

# GROWTH WALK

***ANSWER GUIDE***

# WHAT IS GROWTH WALK?

GrowthWalk guides you to discover your redemptive purpose and live the life that God created just for you.

There are three steps that will equip you to:

- 1. CONNECT** TO YOUR LOCAL CHURCH
- 2. GROW** IN YOUR SPIRITUAL MATURITY
- 3. IMPACT** YOUR WORLD



## **Step 1 — Connect**

Explore the ministry of CrossWalk and find out how you can connect with our exciting church in a rewarding way.

PG. 4 // OUR STORY

PG. 5 // OUR MISSION

PG. 7 // JOIN THE COMMUNITY



## **Step 2 — Grow**

Explore common biblical practices to help you grow into spiritual maturity, reach your full potential, and become all that Jesus wants you to become.

PG. 10 // DEVOTIONS (SOAP)

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## **Step 3 — Impact**

Explore your unique, God-given design, see how your design reveals your purpose and best fit for ministry, join a ministry team that provides you an opportunity to express your gifts, interests, and experience, and make a difference in your world.

PG. 22 // BEING PART OF THE BODY

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# STEP 1: CONNECT

TO THE LOCAL CHURCH

# OUR STORY



Mark and Pam dreamed of planting a church that would inspire the emerging generation to pursue Jesus with passion. To do so, people would be provided an opportunity to reach their full potential as Christ followers. In the summer of 2001, 25 people committed to seeing that dream become a reality.

From the beginning, CrossWalk has focused on reaching people far from Jesus and guiding them to become His devoted followers. With that simple mission, Jesus has blessed our efforts; He has built our church. GrowthWalk has been a critical part of that vision.

From that fledgling, small launch team, CrossWalk has grown significantly to become a church with multiple locations and making an impact in the communities where we are located. We not only have a private Christian school as a part of our local mission, but we also have a robust missions outreach all around the world as well.

We invite you to connect with us, grow with us, and make an impact with us. We have a place for you! Jump in and discover the exhilarating fulfillment of making a difference with your life.

# OUR REASON FOR BEING A CHURCH IS QUITE SIMPLE.

A GREAT **COMMITMENT**  
TO THE GREAT **COMMANDMENT**  
AND THE GREAT **COMMISSION**  
WILL GROW A GREAT **CHURCH**

## **THE GREAT COMMANDMENT:**

"You must love the Lord your God with all your heart, all your soul, and all your mind. ... (And you must) love your neighbor as yourself. The entire (Old Testament) is based on these two commandments." - *Jesus (Matthew 22:36-40)*

## **THE GREAT COMMISSION:**

"Go and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit. Teach these new disciples to obey all the commands I have given you." - *Jesus (Matthew 28:19-20)*



SO, AT CROSSWALK,  
WE LEAD PEOPLE TO:

**ENCOUNTER** Jesus

- To love and get to know Jesus with all that we are.

**ENCOURAGE** each other

- To genuinely love each other and create spiritual growth opportunities for every person.

**ENGAGE** the world

- To go beyond ourselves with our unique gifts and invite others to follow Jesus.

FURTHERMORE:

A GREAT COMMITMENT  
TO THE GREAT COMMANDMENT  
AND THE GREAT COMMISSION  
WILL GROW A GREAT **CHRISTIAN**

SO, OUR PRAYER FOR YOU IS THAT  
YOU, TOO, WILL PERSONALLY:

**ENCOUNTER** JESUS  
**ENCOURAGE** OTHERS  
**ENGAGE** YOUR WORLD

# THE STRUCTURE OF CROSSWALK CHURCH

The **ministry side** of our church is led by a team of pastors who are credentialed by an internationally recognized network of ministries. So, while our church is self-governed, autonomous, and non-denominational, our pastors are held strictly accountable by the apostolic covering that the officials of an outside denomination provide – much like how the apostle Paul’s team ordained Titus to lead the pastoral team in Crete and Timothy to lead the pastoral team in Ephesus.

