

STEP
TWO

LOVE. GROW. SERVE. GO.

W H O Y O U A R E

*step***TWO**

FOR WE ARE GOD'S WORKMANSHIP,
CREATED IN CHRIST JESUS FOR GOOD WORKS.

EPHESIANS 2:10

OUR HOPE FOR YOU

Today at STEP TWO, our hope is that you understand how your uniquely designed personality, along with the spiritual gifts God has given you, help reveal the path to God's plan for your life. Proverbs 25:2 says it is God's privilege to conceal things and our privilege to discover them. So today, we want to discover what God wants to do through you to make a positive difference in the world around you.

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

THE GOAL OF THIS CLASS:

The goal of this class is a two-part understanding of God's purpose.

First, my goal is to discover how my God-given design helps to reveal my destiny.

Second, I want to discover the amazing potential of my life.

If you can do those two things today, you'll walk out of here on a road to fulfillment in God's Kingdom that you never thought possible. Because your design, your destiny, and your potential set you up to do what Jesus did, to love like Jesus loved, and to make a difference as Jesus made a difference.

“Most assuredly, I say to you, he who believes in Me, the works that I do he will do also; and greater works than these he will do, because I go to My Father.” John 14:12

DISCOVERING YOUR PERSONALITY

1. Examining Four Personality Types

“D”	<u>dominant</u>	3%
“I”	<u>influential</u>	11%
“S”	<u>steady</u>	69%
“C”	<u>compliant</u>	17%

“I will praise you, for I am fearfully and wonderfully made.” Psalm 139:14

2. Elements that Help to Develop Your Personality

There are four things that contribute to the development of your personality.

- Family History – the way you were raised
- Training – the things you’ve been taught
- Mentors – the people who taught you
- Life Experiences – the life you’ve lived

THEREFORE IF ANYONE IS IN CHRIST
HE IS A NEW CREATION
OLD THINGS HAVE PASSED AWAY
BEHOLD ALL THINGS HAVE BECOME NEW!

2 CORINTHIANS 5:17



THE PERSONALITY ASSESSMENT

On the following pages, you'll uncover the truth about the way God made you. Shy, outgoing, loud, quiet...it's all part of God's plan to use you to make a difference. And God doesn't make mistakes. As we go through the questions that follow, answer quickly and go with your first response. There is no right answer or wrong answer. Why? Because the way God created you unlocks the door to what God wants to do through you!

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 above others or myself.	1	2	3	4	5
I am motivated by accomplishment.	1	2	3	4	5

2. Total _____	Never	Rarely	Sometimes	Often	Always
I enjoy influencing and inspiring 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

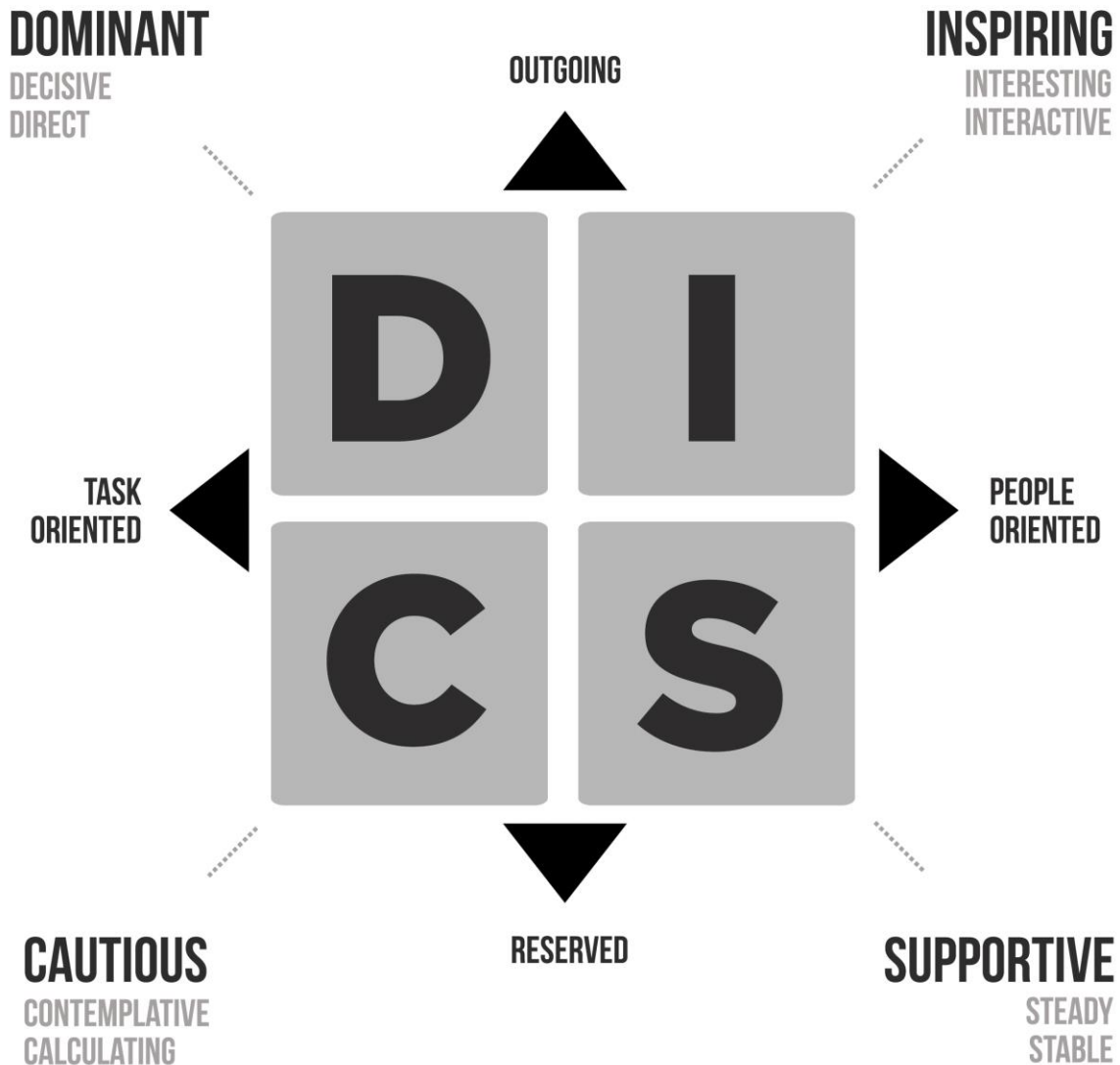
3. Total _____	Never	Rarely	Sometimes	Often	Always
I thrive in stable environments vs. changing ones.	1	2	3	4	5
I prefer specifics over generalizations.	1	2	3	4	5
I enjoy small groups of people.	1	2	3	4	5
I prefer being on a team over leading the team.	1	2	3	4	5
I am motivated by stability and support.	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



