

# N E → X T S T E P S

BECOME. BUILD.

SESSION 2



CROSSROADS  
CHURCH



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# From Our Pastor



Welcome to Next Steps Session 2. If this is where you've chosen to begin your connection with Crossroads, that's great! Be sure to catch Session 1 as soon as you're able. Some of what we discuss in this session hinges on your relationship with God which is talked about in that part.

We're going to talk about your unique wiring and how you can serve God's purpose for your life. Finding your purpose is a huge win and we're excited for you as you discover it in the next few minutes.

Welcome to the family!

*Christina*

Pastor Christina Lowery



# OUR PRAYER FOR YOU IS TO:

## **1** *Believe*

Have a relationship with Jesus.

## **2** *Belong*

Find your place in community through  
Connect Groups

## **3** *Become*

Discover your God-designed purpose

## **4** *Build*

Choose a team to serve with to build God's  
House

# Become

Now these are the gifts Christ gave to the church: the apostles, the prophets, the evangelists, and the pastors and teachers. Their responsibility is to equip God's people to do his work and build up the church, the body of Christ. | **EPHESIANS 4:11-12**

It is God's privilege to conceal things and our privilege to discover them. | **PROVERBS 25:2**

# Become

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For we are his workmanship, created in Christ Jesus for good works, which God prepared beforehand so that we would walk in them | **EPHESIANS 2:10**

## **ELEMENTS THAT HAVE SHAPED YOUR PERSONALITY**

- 1. Family History**
- 2. Training and Upbringing**
- 3. Role Models**
- 4. Experiences**

All praise to God, the Father of our Lord Jesus Christ. God is our merciful Father and the source of all comfort. He comforts us in all our troubles so that we can comfort others. When they are troubled, we will be able to give them the same comfort God has given us. | **ACTS 2:45**

## **DEVELOPING YOUR PERSONALITY**

Each personality has strengths, and it is important to understand how to balance your natural abilities with the natural abilities of other people. The following information will give you specific areas to focus on as you work with others.

### **“D” personalities are dominant, direct, task-oriented, decisive, organized, outgoing and outspoken**

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

### **“I” personalities are influential, witty, easygoing, outgoing, people oriented**

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

### **“S” personalities are steady, stable, analytical, introverted, people oriented**

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

### **“C” personalities are compliant, competent, task-oriented, goal-oriented, introverted**

- Concentrate on doing the right things -- not just doing things right
- Be less critical of others' ideas and methods
- Respond more quickly to accomplish others' goals
- Strive to build relationships with other people and family members
- Be more decisive
- Focus less on facts and more on people

## **DISCOVERING YOUR SPIRITUAL GIFTS**

1. Every follower of Jesus has been given Spiritual Gifts

God has given each of you a gift from his great variety of spiritual gifts. Use them well to serve one another. | **1 PETER 4:10**

2. Spiritual gifts are a display of God's Power in us.

3. Because spiritual gifts come from God, we should steward them well

Each of you should use whatever gift you have received to serve others as faithful stewards. | **1 PETER 4:10 (NIV)**

Let love be your highest goal! But you should also desire the special abilities the Spirit gives...seek those that will strengthen the whole church.