Our pastors have to re-apply for their ministry credentials every single year, and they have to prove that they have remained true theologically, ethically, and morally. In this way, they are able to remain as the Bible commands of leaders – “above reproach” (1 Timothy 3:2; Titus 1:7).

Then the **organizational side** of our church is led by an administrative team. And they are covered by advisors – business leaders in our church who make sure that our policies and finances are sound. This team keeps our church just as strong financially as it is theologically.



# COMMUNITY IS OUR LIFESTYLE

"Let us not neglect our meeting together, as some are in the habit of doing, but encourage one another." - *Hebrews 10:25*

**ENCOURAGE** – *parakaleo*

para (alongside) + kaleo (to call) = called alongside (as in to help)

Every day, in the **Temple** and from **house to house**, they continued to teach and preach this message: "Jesus is the Messiah." - *Acts 5:42*

Temple – the **CORPORATE** context

House to house – the **PRIVATE** context

**BOTH ARE VITAL TO THE  
CHRISTIAN EXPERIENCE**

**Worship services on Sundays + Connect Groups during the week = a complete experience.**

Life change happens in the context of relationships. Connect groups have one purpose – to bring people together. God created us to live in community with others. Community is God's way of growing and accelerating us into the full life He has for us.

In fact, of the 59 "one another" commands by Jesus in the four Gospels, most of them cannot be done in a corporate worship gathering; they can only be done in a smaller, private setting where trust has been established.

## WHERE DO WE GET OUR EXAMPLE OF COMMUNITY?

The way Jesus lived is a picture of what community should look like. He demonstrated the value of being connected. Rarely did Jesus spend time by Himself. He spent time with the multitudes, the twelve, the three. Jesus spent the large majority of his time with his small group, which we know as the disciples.

God will use **people** to push you through hindrances that isolation won't allow you to overcome. God's chosen method to do something in your life will be through people.

In Jesus' most significant moments, such as the Transfiguration (ascending to Heaven) and the Garden of Gethsemane (before his death), Jesus brought with Him not one, but several disciples. He lived in community. He called them to follow Him, merge their lives with His, and do life together. As community became their lifestyle: he equipped them, empowered them, and enabled them. (*Matthew 4 & 9*)

**It is God's desire for each and every one of us that we become part of something dynamic beyond ourselves.**

God has called us to be part of a **FAMILY**.

"Whenever we have the opportunity, we should do good to... those in the family of faith." - *Galatians 6:10*

God has called us to be part of a **BODY**.

"All of you together are Christ's body, and each of you is a part of it." - *1 Corinthians 12:27*

## OUR PRAYER FOR YOU

Our prayer for you is that you discover the incredible benefit of connecting on a regular basis with other believers in a community that feels like home.

# NEXT STEPS:

## **1. SHOW UP ON SUNDAY MORNINGS**

Connect with your CrossWalk family at a location near you and experience the transformational power of Jesus in the corporate setting.

## **2. JOIN A CONNECT GROUP**

Connect with a small group of other believers at a location near you and experience the power of community in a Jesus-centered setting.

## **3. FINISH GROWTHWALK**

Step 2 – Grow (next week)

Step 3 – Impact (the following week)



**STEP 2:**

**GROW**

**IN SPIRITUAL MATURITY**

## STUDY THE WORD

Spiritual growth is not automatic; it requires intentionality. So, there are some practices in the Bible that we can adopt for our own lifestyle.

"You have been Christians for a long time now, and you ought to be teaching others, but instead... you need someone to teach you... When a person is still living on milk, it shows that they aren't very far along in the Christian life... They're still a baby Christian!" - *Hebrews 5:12-13*

## PRACTICE #1: DAILY DEVOTIONS

When we spend time with Jesus on a regular basis, our faith is made strong and powerful.