THE WAY GOD
CREATED YOU
UNLOCKS THE
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DISCOVERING YOUR PERSONALITY



DISCOVERING YOUR PERSONALITY

D

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

I

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

S

“S”s are steady and more reserved. Because they are stable and predictable, they do not like change, and they thrive in secure, non-threatening environments. They 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. Their greatest fear, however, is loss of security, and their possible weaknesses naturally include not only resistance to change, but also difficulty adjusting to it. They can also be too sensitive to criticism and unable to establish priorities. In order to avoid being taken advantage of, “S”s need to be stronger and learn how to say “no.” They also like to avoid the limelight, but when given an opportunity to genuinely help others, they will gladly rise to the occasion. They feel most valued when they have truly helped someone.

C

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

D/I

“D/I”s are curious conclusers who place emphasis on the bottom line and work hard to reach their goals. They are more determined than they are inspirational, yet their high expectations and standards for themselves and those around them typically causes them to make quite an impact, motivating others to follow them. They have an array of interests and can become distracted by taking on too many projects. They often need to focus, prioritize, and simply slow down. Because “D/I”s thrive on activity and forward motion, they like to accomplish tasks through a large number of people.

Biblical Examples: Joshua (Joshua 1), Noah (Genesis 6-9), Sarah (Genesis 16, 1 Peter 3:6)

I/D

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

Biblical Examples: John the Baptist (Luke 3), Peter (Matthew 16 and 26, Acts 3), Rebekah (Genesis 24)

S/D

“S/D”s are quiet leaders who can be counted on to get the job done. They perform better in small groups and do not enjoy speaking in front of crowds. Though they can be soft- and hard-hearted at the same time, they enjoy close relationships with people, being careful not to dominate them. Challenges motivate them, especially ones that allow them to take a systematic approach. Because this personality style tends to be determined, persevering through time and struggles, they benefit from encouragement and positive relationships.

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

C/D

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

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

DISCOVERING YOUR PERSONALITY

D/S

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

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

D/C

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

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

I/S

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

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

I/C

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

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

S/I

“S/I”s are inspirational counselors who exhibit warmth and sensitivity. Tolerant and forgiving, they have many friends because they accept and represent others well. Their social nature and desire to be likable and flexible makes them inclined to be overly tolerant and non-confrontational. “S/I”s will benefit from being more task-oriented and paying more attention to detail. Kind and considerate, they include others and inspire them to follow. Words of affirmation go a long way with this personality type, and with the right motivation, they can be excellent team players.

Biblical Examples: Mary Magdalene (Luke 7:36-47), Barnabas (Acts 4, 9, 11-15), Elisha (1 Kings 19, 2 Kings 2-13)

S/C

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

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

C/I

“C/I”s pay attention to the details. They tend to impress others by doing things right and stabilizing situations. Not considered aggressive or pushy, they enjoy both large and small crowds. Though they work well with people, they are sometimes too sensitive to what others think about them and their work. They could benefit from being more assertive and self-motivated. Often excellent judges of character, they easily trust those who meet their standards. They are moved by genuine and enthusiastic approval as well as concise and logical explanations.