**| 1 CORINTHIANS 14:1,12**

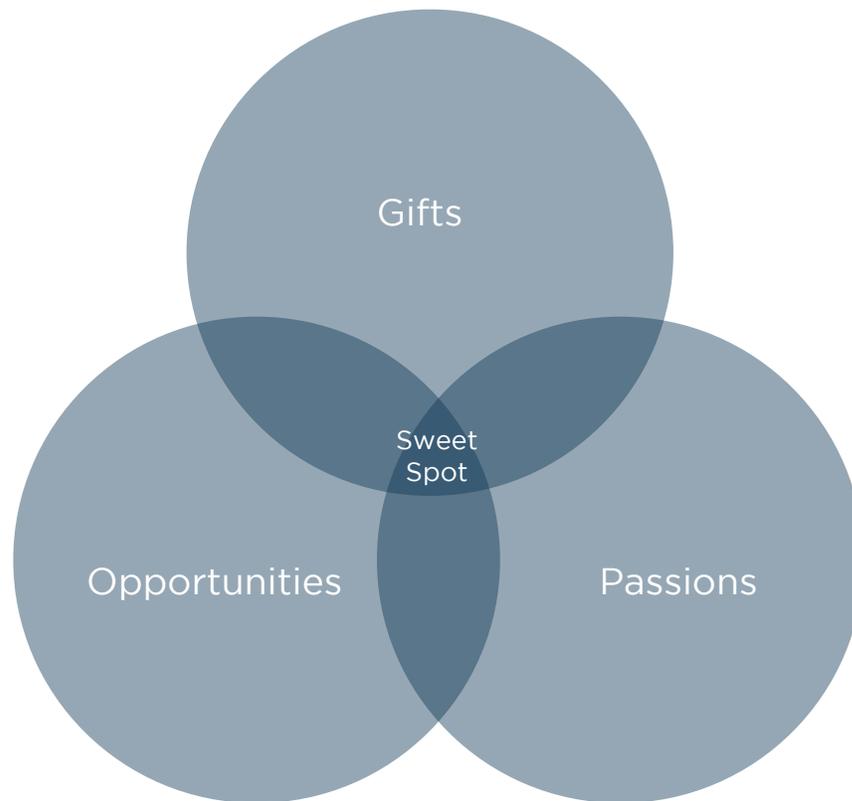
## **RECEIVE SPIRITUAL GIFTS BY:**

1. Accepting Jesus Christ as Lord of your life
2. Acquiring faith and truth in the area of spiritual gifts
3. Applying yourself to learn about spiritual gifts
4. Asking the Lord to give you spiritual gifts

# Build

Two are better than one, because they have a good return for their labor.  
| **ECCLESIASTES 4:9**

## FINDING YOUR SWEET SPOT ON THE DREAM TEAM:



### ASK YOURSELF:

1. What do I do well?
2. What do I enjoy?
3. What needs can I meet?
4. What will really stretch me?

# My Next Steps:

One of our Next Steps Team will ask you about what you're choosing to do next. We're excited to be next to you as you journey to your best next steps!

# DREAM TEAM

(MINISTRY AREAS WITH A WEEKLY OR BI-WEEKLY ROTATION)

**Connect Group Leadership:** Those who serve in this capacity host Connect Groups offering a place for people to find meaningful community. Connect Group leaders host groups based on topics or activities they are passionate about.

**Facilities & Maintenance:** This team works diligently behind the scenes to maintain a spirit of excellence in every area of our building. In addition to Sunday mornings, serving opportunities also include baptisms and special events.

**Get on Track:** This team serves as hosts for Get on Track, greeting guests and providing materials and assistance to those discovering their next steps at Crossroads.

**Hospitality:** This team connects with guests by preparing and offering hot coffee and a warm welcome for our VIP guests. They also provide refreshments in the Dream Team HQ before each service.

**Intercessory Prayer:** This team of prayer warriors covers the weekend services in prayer, preparing the way for the Lord before and during all of our services.

**Kids Crossing:** This team creates an environment where children are consistently exposed to the real love of Jesus and can meet Him at their level. They intentionally invest in the lives of our children through worship, videos, skits, small groups, greeting, games and more.

**Ministry Prayer:** This team consists of seasoned believers who are available for personal prayer and ministry at the conclusion of every service.

**Parking:** This team serves as the first impression for those coming to Crossroads by welcoming people on and off the property and by providing a safe and efficient parking experience. (Age: 15+)

**Photography:** This team uses their gifts and talents to share the beauty of what God is doing in our church by providing real-life, real-time images.

**Production:** This team uses creativity and technology to reach hundreds of people each week by delivering the Word and worship through camera, lighting and other audio / visual elements.

**Security:** This team helps to provide the safest possible environment for children and adults attending and serving during weekly services and special events.

**Social Media:** This team creatively shares the life of the church on Facebook, Twitter & Instagram. Much of our communication is done through the outlet of social media - which keeps our community connected!

**Usher:** This team prepares people for a positive worship experience by welcoming and assisting them to a seat, facilitating the offering and maintaining a distraction-free environment.

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

**Worship:** Through vocals and instruments, this team prepares the way for our guests to encounter the presence of the living God through worship.

## **DREAM TEAM**

(MINISTRY AREAS WITH A FLEXIBLE ROTATION)

**A-Team (Administration):** This team utilizes their gifts of administration and organization to serve the church in various ways such as data entry and assisting in the office.

**Beyond Team:** Members of this team use the gift of giving to help fulfill the vision of Crossroads. Through strategic financial offerings above their tithe, they support projects that impact our local community and the world.

**Care Team:** This team helps to facilitate care for individuals or families within our church who are in immediate need of assistance (i.e. hospital visits, meal coordination, etc).

**Events Team:** Church-wide events are creatively planned and energetically hosted by this team who places priority on valuing people and serving with excellence.

**Students Team:** This team builds the next generation, by providing a dynamic worship experience, relevant discussions, impactful retreats and life-changing outreach opportunities for students in middle and high school!