"When the council saw the boldness of Peter and John... they were amazed and realized what being with Jesus had done for them." - *Acts 4:13*

S - **STUDY** \_\_\_\_\_ - Read a portion of the Bible that works for you.  
*\*We recommend a reading plan using the YouVersion Bible App*

O - **OBSERVE** \_\_\_\_\_ - Write down what God is saying to you.  
*\*We recommend a journal.*

A - **ACTION** \_\_\_\_\_ - Write down your action steps.

P - **PRAY** \_\_\_\_\_ - Talk it over with Jesus.

## OUR PRAYER FOR YOU

Our prayer for you is that you would commit yourself to spend some time *each day* in the Word and in prayer. You will soon discover that it will begin to transform you into someone better.



# WATER BAPTISM

## PRACTICE #2: WATER BAPTISM

### 1. A STANDARD

Who should be water baptized? EVERYONE who believes in Jesus.

"Repent and be baptized, every one of you, in the name of Jesus Christ... Those who believed and accepted Peter's message were baptized." - *Acts 2:39-41*

### 2. A STATEMENT

What does the word baptism mean? It illustrates our IDENTITY with the death, burial, and resurrection of Jesus.

"Christ died for our sins... He was buried... and He rose again." - *1 Corinthians 15:3-4*

"By our baptism, we were buried with Him and shared His death, in order that, just as Christ was raised from the dead... so also we may live a new life." - *Romans 6:4*

### 3. A SYMBOL

How should a Christian be baptized? IMMERSION best symbolizes the death and burial of the old self and the resurrection to new life. Also, the Greek word used in the Bible, *baptizo*, means "do dip" or "to plunge under."

"As soon as Jesus was baptized, He went up out of the water." - *Matthew 3:16*

### 4. A STEP

When should a Christian be baptized? As soon as POSSIBLE. In all of the examples in the book of Acts when people were baptized, there was sense of urgency and immediacy.

"Peter's words pierced their hearts, and they said to him, 'Brothers, what should we do?' ...Those who believed what Peter said were baptized and added to the church that day - about 3,000 in all." - *Acts 2:37-41*

"Philip told the eunuch the Good News about Jesus. As they rode along, they came to some water, and the eunuch said, 'Look! There's some water! Why can't I be baptized?' He ordered the carriage to stop, and they went down into the water, and Philip baptized him." - *Acts 8:35-38*

"Then the Philippian jailor brought Paul and Silas out and asked, 'Sirs, what must I do to be saved?' They replied, 'Believe in the Lord Jesus and you will be saved... Even at that hour of the night... he and everyone in his household were immediately baptized.'" - *Acts 16:30-34*

## OUR PRAYER FOR YOU

Our prayer for you is that if you have never been baptized, then you would commit yourself to get baptized at the next opportunity. We have another one scheduled soon! So, go ahead and get yourself signed up today!

TO REGISTER, VISIT [WWW.CROSSWALK.CC/BAPTISM](http://WWW.CROSSWALK.CC/BAPTISM)

# GENERO

## PRACTICE #3: GENEROSITY

Our finances are a gauge to tell us where our heart is. God observes how we spend our money to see where our priorities really are.

"Wherever your treasure is, there your heart will also be."

- Matthew 6:21

The Bible is a book about giving because God is a Giver. In fact, He gave the greatest gift of all, His one and only Son, that we might have eternal life.

"For God so loved the world that **He gave...** (His one and only Son)"

- John 3:16

But God prescribed a certain percentage so that we can all measure our own giving objectively instead of subjectively.