Biblical Examples: Miriam (Exodus 15-21, Numbers 12:1-15), Ezra (Ezra 7, 8)

C/S

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

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

OPPORTUNITIES FOR PERSONAL GROWTH

If you are a “D” – Dominant, Direct, Task oriented, Decisive, Organized, Outgoing, Outspoken

- A. Strive to listen to other people more attentively.
- B. Try to be less controlling and domineering.
- C. Develop a greater appreciation for the opinions, feelings and desires of others.
- D. Put more energy into personal relationships.
- E. Show your support for the other team members.

If you are an “I” – Influential, Interested in people, Witty, Easygoing, Outgoing, People oriented

- A. Weigh the pros and cons before making a decision; be less impulsive.
- B. Remember to help with tasks more.
- C. Exercise control over your actions, words and emotions.
- D. Focus more on details and facts.
- E. Remember to slow down your pace for other people.
- F. Talk less; listen more.

If you are an “S” – Steady, Stable, Analytical, People oriented, Introverted

- A. Consider how change is healthy. Try to change more willingly.
- B. Be more direct in your interactions.
- C. Focus on overall goals of your family or group rather than specific procedures.
- D. Deal with confrontation constructively.
- E. Develop more flexibility.
- F. Try to show more initiative.

If you are a “C” – Compliant, Competent, Task oriented, Goal oriented,
Introverted

- A. Concentrate on doing the right things – not just doing things right.
- B. Be less critical of others’ ideas and methods.
- C. Respond more quickly to accomplish others’ goals.
- D. Strive to build relationships with other people and family members.
- E. Be more decisive.
- F. Focus less on facts and more on people.

DISCOVERING YOUR SPIRITUAL GIFTS

*“Now concerning spiritual gifts, brethren,
I do not want you to be ignorant.”
1 Corinthians 12:1*

The second assessment that follows will help you discover your spiritual gifts. And yes, you do have them!

Spiritual gifts are not natural aptitudes, they are not your strengths or abilities, they are not character traits, they aren’t titles or positions you’ve been given. Spiritual gifts are God-given. And they were given to you by God for a purpose. They are “spiritual” gifts because they go far beyond your natural gifting!

As you go through the following test, prayerfully consider the results and what God could be speaking to you.

As in the first assessment, go with your first response. Don’t talk yourself into or out of an answer. The more honest you are, the more accurate your results will be.

SPIRITUAL GIFTS QUESTIONS

1. I like organizing services and events.
2. I enjoy starting new churches.
3. Working with my hands is fun for me.
4. I can tell when someone is not sincere.
5. I pray for lost people daily.
6. Encouraging others is a high priority in my life.
7. Believing God for our daily needs is important to me.
8. Influencing others for the kingdom of God through finances is extremely important to me.
9. I look for opportunities to pray for the sick.
10. I enjoy doing the little things that others do not.
11. Having people over to my house is something I do often.
12. Spending hours in prayer for other people is very enjoyable to me.
13. Education is very important to me.
14. I tend to motivate others to get involved.
15. My heart hurts 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 instrument.
19. Caring for the hurting is paramount in my eyes.
20. The willful sin of others really aggravates me.
21. I enjoy serving behind the scenes.
22. I like creating outlines of the Bible.
23. God has used me to interpret a heavenly language.
24. I enjoy the book of Proverbs more than any other book in the Bible.
25. I am passionate about managing details.
26. I prefer to pioneer new ministry projects.
27. I consider myself a craftsman or craftswoman.
28. I sense when situations are spiritually unhealthy.
29. I am greatly concerned about seeing the lost saved.
30. I try to come across loving and caring.
31. Asking God for a list of big things is exciting to me.
32. I find ways to give offerings above my tithe.
33. I believe miraculous healing is for this day and age.
34. Helping others is one of my highest achievements.
35. Creating a warm and welcoming home is important to me.
36. I am burdened to pray for situations in the world.
37. People seek me out to learn more about the Kingdom of God.
38. I prefer to take the lead whenever necessary.
39. I'm very sensitive to sad stories.
40. Miracles often happen when I'm nearby.
41. 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 with sin in their life is not hard.
45. It bothers me when people sit around and do nothing.
46. I share Biblical truth with others in hopes of their personal growth.
47. I pray in tongues daily.
48. When I study scripture God gives me unique insights.
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 rewarding to me.
52. I can pinpoint issues or problems before others.
53. I enjoy sharing the gospel with a total stranger.
54. I look for ways to be an encouragement to other people.
55. I trust that God has my back in every situation.
56. Making more money means 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 describe me as a prayer warrior.
61. I enjoy knowing biblical details and helping others to understand.
62. I delegate responsibilities to accomplish tasks.
63. I am motivated to help those who are less fortunate.
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 walking with someone in times of difficulty.
68. I enjoy hearing passionate and clear preaching of the truth.
69. I like to do small things that others pass over.
70. I prefer to teach the Bible topically rather than verse by verse.
71. Praying in the Spirit is encouraging and important to me.
72. When faced with difficulty I tend to make wise decisions and choices.

