production, Store)

B. Apostleship

The gift of apostleship is the divine strength or ability to pioneer new churches and ministries through planting, overseeing, and training.

Acts 15:22-35; 1 Corinthians 12:28; 2 Corinthians 12:12; Galatians 2:7-10; Ephesians 4:11-14

(Life Group Leader, Next Steps, Life Changers Kids, Pastoral Care)

C. Craftsmanship

The gift of craftsmanship is the divine strength or ability to plan, build and work with your hands in construction environments to accomplish multiple ministry applications.

Exodus 30:22, 31:3-11; 2 Chronicles 34:9-13; Acts 18:2-3

(Café, Creative, Production)

D. Discernment

The gift of discernment is the divine strength or ability to spiritually identify falsehood and to distinguish between right and wrong motives and situations.

Matthew 16:21-23; Acts 5:1-11, 16:16-18; 1 Corinthians 12:10; 1 John 4:1-6

(Host, Exceptional Kids, Experience, Life Changers Kids, Life Group Leader)

E. Evangelism

The gift of evangelism is the divine strength or ability to help non-Christians take the necessary steps to becoming Christ followers.

Acts 8:5-6, 8:26-40, 14:21, 21:8; Ephesians 4:11-14

(Life Changers Kids, Life Group Leader, Pastoral Care)

F. Exhortation

The gift of exhortation is the divine strength or ability to encourage others through the written or spoken word and Biblical truth.

Acts 14:22; Romans 12:8; 1 Timothy 4:13; Hebrews 10:24-25

(Exceptional Kids, Host, Life Changers Kids, Life Group Leader, Next Steps, Pastoral Care, Spanish Translation)

G. Faith

The gift of faith is the divine strength or ability to believe in God for unseen supernatural results in every arena of life.

Acts 11:22-24; Romans 4:18-21; 1 Corinthians 12:9; Hebrews 11

(All Teams)

H. Giving

The gift of giving is the divine strength or ability to produce wealth and to give by tithes and offerings for the purpose of advancing the Kingdom of God on earth.

Mark 12:41-44; Romans 12:8; 2 Corinthians 8:1-7, 9:2-7

(All Teams)

I. Healing

The gift of healing is the divine strength or ability to act as an intermediary in faith, prayer, and by the laying-on of hands for the healing of physical and mental illnesses.

Acts 3:1-10, 9:32-35, 28:7-10; 1 Corinthians 12:9, 28

(First Responder, Pastoral Care)

J. Helps

The gift of helps is the divine strength or ability to work in a supportive role for the accomplishment of tasks in Christian ministry.

Mark 15:40-41; Acts 9:36; Romans 16:1-2; 1 Corinthians 12:28

(Experience, First Responder, Food Pantry, Host, Next Steps, Production, Spanish Translation, Store)

K. Hospitality

The gift of hospitality is the divine strength or ability to create warm, welcoming environments for others in places such as your home, office, or church.

Acts 16:14-15; Romans 12:13, 16:23; Hebrews 13:1-2; 1 Peter 4:9

(Café, Exceptional Kids, Food Pantry, Host, Hospitality, Life Changers Kids, Life Group Leader, Next Steps)

L. 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

(Life Group Leader, Pastoral Care)

M. Knowledge

The gift of knowledge is the divine strength or ability to understand and to bring clarity to situations and circumstances often accompanied by a word from God.

Acts 5:1-11; 1 Corinthians 12:8; Colossians 2:2-3

(First Responder, Host, Life Group Leader, Pastoral Care, Spanish Translation)

N. Leadership

The gift of leadership is the divine strength or ability to influence people at their level while directing and focusing them on the big picture, vision, or idea.

Romans 12:8; 1 Timothy 3:1-13, 5:17; Hebrews 13:17

(All Teams)

O. Mercy

The gift of mercy is the divine strength or ability to feel empathy and to care for those who are hurting in any way.

Matthew 9:35-36; Mark 9:41; Romans 12:8; 1 Thessalonians 5:14

(Exceptional Kids, First Responder, Hospitality, Life Changers Kids, Life Group Leader, Pastoral Care)

P. Miracles

The gift of miracles is the divine strength or ability to alter the natural outcomes of life in a supernatural way through prayer, faith, and divine direction.