# OSITY



# GENEROSITY IS OUR PRIVILEGE

**WHAT is percentage giving?** The **FIRST** **10%** of one's income.

"Be sure to set aside a tenth of all that your fields produce each year." - *Deuteronomy 14:22*

"Honor the Lord by giving Him the first part of all your income, and He will fill your barns to overflowing."  
- *Proverbs 3:9-10*

**WHERE should we do percentage giving?** Wherever we **WORSHIP** and receive spiritual nourishment regularly.

"Bring your whole tithe into My Storehouse... My Temple. (Bring all of the first 10% to your place of worship.)" - *Malachi 3:10*

**WHEN should one do percentage giving?** The first opportunity after **PAYDAY**.

"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*

**WHY should one do percentage giving?**

**a. Because God commanded it.**

"A tenth of all you produce is the Lord's, and it is holy." - *Leviticus 27:10*

**b. Because Jesus commended it.** (It does exist in the New Testament)

"Yes, you should tithe, and you shouldn't leave the more important things undone either." - *Matthew 23:23*

**c. Because it demonstrates that God is first place in our life.**

"The purpose of tithing is to teach you to always put God in first place in your life." - *Deuteronomy 14:23*

**d. Because it reminds us that everything has been given to us by God.**

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

- *Deuteronomy 8:18*

**e. Because God says that refusing to tithe is actually 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.'" - *Malachi 3:8-10*

**f. Tithing gives God a chance to prove that He actually wants to bless us.**

"Bring your whole tithe in to My storehouse. Test me in this 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 to store it! I will prevent pests from devouring your crops and the vines in your fields will be protected from plagues."

- Malachi 3:10-11

## **OUR COMMITMENT**

CrossWalk has always been a very blessed church because we have tithed as an organization since our very first offering collection. After every collection, the very first thing that we do is take the first 10% out and put it in a designated account that is exclusively used to support our missions contacts both locally and abroad. So, by your tithing, you can make a difference in our community, in our nation, and around the world!

## **GOD'S GUARANTEE**

Since Malachi 3:10 guarantees that you will be better off financially, then if you are not better off after three months of faithfully giving the first ten percent of your income, then we will actually return everything back to you that you have given over that three-month period. So, you have a no-lose opportunity to truly test the Lord in this exciting practice.

"Test Me in this..." - *Malachi 3:10*

## **OUR PRAYER FOR YOU**

Our prayer for you is that if you have never experienced the joy of God's blessing upon your finances, then you would take a step of faith and commit yourself to giving the Lord what He has prescribed, and in so doing, you can be a part of a church that is making Jesus known in the world.

A woman in a church, wearing a dark top and a necklace, has her arms raised in praise. She is looking upwards with a joyful expression. The background is slightly blurred, showing other people in the church, some with their arms raised. The lighting is warm and focused on the woman.

**BAPTISM IN  
THE HOLY SPIRIT**

## **PRACTICE #4: BE FILLED WITH THE HOLY SPIRIT**

Jesus promised us that the Holy Spirit would come and help us live the Christian life victoriously.

"I will ask the Father, and He will give you another Advocate, who will never leave you... Unless I go away, the Counselor will not come to you. But if I go, I will send Him to you... When the Spirit of Truth comes, He will guide you into all truth." - *John 14:16; 16:7; 16:13*

### **1. Jesus never intended for His followers to attempt the Christian life without the power of the Holy Spirit.**

"Do not leave Jerusalem, but wait for the gift my Father promised (the empowerment of the Holy Spirit):"  
- *Acts 1:4*

Peter, a disciple of Jesus, before and after the empowerment of the Holy Spirit:

**BEFORE:** "A servant girl noticed Peter in the firelight and began staring at him. Finally, she said, 'This man was one of Jesus' followers!' But Peter denied it. 'Woman, I don't even know Him!'" - *Luke 22:56-57*

**AFTER:** "Then Peter stepped forward with the eleven other apostles and shouted to the crowd, 'Listen carefully, all of you, fellow Jews and residents of Jerusalem... Let everyone in Israel know for certain that God has made this Jesus, whom you crucified, to be both Lord and Messiah!' ...Peter's words pierced their hearts... Those who believed what Peter said were baptized and added to the church that day - about 3,000 in all." - *Acts 2:14, 36-37, 41*

### **2. The ongoing ministry of the Holy Spirit was not limited to just the Early Church, but for the entire Church today.** There was no expiration date on His empowerment of believers in the Church.