SPIRITUAL GIFTS RATINGS

1 Almost Never

2 Seldom

3 Sometimes

4 Frequently

5 Almost Always

			Total	Gifts
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. _____

GIFT DEFINITIONS AND SCRIPTURE REFERENCES

The following contains definitions of the Spiritual gifts. While not meant to be dogmatic or final, these definitions and supporting scriptures do correspond to characteristics of the gifts as expressed in the Gifts Questionnaire.

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

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

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

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

E. EVANGELISM

The gift of evangelism is the divine strength or ability to help non-Christians take the necessary steps to becoming a born-again Christian. Acts 8:5-6, 8:26-40, 14:21, 21:8; Ephesians 4:11-14

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

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

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

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

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

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

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

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

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

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

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

Q. MISSIONARY

The gift of missions 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

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; Psalm 150

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

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

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

V. TEACHING

The gift of teaching is the divine strength or ability to study and learn from the Scriptures primarily to bring understanding and depth to other Christians. Acts 18:24-28, 20:20-21; 1 Corinthians 12:28; Ephesians 4:11-14

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

X. WISDOM

The gift of wisdom is the divine strength or ability to apply the truths of Scripture in a practical way, producing the fruitful outcome and character of Jesus Christ. Acts 6:3,10; 1 Corinthians 2:6-13, 12:8

PUTTING IT ALL TOGETHER

“Therefore we also, since we are surrounded by so great a cloud of witnesses, let us lay aside every weight, and the sin which so easily ensnares us, and let us run with endurance the race that is set before us, looking unto Jesus, the author and finisher of our faith.”

Hebrews 12:1-2

1. Think about the results. Does this make some things make sense? Does this give you a better insight to your strengths and weaknesses?
2. Consider the opportunities. Does this clarify some ways and places you can make a difference?
3. Find ways to grow. Join the Dream Team and serve in an area where your gifting is an asset. Join a Bridge Group where you can learn more and grow in your gifting!

What is my personality type and leadership style?

_____ (D, I, S, C) _____ (People or Task Oriented)

What are two primary spiritual gifts or natural abilities I have?

1. _____ 2. _____

What two areas am I experienced in and/or most passionate about?

1. _____ 2. _____

Based on the answers, with what type of ministry/team could I connect?

FOR YOUR REFERENCE, WE'VE INCLUDED A LIST OF TEAMS YOU CAN GET INVOLVED IN UPON COMPLETION OF FIRST STEPS.

Attendance Team: Join this team if you have a passion for record keeping and help us keep accurate records of attendance and provide reports for service counts!

Baptismal Team: This team works behind the scenes to ensure the baptistery area is ready each service for baptisms and provides assistance for those wishing to be baptized.

Beautification Team: This team works diligently behind the scenes to maintain a spirit of excellence in every area of our church. If you like making sure the House of God is clean and neat inside and out then this team is for you!

Bereavement & Benevolence Team: This team ministers to our members when they welcome new babies, experience sickness, surgeries, loss of family members or other life events that may happen. If you like to assist in sending plants/gifts, funeral preparation, serving meals on site, providing hospitality or support on behalf of the church to those in need, then this ministry is for you!

Bible Study Team: This team offers Bible Studies by reaching out to new converts and other interested people and presenting the Gospel in comfortable spaces whether that be in homes, coffee shops or restaurants.

Bridge Group Leadership: We believe that real life change takes place in the context of relationships. As a Bridge Group Leader, you have the greatest opportunity to connect with others, fulfill your passions, develop your gifts and live out the Great Commission.

Bridge Kids: This team welcomes families as they arrive at our Kids areas and facilitates the check-in process that ensures children are cared for effectively and efficiently. They create an environment where children are consistently exposed to the real love of Jesus. They intentionally invest in the lives of our children through worship, action songs, puppet shows, Bible lessons, skits,

games and more.

Bridge Students: Join the team that is building the next generation where you will encounter dynamic student worship services and experiences and life-changing activities!

Bus Ministry: This team reaches the community by providing transportation to and from weekly services for families with transportation difficulties.

Chair Management Team: Join the team that is responsible for ensuring our facilities are ready to go for the next service or event!

Creative Content Team: Join this team if you are interested in photography and/or social media! There are lots of opportunities to assist with social media posts, videography and other fun things to ensure that our social media presence reflects to the best of our ability the spirit of our services, as well as, the mission and calling of our church!

Data Entry Team: If you like inputting information into various softwares including Word, Excel, Planning Center, Basecamp, etc. you will love serving in this area!

Décor & Event Planning Team: If you have a knack for decorating then this team is for you! Not only will you have the opportunity to showcase your decorating skills but you can put your organizational expertise to the test by managing any one of our many events and special occasions throughout the year!

Facebook Live Team: This is ministry through Facebook to members nearby and guests from afar. We love posts and respond with care to those who watch our services and events live online!

First Steps Team: This team greets guests and provides materials and assistance throughout our four First Steps classes which are held on Sunday morning in our Admin Building.