Acts 9:36-42, 19:11-12, 20:7-12; Romans 15:18-19; 1 Corinthians 12:10, 28

(First Responders, Pastoral Care)

Q. Missionary

The missionary gift is the divine strength or ability to reach others outside of your culture and nationality, while in most cases living in that culture or nation.

Acts 8:4, 13:2-3, 22:21; Romans 10:15

(Life Group Leader, Pastoral Care, Spanish Translation, Social Media)

R. Music/Worship

The gift of music/worship is the divine strength or ability to sing, dance, or play an instrument primarily for the purpose of helping others worship God.

Deuteronomy 31:22; 1 Samuel 16:16; 1 Chronicles 16:41-42; 2 Chronicles 5:12-13, 34:12;

Psalms 150

(Life Changers Kids, Life Changers Worship, Production)

S. Pastor/Shepherd

The gift of pastor/shepherd is the divine strength or ability to care for the personal needs of others by nurturing and mending life issues.

John 10:1-18; Ephesians 4:11-14; 1 Timothy 3:1-7; 1 Peter 5:1-3

(Host, Life Changers Kids, Life Group Leader, Next Steps, Pastoral Care)

T. Prophecy

The gift of prophecy is the divine strength or ability to boldly speak and bring clarity to scriptural and doctrinal truth, in some cases foretelling God's plan.

Acts 2:37-40, 7:51-53, 26:24-29; 1 Corinthians 14:1-4; 1 Thessalonians 1:5

(Life Changers Kids, Life Group Leader, Pastoral Care)

U. Service

The gift of serving is the divine strength or ability to do small or great tasks in working for the overall good of the body of Christ.

Acts 6:1-7; Romans 12:7; Galatians 6:10; 1 Timothy 1:16-18; Titus 3:14

(All Teams)

V. Teaching

The gift of teaching is the divine strength or ability to study and learn from the Scriptures primarily to bring understanding and growth to other Christians.

Acts 18:24-28, 20:20-21; 1 Corinthians 12:28; Ephesians 4:11-14

(Exceptional Kids, Life Changers Kids, Life Group Leader, Pastoral Care)

W. Tongues *(and Interpretation)*

The gift of tongues is the divine strength or ability to pray in a heavenly language to encourage your spirit and to commune with God. The gift of tongues is often accompanied by interpretation and should be used appropriately.

Acts 2:1-13; 1 Corinthians 12:10, 14:1-14

(All Teams)

X. Wisdom

The gift of wisdom is the divine strength or ability to apply the truths of Scripture in a practical way, producing a fruitful outcome and the character of Jesus Christ.

Acts 6:3,10; 1 Corinthians 2:6-13, 12:8

(Exceptional Kids, Host, Life Changers Kids, Life Group Leader, Pastoral Care, Production, Social Media)

WHAT'S NEXT?

1. Identify your WHY.

*WHY you've chosen Life Changers to be your church home
& WHY you want to get more involved*

2. Before next Sunday, watch some content from our Pastor Gregory Dickow, where he shares about the importance of serving and leadership.

Visit lifechangerschurch.com/ns and use the following pages to take notes.

3. Come back next Sunday and get excited to deploy your gifts here at Life Changers Church!



DEVELOP

YOUR GIFTS

DEVELOPING YOUR GIFTS

[illegible]

[illegible]

[illegible]

WHAT'S YOUR WHY?



As you **develop** your gifts, we encourage you to determine your WHY for getting involved at Life Changers and serving God by serving others in this new season. Describe your WHY in a few sentences below.

ADDITIONAL RESOURCES

For some extra inspiration behind the value of serving, check out our bonus resources at lifechangerschurch.com/ns.



DEPLOY

YOUR GIFTS

DEPLOYING YOUR GIFTS

“As each one has received a special gift, employ it in serving one another as good stewards of the manifold grace of God.”

1 Peter 4:10 NKJV

WHAT'S NEXT?

The primary goal of this class is to deploy your gifts by serving on a team. In addition, there are many other next steps you can take.

Be encouraged that this is not a list of religious requirements or in any particular order.

Feel the freedom to explore some additional next steps!

Additional Next Steps:

- Join a Life Group
- Become a giver (tithes & offering)
- Get water baptized
- Invite others to church
- Share your faith
- Participate in outreach opportunities

TO JOIN THE TEAM:

1. GET READY TO THRIVE!

1. Explore different serving departments on page 48, chat with some of our Team Leaders and choose two teams that you are most interested in.
2. Complete & submit your team application.
3. If you are interested in taking any additional next steps, learn more in the DEPLOY section of the Next Steps Class website.
lifechangerschurch.com/ns.
4. Get ready to thrive!