"The promise is for you and your children and for all those who are far off" - *Acts 2:39*

### **3. The work of the Holy Spirit is a separate and subsequent experience from the work of salvation.**

**The believers in Jerusalem** were already followers of Jesus. But they needed something more. So, Jesus told them to wait and be filled with the Spirit.

"Do not leave Jerusalem, but wait for the gift my Father promised." - *Acts 1:4*

"All the believers were meeting together in one place. Suddenly... everyone present was filled with the Holy Spirit." - *Acts 2:1-4*

**The believers in Samaria** were already followers of Jesus, but they also needed something more. So, Peter and John went and prayed for them.

"When the apostles in Jerusalem heard that Samaria had accepted the word of God, they sent Peter and John to them. When they arrived, they prayed for them that they might receive the Holy Spirit, because the Holy Spirit had not yet come upon any of them; they had simply been baptized into the name of the Lord Jesus. Then Peter and John placed their hands on them, and they received the Holy Spirit." - *Acts 8:14-17*

**The believer named Apollos** was already a follower of Jesus, but he needed something more. So, Priscilla and Aquila explained it to him.

"A Jew named Apollos, an eloquent speaker who knew the Scriptures well, had arrived in Ephesus from Alexandria in Egypt. He had been taught the way of the Lord, and he taught others about Jesus with an enthusiastic spirit and with accuracy. However, he knew only about John's baptism. When Priscilla and Aquila heard him preaching boldly in the synagogue, they took him aside and explained the way of God even more accurately." - *Acts 18:24-26*

**The believers in Ephesus** were also already followers of Jesus, but they needed something more. So, Paul instructed them and prayed for them.

"Paul... arrived at Ephesus. There he found some disciples and asked them, 'Did you receive the Holy Spirit when you believed?' They answered, 'No, we have not even heard that there is a Holy Spirit.' ...When Paul placed his hands on them, the Holy Spirit came on them." - *Acts 19:1-6*

### **4. The empowerment of the Holy Spirit is an ongoing experience rather than a one-time event.**

"Be filled with the Spirit." (or better translated, "continue being filled") - *Ephesians 5:18*

## **OUR PRAYER FOR YOU**

Our prayer for you is that if you have never experienced being filled and empowered by the Holy Spirit, then you would take a step of faith and commit yourself to seek Him with your whole heart and invite Him in. The Holy Spirit will make all the difference in the world for you.

# NEXT STEPS.

## 1. GET YOUR JOURNAL

Follow the SOAP method and begin writing down your biblical insights and conversations with Jesus on a daily basis.

## 2. PRACTICE GENEROSITY

Support the local church through acts of giving and tithing.

## 3. GET WATER BAPTIZED

Visit [www.crosswalk.cc/baptism](http://www.crosswalk.cc/baptism) and sign up to be water baptized at your earliest convenience.

## 4. FINISH GROWTHWALK

Step 3 – Impact (next week) is the last session.  
You're almost there!



# STEP 3: IMPACT

YOUR WORLD TO MAKE  
A DIFFERENCE

# BEING THE PARTY

# BODY



In **Session 1** of GrowthWalk, we discovered that God desires us to become part of something dynamic beyond ourselves. God has called us to be part of a family and part the body of Christ. In a family, we all have certain tasks to do so that the family functions properly. Similarly, in a body, every part has a certain role to do so that the body also functions properly.

We love the phrase, “The church is not built on the talents of the **few**, but on the sacrifice of **many**.” We aim to be like Jesus in all we do, including servant leadership. In his own words, Jesus said, ““For who is greater, the one who is at the table or the one who serves? Is it not the one who is at the table? But I am among you as one who serves” (*Luke 22:27*).