Greeter Team: This friendly team loves people and makes them feel at home here at The Bridge. They welcome guests with a smile, encouragement, and personal touch so that hearts are open to the Gospel message.

Instagram Team: If you enjoy capturing great footage within each service that gets posted via stories on Instagram then this team is for you!

Livestream Team: If your comfort zone is behind the scenes then helping run our service livestream may be just the place for you! This position requires being tech savvy and having an aptitude for music.

Lyrics Team: If you enjoy ministering by way of posting lyrics to songs, scriptures for messages and multimedia items via projector screens through our Pro Presenter software in a timely fashion to the congregation then this is the right place for you!

Meal Train Team: This team ministers to church families in need by preparing a meal (to be delivered) for during hard times or happy times, such as an extensive surgery recovery or welcoming a new bundle of joy.

Medic Team: Do you have medical training and/or experience? Then this team may be a good fit! Our Medic Team helps in times of medical emergency during services and/or events.

Mics & Packs Team: This team helps ensure microphones and audio packs are ready to go for each service. If you like to assist behind the scenes then this job is for you!

Ministerial Care Team: If you like preparing and delivering gift bags and baskets for visiting ministers and special guests then this team is for you!

Parking Team: This fun and enjoyable team is truly the first impression of The Bridge! If you relish the great outdoors, can rock a safety vest, and enjoy telling people where to go with a smile, this is the team for you!

Photography Team: If you like capturing great moments, memories and fresh content for our church through the lens of a camera then this team is for you!

Pop Sign Team: This Team energetically welcomes members and guests as they arrive for our Sunday services.

Sanitization Team: This team keeps our facilities sanitized during and after services. Serving opportunities include regular services, conferences and special events!

Security Team: Do you have a desire to help keep our facilities safe and secure during worship services and special events? Then this team might be for you!

Service Translation Team: This team greets, answers questions, and assists with translation for guests who do not speak English. If you're fluent in Spanish, or another language along with English, consider serving here!

Setup/Tear Down Team: This team helps to setup and tear down tables, chairs and anything needing to be relocated, as needed, for overall layout of events. Prepare for a little heavy lifting before or after services and/or special events!

Sound Team: Bring your creativity and tech savvy to this team that reaches thousands by delivering the Word and worship through audio engineering.

Usher Team: These mighty men and women prepare people for a positive worship experience by welcoming and assisting them to a seat, facilitating the offering and maintaining a distraction-free environment.

Videography Team: If you like using your creativity through videography then this team might be for you! Our Videography Team helps to capture video footage, edit footage and present it in a polished manner of our services, special services and events.

Students download the Church Center App here:



APPENDICES

APPENDIX 1:

ANSWER KEY

Pg. 52: Spirit-Filled, Helper, Teacher

Pg. 53: Bible-Based, Accept, Receive, Respond, Others-Focused

Pg. 54: Vision-Driven, Giving, Time, Talent, Treasure

Pg. 56: Joyful, Honor

Pg. 65: Family

Pg. 66: Lifeline, Foundation, Place

Pg. 67: Connection, Relationships, Honor, Celebration

APPENDIX 2:

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Follow-up Team: This team follows-up with all guests to The Bridge through bringing a gift to their home and sharing our appreciation for their visit; encouraging them to visit again.

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APPENDIX 3:

PRAYER GUIDE

...Your kingdom come, your will be done, on Earth as it is in heaven...

Matthew 6:10

But you shall receive power when the Holy Spirit has come upon you; and you shall be my witnesses in Jerusalem, and in all Judea and Samaria, and to the end of the earth. Acts 1:8

Leaders of Our Country

- President & Vice President
- Supreme Court Justices
- U.S. Senators (Louisiana)
- U.S. Representatives (Louisiana)

Leaders of Our State

- Governor
- Lieutenant Governor
- Secretary of State

Leaders of Our Church

- Organizational Leadership –General Superintendent, General Secretary-Treasurer
- District Leadership – District Superintendent, District Secretary
- Church Leadership
 - Rev. Jonathan & Sis. Julie Haygood, Pastors
 - Rev. Hilton & Laura Richard, Assistant Pastors
 - Rev. Justin W. Rice, Church Administrator

- Rev. Chris & Marissa Broussard, Bridge Kids Pastors
- Jermaine & Leeshia Chisem, Bridge Students Pastors
- Milton d'Augereau & Harold Green, Board Members

- Staff Families
 - James (Pastor's Assistant) & Katie Haygood
- First Steps & Dream Team Directors and Leaders

Our Vision

- **LOVE.** Pray that all of us could come to love God with all our hearts. Pray for the lost to be saved and feel the love of Jesus Christ in our Weekend Services.
- **GROW.** Pray for leaders, groups, and the four Hubs of bridge groups (Men, Women, Bridge Students, Bridge Kids)
- **SERVE.** Pray that through our Growth Track process, people would take their next steps into service.
- **GO.** Pray for all those who serve on the Dream Team in taking the Gospel into the world around us.