## APPENDIX A

### VINEYARD USA STATEMENT OF FAITH

#### God The King And The Holy Trinity

We believe that God is the Eternal King. He is an infinite, unchangeable Spirit, perfect in holiness, wisdom, goodness, justice, power, and love. From all eternity, He exists as the One Living and True God in three persons of one substance, the Father, the Son, and the Holy Spirit, equal in power and glory.

Deuteronomy 33:27 • Isaiah 44:6 • Romans 1:20 • Psalm 95:3 • Isaiah 43:15 • Psalm 147:5 • Job 11:7-9 • James 1:17 • John 4:24 • Matthew 5:48 • Isaiah 6:3 • 1 Peter 1:15-16 • Psalm 104:24 • Proverbs 2:6 • Isaiah 28:29 • Exodus 33:19 • Psalm 31:19 • Psalm 33:5 • Psalm 89:14 • Isaiah 30:18 • Exodus 15:6 • Psalm 63:2 • 1 John 4:8 • Isaiah 43:13 • Isaiah 45:5 • 1 Corinthians 8:4 • Psalm 42:2 • Psalm 84:2 • Jeremiah 10:10 • John 1:18 • John 10:30 • John 14:9 • John 14:16-17 • John 14:26 • John 15:26 • 2 Corinthians 3:17-18 • John 1:1 • John 1:14 • 2 Corinthians 3:17 • Matthew 28:19-20 • 2 Corinthians 13:14 • Revelation 1:4 • Revelation 5:13 • Ephesians 3:14-21

#### God The King: The Creator And Ruler Of All Things

We believe that God's kingdom is everlasting. From His throne, through His Son, His eternal Word, God created, upholds and governs all that exists: the heavenly places, the angelic hosts, the universe, the earth, every living thing, and human beings. God created all things very good.

Psalm 45:6 • Psalm 145:13 • Daniel 4:3 • Psalm 93:1-2 • John 1:1-3 • 1 Corinthians 8:6 • Colossians 1:15-16 • Hebrews 1:1-2 • Genesis 1:1 • Psalm 95:3-5 • Colossians 1:17 • Hebrews 1:3 • Psalm 103:19 • Psalm 104:24-29 • Psalm 96:4-6 • Psalm 89:11 • Psalm 103:20-21 • Colossians 1:16-17 • Psalm 104:5 • Psalm 103:22 • Psalm 22:28 • Psalm 47:8 • Genesis 1:31

#### Counterfeit Kingdom: Satan And Demonic Hosts

We believe that Satan, originally a great, good angel, rebelled against God, taking a host of angels with him. He was cast out of God's presence and, as a usurper of God's rule, established a counter-kingdom of darkness and evil on the earth.

Revelation 12:7-9 • 2 Corinthians 11:14 • Colossians 1:13-14 • Ephesians 6:12 • Mark 3:22-26 • Ephesians 2:1-2 • 1 John 5:19

#### The Kingdom In Creation, The Fall, And The Doctrine Of Original Sin

We believe that God created mankind in His image, male and female, for relationship with Himself and to govern the earth. Under the temptation of Satan, our original parents fell from grace, bringing sin, sickness, and God's judgment of death to the earth. Through the fall, Satan and his demonic hosts gained access to God's good creation. Creation now experiences the consequences and effects of Adam's original sin. Human beings are born in sin, subject to God's judgment of death, and captive to Satan's kingdom of darkness.

Genesis 1:26-27 • Genesis 1:26 • Genesis 3:1 • Revelation 12:9 • Genesis 3:8 • Romans 1:21 • Romans 5:16 • Romans 5:12 • John 5:14 • 1 Corinthians 15:22 • John 8:44 • 1 John 5:19 • Romans 8:20-23 • Psalm 51:5 • Galatians 1:3-5 • Galatians 4:8-9 • Colossians 1:13

### God's Providence, Kingdom Law, And Covenants

We believe that God did not abandon His rule over the earth, which He continues to uphold by His providence. In order to bring redemption, God established covenants which revealed His grace to sinful people. In the covenant with Abraham, God bound Himself to His people Israel, promising to deliver them from bondage to sin and Satan and to bless all the nations through them.

We believe that as King, God later redeemed His people by His mighty acts from bondage in Egypt and established His covenant through Moses, revealing His perfect will and our obligation to fulfill it. The law's purpose is to order our fallen race and to make us conscious of our moral responsibility.

By the work of God's Spirit, it convicts us of our sin and God's righteous judgment against us and brings us to Christ alone for salvation. We believe that when Israel rejected God's rule over her as King, God established the monarchy in Israel and made an unconditional covenant with David, promising that his heir would restore God's kingdom and reign over His people as Messiah forever.