WE CAN'T WAIT FOR YOU TO JOIN THE HIP TEAM!

DEPARTMENTS



*On your application, please chose **one** team you'd like to join.*

OPERATIONS:

The Operations Department oversees all teams that create an exceptional in-person experience. These teams provide a welcoming atmosphere, steward the details, and serve our church family.

- Café Team
- Experience Team
- First Responders Team
- Booth Host Team
- Directional Host Team
- Auditorium Host Team
- Lobby Host Team
- Hospitality Team
- Next Steps Team
- Spanish Translation Team
- Store Team

CREATIVE:

The Creative Department visually expresses the message, heart, and culture of Life Changers Church through the creative arts.

- Photos Team

PASTORAL CARE:

The Pastoral Care Department serves by tending to the specific needs of our church family and our community.

- Food Pantry Team
- Homeless Ministry
- Nursing Home Ministry

PRODUCTION:

The Production Department handles the technical side of the worship experience in-person and online.

- Audio Team
- Lighting Team
- Video Team

NEXT GEN:

The Next Gen Department introduces the next generation to the love and excitement of knowing Jesus on a weekly basis.

- Life Changers Kids
- Exceptional Kids

APPENDIX

BELIEFS



The Inspired Word: The Holy Bible

The Holy Bible, and only the Bible, is the authoritative Word of God. It alone is the final authority in determining all doctrinal truths. It is inspired, infallible, and inerrant. We live by faith in the complete integrity of God's Word.

2 Timothy 3:16; 2 Peter 1:20-21; Proverbs 30:5; Romans 16:25-26; 2 Corinthians 5:6; Hebrews 11:6; 6:19

Trinity

There is one God, eternally existent in three persons: Father, Son, and Holy Spirit. These three are coequal and co-eternal.

1 John 5:7-8; 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, performed miracles, died on the cross for mankind, and thus became sin for us through the shedding of His blood, that we might become the righteousness of God, and saved by His grace. **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

Satan

We believe that Satan was originally created a perfect being, as Lucifer. He rebelled against God. As a result he became depraved, the devil and adversary of God and His people, the leader of a host of angels who fell with him. Satan has been judged and defeated at the cross and awaits his ultimate doom at the conclusion of the Millennial Reign which takes place after the Second Coming of Jesus Christ.

Ephesians 2:2; 1 Thessalonians 3:5; 1 Peter 5:8; Revelation 12:9; 20:1-3; 7-10

The Fall of Man

Man was created good and upright; for God said, “Let us make man in our image, after our likeness!” However, man submitted to the lie of the serpent (Satan) and chose to disobey God, thereby incurring not only physical death but also spiritual death, which is separation from God.

Genesis 1:26-27; 2:17; 3:6; Romans 5:12-19

Love of God

God’s love is the motivation for everything He does. He loved us while we were sinners. His love is unearned and undeserved. He loves us because He is love. And He so loved the world that He gave His only begotten Son, that whoever believes in Him should not perish, but have everlasting life.

1 John 4:8; Romans 5:8; John 3:16

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. Not only are we redeemed from sin, through the blood of Jesus, but we are also redeemed from the curse of the Law and all its effects.

Genesis 1:26-31; 3:1-7; Romans 5:12-21; Galatians 3:13-14

Born-Again

Jesus said, “Unless a man is born again, he cannot see the kingdom of God.” Being born again simply means being re-created by God as a new creation. This happens the moment a person receives Jesus Christ as their Savior.

John 6:44, 65; Matthew 19:28; Titus 3:5

Salvation. Grace Saves us!

We are saved 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 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 our response or reflex to the gospel and the goodness of God. It means to change your thinking, which changes your direction. God gives us the gift of repentance empowering us to turn from wrong thinking and wrong believing; and turn to Him in faith; leading us to a life of Spirit-inspired obedience.

Romans 2:4; Acts 3:19; 2 Timothy 2:25

Sanctification—Spirit, Soul & Body

Sanctification is the ongoing process of yielding to God's Word and His 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; 2 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. His blood brings us into an unbreakable covenant with God.