The Bridge Ministries

- Education Ministries
 - Bridge Kids
 - Bridge Students
- Hospitality Ministries
 - Beautification
 - Parking & Ushers
 - Greeters
 - Baptismal Team
 - Follow-up Team
 - Bereavement Team
 - Ministerial Care
- Evangelism Ministries
 - Transportation Ministry
 - Bible Studies

- Ministerial Ministries
 - Licensed Ministers
 - Unlicensed Ministers
 - Bridge Groups
- Music Department
- Ladies Department
- Men's Department

APPENDIX 4:

QUESTIONS ABOUT TITHING

What is tithing?

“Tithe” means “a tenth part.”

What is the difference between a tithe and an offering?

A “tithe” is giving the first tenth of my income.

An “offering” is anything I give in addition to my tithe.

Why should I tithe?

Because God commands it.

“A tenth of all you produce is the Lord’s.”

Leviticus 27:30

Because Jesus commanded it.

“Yes, you should tithe, and you shouldn’t leave the more important things undone either.”

Matthew 23:23

Tithing demonstrates that God has first place in my life.

“The purpose of tithing is to teach you to always put God in first place in your lives.”

Deuteronomy 14:23 (LB)

Tithing reminds me that everything I have was given to me by God.

“Always remember that it is the Lord your God who gives you the ability to produce wealth.”

Deuteronomy 8:18

Tithing expresses my love to the Lord.

“Each of you should bring a gift in proportion to the way the Lord your God has blessed you.”

Deuteronomy 16:17

God says that refusing to tithe is stealing from Him.

“God says ‘Will a man rob God? Yet you are robbing me!’ But you ask, ‘How do we rob you?’ God says ‘In tithes and offerings ... Bring your whole tithe to My house.’ ” Malachi 3:8-10

Tithing gives God a chance to prove He exists and wants to bless you.

“Bring your whole tithe to My storehouse. Test me in this” says the Lord, “and see if I will not throw open the floodgates of heaven and pour out so much blessing that you won’t have room enough for it!” Malachi 3:10

What should I tithe?

The tithe should come from the first part of what I earn.

“Honor the Lord by giving him the first part of all your income.”

Proverbs 3:9-10

Where should I give my Tithe?

The tithe should be given where I worship.

“Bring your whole tithe to My Storehouse (Temple).”

Malachi 3:10

When should I Tithe?

The tithe should be given weekly.

“On the first day of every week, set aside some of what you have earned and give it as an offering. The amount depends on how much the Lord has helped you earn.”

1 Corinthians 16:2 (LB)

APPENDIX 5:

How to Start and Maintain Good Habits:

Step One: Desire

You must start with a strong desire. You must be internally motivated. External motivations don't last. If you start only half-heartedly, you will never make it to the success point.

Step Two: Decide

Begin right now! Don't wait. Don't procrastinate. You don't slide into a new habit. "One of these days" never arrives. You must have a starting point. It's easier to break a bad habit today than it will be tomorrow!

Step Three: Declaration

Announce your intentions publicly. Make a covenant or resolution. The power of a vow is awesome. It is particularly powerful if you put your commitment in writing.

Step Four: Determination

Never allow an exception until the new habit is securely rooted in your life. Each lapse will be fatal. A single slip unwinds many turns at first. Continuity and success at the start is essential. Never be swayed by "just this once." The act of yielding weakens the will and reinforces your lack of self-control. It takes 3 weeks to become comfortable with a new habit and it takes another 3 to 4 weeks (doing it daily) for it to become a part of your life.

Step Five: Just Do It!

Whenever you feel the slightest urge or prompting to practice this new habit - DO IT THEN! Don't wait. Seize every opportunity to reinforce your habit. Those feelings will not last, so whenever you feel inclined to perform your new habit, do so!

Step Six: Double Up

Get a partner who will support you and encourage you. Find someone who is willing to hold you accountable and check up on you, especially in the early days before the habit is firmly rooted in your life.

Step Seven: Depend on God

Rely on God's power to help you establish the habit. Remember, Satan does not want you to develop habits that help you grow spiritually and make you like Christ, so he will do all he can to tempt you, cause you to slip, or discourage you. Pray!

APPENDIX 6:

How to Apply Biblical Truth:

1. Explore the passage.

What did it mean to the original hearers?

What is the underlying timeless principle?

How could I practice that principle?

2. Proclaim His promises.

Battles – 1 John 4:4; Luke 10:19; Romans 8:37

Money – Philippians 4:19; Psalm 1:1-3

Fear – Psalm 27:1

Sickness – Psalm 103:3

Confidence – 2 Corinthians 3:6

Safety – Psalm 121:8

3. Share it with others.

“How, then, can they call on the one they have not believed in? And how can they believe in the one of whom they have not heard? And how can they hear without someone preaching to them?”