Psalms 24:1 • Psalm 96:10 • Isaiah 40:22 • Hebrews 1:3 • Romans 9:4 • Ephesians 2:12 • Genesis 17:3-8 • Genesis 12:2-3 • Genesis 15:4-6 • Romans 4:3-5 • Romans 4:16 • Romans 4:20-25 • Galatians 3:6-9 • Galatians 3:13-14 • Exodus 15:3-18 • Exodus 19:3-6 • Exodus 24:3-4 • Exodus 24:7 • Romans 8:3-4 • Romans 8:12-14 • Deuteronomy 5:1-3 • Deuteronomy 30:15-18 • Galatians 3:23-25 • Psalm 25:8-10 • Romans 7:7 • John 15:26 • John 16:8-11 • 2 Corinthians 3:14-17 • Romans 7:13 • Galatians 3:19 • Galatians 3:21-22 • Romans 2:1-11 • Galatians 3:24 • Philippians 3:8-9 • 1 Samuel 8:6-8 • 1 Samuel 8:21-22 • 1 Samuel 9:15-16 • 1 Samuel 10:1 • 1 Samuel 10:24 • 2 Samuel 7:11b-16 • Psalm 89:34-37 • Isaiah 9:6-7 • Isaiah 11:1-5 • Jeremiah 23:5-6 • Ezekiel 34:23

### Christ The Mediator And Eternal King

We believe that in the fullness of time, God honored His covenants with Israel and His prophetic promises of salvation by sending His Son, Jesus, into the world. Conceived by the Holy Spirit and born of the Virgin Mary, as fully God and fully human in one person, He is humanity as God intended us to be. Jesus was anointed as God's Messiah and empowered by the Holy Spirit, inaugurating God's kingdom reign on earth, overpowering the reign of Satan by resisting temptation, preaching the good news of salvation, healing the sick, casting out demons, and raising the dead. Gathering His disciples, He reconstituted God's people as His Church to be the instrument of His kingdom.

After dying for the sins of the world, Jesus was raised from the dead on the third day, fulfilling the covenant of blessing given to Abraham. In His sinless, perfect life Jesus met the demands of the law and in His atoning death on the cross He took God's judgment for sin, which we deserve as law-breakers. By His death on the cross He also disarmed the demonic powers. The covenant with David was fulfilled in Jesus' birth from David's house, His Messianic ministry, His glorious resurrection from the dead, His ascent into heaven, and His present rule at the right hand of the Father. As God's Son and David's heir, He is the eternal Messiah-King, advancing God's reign throughout every generation and throughout the whole earth today.

Mark 1:15 • Galatians 4:4 • Romans 1:2-4 • John 1:14 • John 1:17-18 • Luke 1:30-35 • John 1:14 • Philippians 2:5-7 • Romans 5:19 • 1 Corinthians 15:22 • 1 Peter 2:22 • 2 Corinthians 5:21 • Romans 8:29 • Luke 3:21-22 • Luke 4:16-21 • Mark 1:14-15 • Luke 11:20 • Luke 17:20-21 • Luke 4:1-13 • Luke 4:43 • Luke 4:40 • Luke 4:41 • Luke 7:14-17 • Mark 1:16-17 • Mark 3:13-15 • Matthew 16:18 • Luke 9:1-2 • Luke 10:1-

17 • John 1:29 • John 6:51 • 1 John 4:9-10 • Mark 8:31 • 1 Corinthians 15:3-5 • Galatians 3:13-14 Acts 3:14-15 • Hebrews 4:15 • Romans 5:18-19 • 1 Peter 2:24 • Galatians 3:13 • 2 Corinthians 5:21 • Romans 1:18 • Romans 1:32 • Romans 2:12 • 2 Thessalonians 1:6-10 • Colossians 2:13-15 • Matthew 1:1 • Luke 1:68-72 • Luke 2:10-11 • Matthew 9:27 • Acts 2:24-28 • Acts 2:29-36 • Romans 1:1-4 • Hebrews 1:1-3 • 1 Corinthians 15:24-26 • Ephesians 1:19-23 • Revelation 5:5

### **The Ministry Of The Holy Spirit**

We believe that the Holy Spirit was poured out on the Church at Pentecost in power, baptizing Believers into the Body of Christ and releasing the gifts of the Spirit to them. The Spirit brings the permanent indwelling presence of God to us for spiritual worship, personal sanctification, building up the Church, gifting us for ministry, and driving back the kingdom of Satan by the evangelization of the world through proclaiming the word of Jesus and doing the works of Jesus.

We believe that the Holy Spirit indwells every believer in Jesus Christ and that He is our abiding Helper, Teacher, and Guide. We believe in the filling or the empowering of the Holy Spirit, often a conscious experience, for ministry today. We believe in the present ministry of the Spirit and in the exercise of all of the biblical gifts of the Spirit. We practice the laying on of hands for the empowering of the Spirit, for healing, and for recognition and empowering of those whom God has ordained to lead and serve the Church.