1 John 1:7; Revelation 1:5; 5:9; Colossians 1:20; Romans 3:10-12, 23; 5:9; John 1:29; Hebrews 9:15-20; Hebrews 8:12

Jesus Christ Indwells All Believers

When anyone receives Jesus Christ into their lives, they become a child of God and the Holy Spirit dwells within them. They put their trust in what Jesus accomplished for them when He died, was buried, and rose again from the dead. They are empowered to yield to the Holy Spirit's leadership and direction for their lives.

John 1:12; John 14:17, 23; Romans 8:11; Revelation 3:20; 2 Corinthians 3:18

Baptism in the Holy Spirit

All believers are entitled to, should ask for and expect “the promise of the Father” (Acts 1:5-8). The baptism in the Holy Spirit gives empowerment to preach the gospel boldly; and the physical sign of speaking with other tongues. (Acts 2:4; 10:46; 19:6). In every case when someone was baptized in the Holy Spirit, they also spoke in tongues—a heavenly language given for personal prayer and prophetic encouragement. This was the normal experience of all in the early Christian church. God will not force it upon you. He is a Gentleman.

The purpose:

(1) Enables believers to evangelize in the power of the Spirit with accompanying supernatural signs

Mark 16:15-20; Acts 4:29-31; Hebrews 2:3-4

(2) Adds a necessary dimension to worshipful relationship with God

1 Corinthians 2:10-16; 12; 13; and 14

(3) Enables believers to walk in the full expression of gifts and ministries as in New Testament times for the edifying of the body of Christ

Galatians 5:22-26; 1 Corinthians 12:28; 14:12; Ephesians 4:11-12; Colossians 1:29

Also, with the baptism in the Holy Spirit comes such experiences as an overflowing fullness of the Spirit (John 7:37-39; Acts 4:8), a deepened reverence for God (Acts 2:42-43), and a more active love for Christ, for His Word, and for the lost (Mark 16:20).

Luke 11:13; Mark 16:17; Acts 1:5-8; 2:1-4, 38-39; 8:14-17; 10:38; 10:44-47; 19:1-6

The Gifts of the Holy Spirit

With the Holy Spirit also comes the power for life and service, access to the gifts and their uses in the work of the ministry (Luke 24:49; Acts 1:4; 1 Corinthians 12:1-31). The Holy Spirit gives a variety of spiritual gifts to build and edify the church and confirm the power of the Gospel. The gifts may occur in various combinations. All believers are instructed to earnestly desire the manifestation of the gifts in their lives. These gifts are always available and always operate in harmony with the Scriptures. They should never be used in a way that is contrary to biblical patterns.

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 and Its Mission

A. The Church is the Body of Christ, where God lives inside of each one of us as members of His Body. Every person who is born of the Spirit is an integral part of the Church as a member of the body of believers. God places every believer in a church family, just as each of us is born into a specific family. We should gather together regularly to grow, be equipped, and serve God's people.

B. Since God's purpose concerning man is to seek and to save that which is lost, to be worshiped by man, and to build a body of believers in the image of His Son, the priority reason-for-being a part of Life Changers church family is:

1. **To be an agency of God for evangelizing the world**
Acts 1:8; Matthew 28:19-20; Mark 16:15-16
2. **To be a corporate body in which people can worship God**
1 Corinthians 12:13
3. **To build a body of believers being conformed to the image of His Son**
Ephesians 4:11-16; 1 Corinthians 12:28; 14:12
4. **To develop servant leaders who walk in their God-given purpose in the church family and as ambassadors to this world**

The Ministry

A divinely called and scripturally ordained ministry has been provided by our Lord for the threefold purpose of leading the Church in:

1. **Evangelization of the world**
Mark 16:15-2
2. **Worship of God**
John 4:23-24
3. **Building a body of saints being perfected in the image of His Son**
Ephesians 4:11-16

Ephesians 1:22; 2:19-22; Hebrews 12:23; John 17:11, 20-23; 1 Corinthians 12:18; Acts 2:42-47

Sacraments

The Lord's Supper: A celebration of communion in the presence of God when the elements of bread and wine/grape juice (the Body and Blood of the Lord Jesus Christ) are taken in sharing the divine nature of our Lord Jesus Christ (II Peter 1:4); a remembrance of His suffering and death (I Corinthians 11:26); an activating of His blessing and power. (Mark 5:28); and a declaration of His second coming (I Corinthians 11:26) "until He comes!"