Romans 10:14

APPENDIX 7:

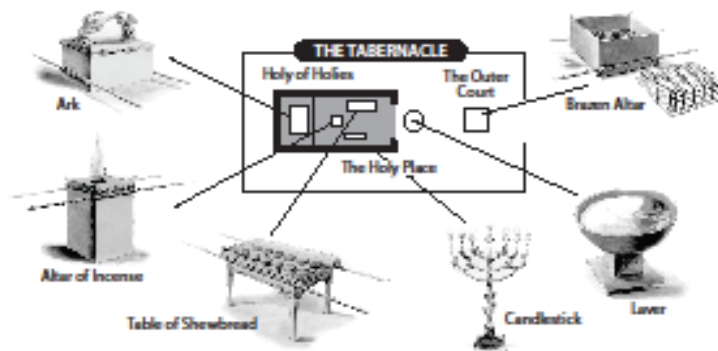
TABERNACLE PRAYER

The Tabernacle was the dwelling place of God where He chose to meet His people. Each element of the Tabernacle is a guide that helps us to connect with God and symbolizes God's provision for us.

The diagram below shows the placement of the elements and how they serve to lead us into the presence of God.

"If my people, who are called by My name, will humble themselves and pray and seek My face and turn from their wicked ways, then I will hear from heaven, and I will forgive their sin and will heal their land."

2 Chronicles 7:14



Below is a description of how these elements allow us to connect with God as we enter into His presence.

Brazen Altar - The Cross

1. Salvation
2. Healing
3. Redemption from the curse
4. A new nature
5. Provision

Laver - Washing/Cleansing/Preparing

1. Repentance from any known sin
2. Offering our body
3. Offering our mind
4. The fruit of the Spirit - Galatians 5:22-23

Candelstick - The Holy Spirit

1. The seven Spirits of the Lord - Isaiah 11:2
 - a. Spirit of the Lord
 - b. Wisdom
 - c. Understanding
 - d. Counsel
 - e. Might
 - f. Knowledge
 - g. Fear of the Lord
2. The gifts of the Spirit - 1 Corinthians 12:8-10

Table of Shewbread - The Word

1. Fresh revelation of the Word

Altar of Incense - Worship

1. Worship the names of God

Mercy Seat (Ark) - Intercession

Pray for:

1. My authority - spiritual, civil, family, and workplace
2. My family
3. My church - pastor, small group, members, and vision/mission
4. My city, nation, and the world
5. My needs

APPENDIX 8:

LORD'S PRAYER

"In this manner, therefore, pray:

*'Our Father in heaven,
Hallowed be Your name,
Your kingdom come,
Your will be done,
On earth as it is in heaven.
Give us this day our daily bread.
And forgive us our debts,
As we forgive our debtors.
And do not lead us not into temptation,
But deliver us from the evil one.
For Yours is the kingdom and the power
and the glory forever. Amen."*

Matthew 6:9-13 (NKJV)

OUR FATHER IN HEAVEN HALLOWED BE YOUR NAME

Worship the name of God, corresponding with the benefits in the new covenant, and make your faith declarations:

Name	Meaning	Benefit
Jehovah Tsidkenu	Our Righteousness	I am forgiven of all sin
Jehovah M'Kaddesh	Our Sanctifier	I am set apart for ministry
Jehovah Rapha	Our Healer	I have health & healing
Jehovah Nissi	Our Banner of Victory	I am secure & victorious
Jehovah Raah	Our Shepherd	I am led by the Holy Spirit
Jehovah Shalom	Our Peace	I have peace & sanctuary
Jehovah Shammah	The Lord Is There	I have God's presence & power
Jehovah Jireh	Our Provider	I have success & provision

YOUR KINGDOM COME, YOUR WILL BE DONE

- A. Nation, State, County and City
- B. Church
 - 1. Pastors
 - 2. Group leaders
 - 3. Members of Church of the Highlands
 - 4. Vision of Church of the Highlands
 - 5. The lost
- C. Your Family
- D. Yourself

GIVE US TODAY OUR DAILY BREAD

- A. Offer your requests to God.
- B. Ask God to bless every area of your life.

FORGIVE US OUR DEBTS AS WE FORGIVE OUR DEBTORS

- A. Ask God to forgive you.
- B. Forgive and release others.
- C. Set your will to forgive those who sin against you.

LEAD US NOT INTO TEMPTATION BUT DELIVER US FROM EVIL

- A. Put on the whole armor of God.
 - 1. Helmet of Salvation
 - 2. Breastplate of Righteousness
 - 3. Belt of Truth
 - 4. Shoes of the Gospel of Peace
 - 5. Shield of Faith
 - 6. Sword of the Spirit, which is the Word of God
- B. Pray for God's protection in all areas of your life.

FOR YOURS IS THE KINGDOM, AND THE POWER, AND THE GLORY

- A. Make your faith declarations.
- B. Return to praise and worship.