Acts 1:8 • Acts 2:1-4 • 1 Corinthians 12:13 • 1 Corinthians 12:4-7 • John 14:16-17 • Romans 12:1 • Ephesians 5:18-20 • Romans 8:3-4 • 1 Corinthians 14:12 • 1 Corinthians 14:26 • Romans 12:4-6 • Luke 11:20 • 1 John 3:8b • Ephesians 6:10-20 • John 14:12-13 • Romans 15:18-19 • 1 Corinthians 4:20 • Romans 8:9-10 • John 16:7 • John 14:26 • John 16:13-15 • Romans 8:14 • Luke 24:49 • Acts 4:31 • Acts 8:18-19 • Acts 19:1-2 • 1 Corinthians 2:4-5 • 2 Corinthians 4:7 • 2 Corinthians 6:4-7 • Joel 2:28-29 • Acts 2:15-17 • 1 Corinthians 12:7-11 • 1 Corinthians 14:1 • 1 Corinthians 14:5 • 1 Thessalonians 5:19-21 • Acts 8:14-17 • Acts 19:6 • Mark 1:41 • Luke 6:18b-19 • Mark 16:18 • Acts 13:1-3 • 1 Timothy 4:14 • 2 Timothy 1:6

### **The Sufficiency Of Scripture**

We believe that the Holy Spirit inspired the human authors of Holy Scripture so that the Bible is without error in the original manuscripts. We receive the sixty-six books of the Old and New Testaments as our final, absolute authority, the only infallible rule of faith and practice.

2 Timothy 3:16-17 • 2 Peter 1:20-21 • 1 Corinthians 2:12-13 • John 14:26 • Psalm 19:7-9 • Psalm 119:30 • Psalm 119:43 • Psalm 119:89 • Matthew 5:17-18 • John 3:34 • John 10:35 • 1 Thessalonians 2:13 • Revelation 22:6 • Luke 24:44 • 2 Peter 3:15-16 • Revelation 22:18-19 • Isaiah 40:8 • Matthew 24:35 • Matthew 7:21 • Matthew 7:24 • Luke 1:38 • James 1:22-25

### **The Power Of The Gospel Over The Kingdom Of Darkness**

We believe that the whole world is under the domination of Satan and that all people are sinners by nature and choice. All people therefore are under God's just judgment. Through the preaching of the Good News of Jesus and the kingdom of God, and the work of the Holy Spirit, God regenerates, justifies, adopts, and sanctifies, through Jesus by the Spirit, all who repent of their sins and trust in Jesus Christ as Lord and Savior. By this they are released from Satan's domain and enter into God's kingdom reign.

Luke 4:5-7 • 1 John 5:19 • 1 Corinthians 15:22 • Ephesians 2:1-3 • Romans 1:21-23 • Romans 1:32 • Romans 1:18 • Romans 2:5 • 2 Corinthians 5:10 • Ephesians 5:6 • Mark 1:14-15 • Acts 8:12 • Acts 28:31 • Ephesians 5:5 • John 16:7-11 • John 3:5-8 • 1 Peter 1:23 • Romans 5:1-2 • Romans 5:9 • Romans 8:15 • Galatians 4:6

• Ephesians 5:25 • Hebrews 13:12 • 1 Peter 1:1-2 • Acts 2:38 • Romans 10:9 • 1 John 4:13-15 • Colossians 1:13-14 • Philippians 3:20

### The Church: Instrument Of The Kingdom

We believe in the one, holy, universal Church. All who repent of their sins and confess Jesus as Lord and Savior are regenerated by the Holy Spirit and form the living Body of Christ, of which He is the head and of which we are all members.

John 17:20-21 • Ephesians 4:3-6 • 1 Corinthians 3:16-17 • Matthew 16:17-18 • 1 Corinthians 1:2 • Ephesians 2:18-19 • 1 Peter 2:9-10 • Titus 3:4-7 • Romans 12:4-5 • Ephesians 1:22 • Ephesians 5:23 • 1 Corinthians 12:27

### Baptism And The Lord's Supper

We believe that Jesus Christ committed two ordinances to the Church: water baptism and the Lord's Supper. Both are available to all believers.

Matthew 28:19-20 • 1 Corinthians 11:23-26

### The Kingdom Of God And The Final Judgment

We believe that God's kingdom has come in the ministry of our Lord Jesus Christ, that it continues to come in the ministry of the Spirit through the Church, and that it will be consummated in the glorious, visible, and triumphant appearing of Christ – His return to the earth as King. After Christ returns to reign, He will bring about the final defeat of Satan and all of his minions and works, the resurrection of the dead, the final judgment and the eternal blessing of the righteous, and eternal conscious punishment of the wicked. Finally, God will be all in all and His kingdom, His rule and reign, will be fulfilled in the new heavens and the new earth, recreated by His mighty power, in which righteousness dwells and in which He will forever be worshipped.