Matthew 26:26-29; 1 Corinthians 10:16; 11:23-25

Water Baptism: Following faith in the Lord Jesus Christ, the new convert is instructed 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 (also referred to as the name of the Lord Jesus Christ).

Matthew 28:19; Acts 2:38; Mark 16:16; Acts 8:12, 36-38; 10:47-48

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

Child Dedication: Since water baptism is an outward expression of an inward work of grace, we do not practice infant baptism. However, we do encourage presenting our children to the Lord in child dedication and blessing until they are old enough to make their own choice and decision.

Luke 2:27; Mark 10:13-16

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 gifts of the Spirit.

Psalms 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: spirit, soul & body. Because of the fall of Adam & Eve, sickness and the curse entered into the world. Christ redeemed us from sin and the curse, so that the blessing and benefits of God's will could go into effect in our lives. Though we have all experienced the effects of sin and the curse, all believers should seek the full benefits of Christ's provision in order to glorify what Jesus did on the cross, and better serve others.

- **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

Heaven

Heaven is the eternal dwelling place for all believers in the Gospel of Jesus Christ.

Matthew 5:3, 12, 20; 6:20; 19:21; 25:34; John 17:24; 2 Corinthians 5:1; Hebrews 11:16; 1 Peter 1:4

Hell

After living one life on earth, those who rejected Jesus' sacrifice on the cross, will be judged and sent to Hell where they will be eternally tormented with the Devil and the Fallen Angels. It is not God who SENDS people to Hell. It is His will that none perish but all come to repentance. But when a person rejects the only sacrifice that can deliver them from sin, it is their sin that actually SENDS them to Hell. God is a God of compassion and love. He has provided salvation, but it's up to people to receive it. That's why it's so important that we spread the gospel to the world, one life at a time.

Matthew 25:41; Mark 9:43-48; Hebrews 9:27; Revelation 14:9-11; 20:12-15; 21:8; 2 Peter 3:9;
Mark 16:15

The Blessed Hope

The resurrection of those who have fallen asleep in Christ and their translation together with those who are alive and remain unto the coming of the Lord is the imminent and blessed hope of the church (I Thessalonians 4:16-17; Romans 8:23; Titus 2:13; I Corinthians 15:51-52). Both the saved and the lost will be resurrected; those that are saved to the resurrection of life and those that are lost to the resurrection of eternal damnation.

Acts 24:15; 1 Corinthians 15:42, 44; Philippians 1:21-23; 3:21

The Millennial Reign of Christ

The Word of God promises the catching away of the believers, followed by the great tribulation, and then the return of our Lord with His saints and holy angels in power and great glory to reign on earth a thousand years. This millennial reign will bring the salvation of national Israel (Ezekiel 37:21-22; Zephaniah 3:19-20; Romans 11:26-27) and the establishment of universal peace (Isaiah 11:6-9; Psalms 72:3-8; Micah 4:3-4).

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 New Heaven and the New Earth

“We, according to His promise, look for new heavens and a new earth wherein dwelleth righteousness.”

2 Peter 3:13; Revelation 21:1

Race

God created all men equal in value and imputed upon them dignity and the Imago Dei (Image of God). Attempts to identify, treat, or view certain people or groups as lesser members of the body of Christ or of humankind are an affront to our Creator. Racism in all its forms is wrong, for it grounds the identity and security of human life in self, rather than God, in creature rather than the Creator, apart from whom a human being has no identity or value. Paul said, in Christ, we judge no man after the flesh any longer (2 Corinthians 5:16). We believe prejudice is a demonic attempt to reverse creation, and devalue what God has valued. Secondly, racism is an attempt to reverse the redemptive act of Jesus. In Christ, God became a Man and so identified Himself fully with every member of the humanity in whatever nation or culture they may be found. Through His grace, Jesus Christ has removed all barriers that stand between human beings, giving reconciliation through His cross.