APPENDIX 9:

ARMOR OF GOD

BE STRONG IN THE LORD AND IN HIS MIGHTY POWER

PUT ON THE ARMOR OF GOD

"Put on the full armor of God so that you can take your stand against the devil's schemes. For our struggle is not against flesh and blood, but against the rulers, against the authorities, against the powers of this dark world and against the spiritual forces of evil in the heavenly realms. Therefore put on the full armor of God, so that when the day of evil comes, you may be able to stand your ground, and after you have done everything, to stand. Stand firm then with the belt of truth buckled around your waist, with the breastplate of righteousness in place, and with your feet fitted with the readiness that comes from the Gospel of peace. In addition to all this, take up the shield of faith, with which you can extinguish all the flaming arrows of the evil one. Take the helmet of salvation and the sword of the Spirit, which is the Word of God. And pray in the Spirit on all occasions with all kinds of prayers and requests. With this in mind, be alert and always keep on praying for all the Lord's people."

Ephesians 6:11-18

THE ARMOR OF GOD PRAYERS

The Helmet of Salvation

Thank You, Lord, for my salvation. I receive it in a new and fresh way from You and I declare that nothing can separate me now from the love of Christ and the place I will have in Your kingdom.

The Belt of Truth

Lord, I put on the belt of truth. I choose a lifestyle of honesty and integrity. Expose the lies I have believed, and show me the truths I need today.

The Shield of Faith

I believe that You are powerful against every lie and assault of the enemy. You have good in store for me. Nothing is coming today that can overcome me because You are with me.

The Breastplate of Righteousness

And yes, Lord, I wear Your righteousness today against all condemnation and corruption. Fit me with Your holiness and purity—defend me from all assaults against my heart.

The Shoes of the Gospel of Peace

I choose to live for the Gospel in every moment. Show me where You are working and lead me to it. Give me strength to walk daily with You.

The Sword of the Spirit

Holy Spirit, show me the truths of the Word of God that I will need to counter the traps of the enemy. Bring those Scriptures to mind today.

Finally, Holy Spirit, I agree to walk in step with You in everything as my spirit communes with You in prayer throughout the day.

APPENDIX 10:

DREAM TEAM HONOR COVENANT

As an essential part of The Bridge Leadership 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 servant-leader position here at The Bridge.

While serving the Body of Christ as a servant-leader at The Bridge, 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 servant-leader.

Exemplifying the highest moral commitment, The Bridge's leaders are to maintain a disciplined life of Bible reading, prayer, and fasting. We seek to walk humbly before God and refrain from such things as:

- profanity
- smoking or chewing tobacco
- gambling
- alcoholic beverages
- dishonest gain
- illegal drugs
- pornography
- sexual immorality
- immodest dress
- 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 and become servant-leaders themselves. This is a way of life measured by the heart and commitment of each leader in The Bridge family. We should regard it as an essential part of our development, not as an imposition or restriction.

Printed Name: _____

Signature: _____ Date: _____

APPENDIX 11:

Steps for PERSONALITY ASSESSMENT:

How to take the simpleDISCOVERY Personality Assessment:

Step 1: Answer each question in boxes 1-4 honestly by circling the number that best describes you. Allow yourself 2-1/2 minutes to complete this step.

Step 2: Add the total of circled numbers in box 1 and write the number on the total line. Do the same in box 2, 3, and 4.

Step 3: Identify the box with the highest totaled number and the second highest totaled number, which will specify your dominant personality traits.

Box 1= the “D” personality.

Box 2= the “I” personality. Box 3= the “S” personality. Box 4= the “C” personality. Write your dominant personality traits sequence in the top right hand corner (DI, ID, SC, CD and so on).

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

How to take the simpleGIFTS assessment:

Step 1: Answer the Spiritual gifts questions honestly with the corresponding number: 1 almost never – 2 seldom – 3 sometimes – 4 frequently – 5 almost always.

Allow yourself six minutes to answer all questions.

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

Step 3: Identify your highest totaled number with the corresponding letter and the spiritual gift it represents.

Step 4: Read about your gifts.

APPENDIX 12:

STEP FOUR INTEREST FORM

Name: _____ Date: _____

Address: _____ City: _____ Zip: _____

Home Phone: _____ Cell Phone: _____

E-mail: _____ Age: _____

Sex: _____ Male _____ Female Birth Date: _____

Marital Status: _____ Single _____ Engaged _____ Married _____ Widowed _____ Divorced

IN-SERVICE DREAM TEAM INTEREST FORM

What Dream Team areas interest you? (Please select no more than three in-service teams.)

- Attendance Team
- Bridge Kids
- Facebook Live
- First Steps Team
- Greeter Team
- Instagram Team
- Livestream Team
- Lyrics Team
- Parking Team
- Photography Team
- Sanitization Team
- Security Team
- Service Translation
- Sound Team
- Usher Team
- Videography Team

NON-SERVICE DREAM TEAM INTEREST FORM

What Dream Team areas interest you? (You may select as many teams from this list as you'd like.)

- Baptismal Team
- Beautification Team
- Benevolence Team
- Bereavement Team
- Bible Study Team
- Bridge Group Leadership
- Bridge Students
- Chair Management Team
- Creative Content Team
- Data Entry Team
- Décor & Event Planning Team
- Events Team
- Follow-Up Team
- Meal Train Team
- Medic Team
- Mics & Packs Team
- Ministerial Care Team
- Pop Sign Team
- Set-up/Tear Down Team
- Transportation Ministry