Daniel 7:13-14 • Matthew 4:23 • Matthew 12:28 • Matthew 6:10 • Matthew 10:7-8 • Matthew 24:14 • Mark 13:11 • John 15:26-27 • Romans 14:17-18 • Mark 13:26 • Acts 1:9-11 • 2 Thessalonians 2:8 • Revelation 19:11-16 • Matthew 25:31-32 • 1 Corinthians 15:23-25 • Revelation 20:10 • 1 Corinthians 15:51-52 • John 5:28-30 • Revelation 20:11-15 • Matthew 25:31-46 • 1 Corinthians 15:24-28 • 1 Timothy 6:13-16 • 2 Peter 3:13 • Revelation 21:5 • Revelation 21:27 • 1 Timothy 1:17 • Revelation 7:9-12

## APPENDIX B

# FAQ'S

*How can I contact the church?*

Phone: 540-412-1718

Web: [www.mycrossroadschurch.com](http://www.mycrossroadschurch.com)

Crossroads Church

4540 Plank Road, Suite B

Fredericksburg, VA 22407

*What do you offer for Students?*

Our student team is ready to meet weekly with your middle or high school student to help them believe, belong, become and build. We provide weekly connect groups and larger events to encourage your student to walk more closely in relationship with God.

*I would like to dedicate my baby. How do I sign up?*

Twice a year, we make time in our services to dedicate your babies and pray over your family. Check in with our Kids Crossing Team if you'd like to get more information or to sign up.

*I would like to get Baptized. How do I sign up?*

Baptisms are usually held at least quarterly. To let us know you'd like to be included in the next opportunity, complete digital connection form and choose that option.

## **OUR CULTURAL VALUES:**

1. HONOR - “Every Person is Worth the Extra Mile!”

We love because he first loved us. | **1 JOHN 4:19**

2. PASSION - “There’s No Place I’d Rather Be!”

Zeal for your house consumes me. | **PSALM 69:9**

Then his disciples remembered this prophecy from the Scriptures:  
“Passion for God’s house will consume me.” | **JOHN 2:17**

3. GENEROSITY - “We Live To Give!”

You must each decide in your heart how much to give. And don’t give reluctantly or in response to pressure. For God loves a person who gives cheerfully. | **2 CORINTHIANS 9:17**

4. UNITY - “The Only Way to Go is Together!”

How good and pleasant it is when God’s people live together in unity! | **PSALM 133:1**

5. EXCELLENCE - “Our Best is Our Worship!”

Cain brought an offering to God from the produce of his farm. Abel also brought an offering, but from the *firstborn animals of his herd, choice cuts of meat*. God liked Abel and his offering, but Cain and his offering didn’t get his approval. | **GENESIS 4:3-5 (MSG)**

**AS A MEMBER OF THE CROSSROADS DREAM TEAM,  
WE ARE ALL CALLED TO:**

1. Connect with new people, our VIPs.
2. Build relationships with our team.
3. Empower each other
4. Celebrate our wins!

## DISC PROFILE DESCRIPTIONS

**D** 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.

**D/I** 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 cause 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. Joshua (Joshua 1), Noah (Genesis 6-9), Sarah (Genesis 16, 1 Peter 3:6)

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

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

**I** 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.

**I/D** 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. John the Baptist (Luke 3), Peter (Matthew 16 and 26, Acts 3), Rebekah (Genesis 24)

**I/S** 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. Barnabas (Acts 4, 9, 11-15), Elisha (1 Kings 19, 2 Kings 2-3), Nicodemus (John 3, 7, 19)

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

**S** 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.

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. “S/D”’s tend to be determined, persevering through time and struggles. They benefit from encouragement and positive relationships. Martha (Luke 10:38-42), Job (Job 1:5, James 5:11)

**S/I** 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 make 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 people to follow them. Words of affirmation go a long way with this personality type, and with the right motivation, they 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)

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

**C** 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 perfection 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.