Genesis 1:26-27; 9:6; John 13:35; 15:12-13; Acts 17:24-26; 1 Corinthians. 1:13; Galatians 3:26-28; Ephesians 2:13-16; 1 Timothy 2:3-6; 1 Peter 1:22; 1 John 2:9-10

Tithes and Offerings

God set up an economic system that works for everyone. He created us to walk in the fullness of His blessing and provision. Generosity and sacrificial giving are a part of His Kingdom—God’s system of doing things (Matthew 6:33, Luke 6:38). Tithing was the first act of financial stewardship modeled by Abraham—in his relationship with the high priest, Melchizedek (a type and shadow of Christ). Abraham was the first to receive the gospel (in advance, Galatians 3:8). And we are called to follow the steps of faith that he took—Romans 4:12. The vision of the New Testament Church, its varied ministries, purposes and mission are fulfilled through the tithes and offerings of the believers.

Matthew 23:23; I Corinthians 16:1; II Corinthians 9:6-7

TEAM EXPECTATIONS

We Are Present

We attend church, even on weeks we're not serving.

We Lead By Example

Our actions and attitudes reflect the heart of our church, both in and out of our roles.

We Start Strong

We show up on time, ready to serve, honoring the commitment we've made to the team.

We Communicate

If we are unable to serve, we let our leaders know as soon as possible to ensure the team is supported.

We Embrace Feedback

We all have blindspots, so we welcome and value feedback from our leaders to grow.

We Serve With Joy

We are thermostats, not thermometers. We don't just reflect the temperature — we set it with our smile, enthusiasm, and a can-do spirit.

We Look Out For Each Other

We reject gossip and negativity, and we protect the unity—because where there's unity, God commands His blessing (Psalm 133).

We Spend Time With God

We prioritize our relationship with God and spend time with Him daily. We can't lead our church to intimacy with Jesus if we aren't intimate with Him ourselves.

TEAM CULTURE



A Culture of Vision

Vision is the foundation for everything we do, how we do it, and most importantly, WHY we do what we do. The immense impact this vision has on the eternal destiny of countless lives simply cannot be ignored.

"Without a vision, the people perish..." Proverbs 29:18.

A Culture of Can

We believe it CAN be done. There is no "can't" in our organization or mindset. We will be solution-minded, not problem-centered. We will seek to live without complaint. Negativity is our enemy. We choose to fast from negative thoughts, attitudes and words. We choose to live by faith in our lives and our organization.

A Culture of Love

Only God's LOVE can change this world. Covering the earth with the LOVE of the Father begins at home where we will believe in the love God has for us until it flows out of our expressions, our speech and our actions. LOVE GIVES. We will give with extravagant generosity. LOVE SERVES. We will serve with uncommon sacrifice. LOVE COVERS. We will cover one another and expose the real enemy, the devil. We will avoid all gossip and negative speech about one another at all cost.

A Culture of Change

It's in our DNA & in our name. We know that nothing alive stays the same forever. We will be flexible and adapt without complaint as change comes.

A Culture of Innovation & Creativity

There is always a better way; and a way to get better. We will continually seek it. We will never say: "That's the way we've always done it." We will challenge small thinking, find creative solutions to every problem and focus on unlimited resourcefulness rather than limited resources.

A Culture of Collaboration

It's all about TEAM. Together Everyone Achieves Miracles. We will tear down silos, and operate as one unit. We will respect the individual demands on one another, but will never put our individual responsibilities above the goal of the team or the success of our church.

A Culture of Celebration

The chief end of man is to glorify God and enjoy Him forever! Life is to be a celebration of forgiveness and relationship with God, which spills over into the celebration of one another. We are not ignorant of the task at hand; and problems that exist, but we will make the workplace and ministry a joy to be a part of every day.

A Culture of Commitment

We will NOT STOP SHORT. We will be committed to God; to the vision of our church; and to one another. Commitment means follow through. Follow through is the completion of a movement without stopping short. We will not stop until the job is done right.

A Culture of Excellence

We will not settle for second best of ourselves or one another. We will only accept the best version of ourselves, our church and ministry. Therefore we will embrace critique. We will look for it, and ask for it. And we will not be offended when it comes.

A Culture of Personal Responsibility

We will never say "that's not my job" or "no one ever told me to do that". We will all pick up trash. We will all offer help in any area of the church, department-related or not. We are always looking for ways to make Life Changers a better place. We will not seek to be right, but rather to make things right.

A Culture of Accountability

ABC = Accountability Breeds Champions. We will be accountable to God, our values, our leaders and one another. We will be open and transparent when we are struggling. When something goes wrong, we will OWN it, fix it and not blame anyone for it.