**C/I** Attentive 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. Miriam (Exodus 15-21, Numbers 12:1-15), Ezra (Ezra 7, 8)

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

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

## **DEFINING 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 at Crossroads in which you can best use your gifts.

## **EXHORTER / ENCOURAGER**

This is the God-given ability to draw near to individuals in time of need, encouraging and counseling them accurately with the Word of God. An Exhorter has the capability to lead others to take courage in the face of something they must do or assuring them to take comfort because of something that has occurred. *Barnabas (Acts 4:36-37; 11:19-26; 15:36-41)*

### **CHARACTERISTICS:**

- Verbally encouraging
- Likes to apply the Word rather than investigate it
- Prefers practical application over theological truth
- Works well with others
- Verbally encourages others to excel in ministry
- Loves to do personal counseling
- Loves to talk
- Excels in communication
- Perceives trials as opportunities for personal growth
- Has a positive attitude
- Easily makes decisions
- Prefers to quickly resolve problems
- Needs to bounce ideas off of others

### **GREAT FIT FOR:**

- Kids Crossing
- Kids Check-In
- Hospitality Team
- Welcome Team
- Get on Track Team
- Parking Team
- Connect Group Leader

## **GIVER**

This is the God-given ability to give freely of what God has entrusted to them. This includes giving time, material goods and financial resources with joy and eagerness and without any ulterior motives that would benefit the giver. *David (1 Chronicles 29:1-19)*

### **CHARACTERISTICS:**

- Gives as led by the Spirit
- Freely and happily gives
- Often gives anonymously
- Understands giving is an intricate part of serving
- Takes pleasure in meeting the needs of others
- Gives not only quantity but quality
- Gives to bless and enhance ministries
- Sees hospitality as a chance to give
- Financially wise
- Heart for generous giving
- Understand that God owns everything
- Strong business skills
- Appreciates value
- Is not gullible

### **GREAT FIT FOR:**

- Legacy Team
- Financial / Kingdom Living Connect Group Leader
- All Serving Teams

## **LEADERSHIP / ADMINISTRATION**

This is the God-given ability to lead others in meaningful endeavors which demonstrates personal care and concern in order to meet the needs of others and encourage their growth. *Fathers in 1 Timothy 3:4-5:12*

### **CHARACTERISTICS:**

- Motivates others to action
- Clearly communicates
- Thrives when given authority
- Happily receives authority when given
- Naturally assumes leadership when there is a lack
- Takes on long-term projects
- Is a visionary
- Has good networking abilities
- Delegates well
- Takes criticism well
- Is passionate and enthusiastic
- Enjoys accomplishing goals
- Gives credit to others
- Meets challenges as they arise
- Is a natural and capable leader
- Understands the big picture
- Discards what does not work and keeps what does
- Enjoys people
- Dislikes the mundane routine

### **GREAT FIT FOR**

- Kids Crossing
- Student Ministry
- Connect Group Leader
- Events Team
- All Serving Teams

## **MERCY / COMPASSION**

This is the God-given ability to have immediate compassion for those who are suffering combined with great joy in meeting their needs. *The Good Samaritan (Luke 10:30-37)*

### **CHARACTERISTICS:**

- Loves to love
- Searches out the good in people
- Brings out the good in people
- Recognizes the spiritual and emotional condition of others
- Acts out of concern for others
- Cares for the emotional, spiritual and physical well-being of others
- Considers others more important than self
- Chooses words carefully
- Recognizes the affect words can have
- Detects insincerity
- Loves to be thoughtful
- Is trustworthy
- Non-confrontational
- Usually cheerful
- Thinks with the heart rather than the head
- Rejoices and/or grieves with others

### **GREAT FIT FOR**

- Kids Crossing
- Hospitality Team
- Welcome Team
- Care Team
- Connect Group Leader

## **PROPHET / PERCEIVER**

This is the God-given ability to communicate God's message in relation to the truth already revealed. It is not necessarily or even primarily a prediction. Rather, it is done for the purposes of encouraging, strengthening and comforting. Prophets have the ability to perceive the spiritual needs of others and meet those needs through Scripture. (*Jude 3; 1 Corinthians 14:3*)

### **CHARACTERISTICS:**

- Able to recognize good and bad and hates what is bad
- Sees everything clearly, not dimly; no foggy or indefinite areas
- Recognizes character in people, whether good or bad
- Encourages repentance for the glory of God
- Sees the Bible as the foundation for truth
- Courageously holds to spiritual truths
- Outspoken
- Powerful and persuasive speaker
- Distraught over the sins of others
- Sees their own shortcomings and those of others
- Desires to see God's plans take place
- Promotes spiritual growth in others
- Fanatical about integrity
- Strongly communicates what they perceive
- Self-examiner
- Opinionated and holds to convictions
- Holds to a high standard
- Desperately desires to obey God

### **GREAT FIT FOR**

- Security
- Connect Group Leader
- Prayer Team

## **SERVER**

This is the God-given ability to recognize a need and administer assistance to others. In relation to other believers, this releases them to utilize their God-given gifts. (*Mark 15:40-41; Acts 9:36; Acts 6:1-6*)

### **CHARACTERISTICS:**

- Willingly meets the needs of others
- Has a hands-on approach
- Precise and orderly
- Detail oriented
- Friendly
- Has trouble turning others away
- More interest in others than self
- More short-term oriented than long-term
- Actively expressive rather than verbally expressive
- Desires appreciation
- Goes above and beyond what is asked of them
- Enjoys being helpful
- High energy level
- Orderly; does not like clutter
- Perfectionist
- Places an importance on serving
- Would rather do than delegate
- Supports the leadership

### **GREAT FIT FOR**

- Kids Crossing
- Facilities / Maintenance Team
- Hospitality Team
- Care Team
- Next Steps Team
- A-Team
- Set-Design Team
- Events Team

## **TEACHER**

This is the God-given ability to study, research, explain and communicate truth. (*Acts 18:24-28, 20:20-21; 1 Corinthians 12:28; Ephesians 4:11-14*)

### **CHARACTERISTICS:**

- Logical presenter of truth
- Confirms truth by examining facts
- Enjoys study and investigation
- Knows how to do word studies
- Uses biblical illustrations
- Detests scripture used out of context
- Establishes truth biblically
- Objective rather than subjective
- Extensive vocabulary
- Accurate presenter of truth
- Tests the information of others
- Favors teaching over evangelism
- Starts with scripture when answering questions
- Emotionally stable
- Disciplined
- Strong convictions based on solid research
- Believes God's truth leads to life change

### **GREAT FIT FOR**

- Kids Crossing
- Student Ministries
- Connect Group Leadership

## DISCOVER | *Spiritual Gifts Assessment*

1	Others seem to look to me for advice and help.	22	Others tell me I'm a good listener.
2	I feel compelled to give financially to others.	23	I don't expect repayment for favors I do for others.
3	I can visualize the "big picture" of a major project.	24	Deadlines challenge me and I usually meet them on time.
4	I'm easily bothered by other's lack of compassion.	25	I am compelled to comfort people who are hurting or suffering.
5	I measure everything I experience according to God's Word.	26	I will stand alone on something I believe in strongly.
6	When others are in my home, I like to wait on them hand and foot.	27	I enjoy doing little things to help people.
7	I don't take anything at face value.	28	Communicating the facts in a situation is something I do well.
8	Discouraged people are often encouraged by my words.	29	I find it easy to maintain an optimistic outlook.
9	I cheerfully give money, regardless of how much I have to give.	30	I give well above my tithe to the Body of Christ.
10	I can organize and delegate people and resources easily.	31	I can create order out of organizational chaos.
11	I have compassion for all living creatures.	32	I find strength from bearing other's burdens.
12	I will speak the truth whether or not it causes hurt feelings.	33	I can discern the motives of others fairly easily.
13	I neglect my own work in order to help others.	34	I am a task-oriented person.
14	I feel compelled to share knowledge.	35	I enjoy research as well as sharing what I find.
15	I don't hesitate to give constructive criticism.	36	I enjoy helping others develop a plan of action to deal with their concerns.
16	I can be described as responsible, charitable and disciplined.	37	While I'm frugal in personal spending, I'm often led to give to others.
17	My natural tendency is to step up and take control.	38	I can select the best person for particular tasks.
18	I will not confront others if I feel it may hurt them.	39	I'm moved with compassion to cry with others.
19	People see me as a frank and outspoken person.	40	My focus on right and wrong may be read as being judgmental.
20	I easily identify tasks that need to get done and do them myself.	41	I volunteer my time and talents to worthwhile causes.
21	People learn easily from me.	42	My use of knowledge may appear prideful.

# DISCOVER | *Spiritual Gifts Assessment*

1  
NEVER

2  
RARELY

3  
SOMETIMES

4  
MOST OF  
THE TIME

5  
ALWAYS

						TOTAL	GIFT
1  _____	8  _____	15  _____	22  _____	29  _____	36  _____	_____	EXHORTER / ENCOURAGER
2  _____	9  _____	16  _____	23  _____	30  _____	37  _____	_____	GIVER
3  _____	10  _____	17  _____	24  _____	31  _____	38  _____	_____	LEADER / ADMINISTRATION
4  _____	11  _____	18  _____	25  _____	32  _____	39  _____	_____	MERCY / COMPASSION
5  _____	12  _____	19  _____	26  _____	33  _____	40  _____	_____	PROPHET / PERCEIVER
6  _____	13  _____	20  _____	27  _____	34  _____	41  _____	_____	SERVER
7  _____	14  _____	21  _____	28  _____	35  _____	42  _____	_____	TEACHER

## USING YOUR SPIRITUAL GIFTS

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