Jesus modeled serving others, the greatest example being when he lowered himself and washed his disciples’ feet. Later, he is described as a servant by the Apostle Paul: “Who, being in very nature God, did not consider equality with God something to be used to his own advantage; rather, he made himself nothing by taking the very nature of a servant, being made in human likeness” (*Philippians 2:6-7*).

If serving was a mandate for Jesus, then it should be one for us as well.

"Each of us is a part of the one Body of Christ... The eye can never say to the hand, 'I don't need you.' The head cannot say to the feet, 'I don't need you.' And some of the parts that seem weakest and least important are really the most necessary!" - 1 Corinthians 12:13, 21-22

### **THE HUMAN BODY**

Just as every part has a specific role to serve in the body...

Just as every part has a different function...

Just as every part is very important...

Just as every part belongs, and it cooperates with all the other parts in the body...

Just as there are no wasted parts in the body...

Just as the body gets sick when a part ceases to function in its role...

### **THE CHURCH**

...every person has a specific role to serve in the church.

...every person has a different function.

...every person is very important.

...every person belongs, and cooperates with all the other people in the church.

...there are no wasted people in church.

...the church is not as healthy when a person neglects to function in their role.

God desires each and every participant to serve Him and others according to their unique design. Then the local church body of Christ will be totally complete. What we are a part of is bigger than the part we play.

### **THE HUMAN BODY**

Just as every system has a specific role to serve in the body...

Just as every system has a different function...

Just as every system is very important...

Just as every system belongs, and it cooperates with all the other systems in the body...

Just as there are no wasted systems in the body...

### **THE CHURCH**

...every team has a specific role to serve in the church.

...every team has a different function.

...every team is very important.

...every team belongs, and cooperates with all the other teams in the church.

...there are no wasted teams in church.

## **OUR PRAYER FOR YOU**

Our prayer for you is that you discover your unique, God-given design, and then find the thrill of fulfillment by joining one of our Ministry Teams that is best aligned with your gifts.

# NEXT STEPS.

## **1. DISCOVER YOUR UNIQUE DESIGN**

Complete the personality and spiritual gift assessment tools.

## **2. MEET WITH YOUR LOCATION PASTOR**

Join one of our Ministry Teams. We have a place for you!

We've been waiting for you. Welcome home!



**DISCOVER YOUR  
PERSONALITY & GIFTS**

# TODAY YOU WILL

## 1. COMPLETE THE PERSONALITY ASSESSMENT (DISC TEST)

**STEP 1:** Answer each question by circling the number that best describes you.

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

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

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

## 2. COMPLETE THE SPIRITUAL GIFTS ASSESSMENT

**STEP 1:** Respond to the spiritual gifts statements by writing the number that indicates how each statement describes you in the blanks.

- 1 - Almost Never
- 2 - Sometimes
- 3 - Almost Always

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

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

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

**STEP 4:** Read about your gifts. Connect with a team or group that complements your personality, highest rated spiritual gifts, and availability to serve.

# PERSONALITY TRAITS

## THE GOAL OF THIS CLASS

To discover how my DESIGN helps to reveal my DESTINY.

To discover the amazing POTENTIAL of my life.

"Truly, truly, 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 the Father." - *John 14:12 (NASB)*

## DISCOVERING YOUR PERSONALITY

"I praise you because I am fearfully and wonderfully made." - *Psalms 139:14*

### *Elements that Help to Develop Positive Traits in Your Unique Personality*

- A. FAMILY
- B. TRAINING
- C. MENTORS
- D. EXPERIENCES

"Therefore, if anyone is in Christ, he is a new creation; the old has gone, the new has come!"  
- *2 Corinthians 5:17 (NIV 1984)*



## MY PERSONALITY/LEADERSHIP STYLE \_\_\_\_\_



### 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 and authority.	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 consistent environments instead of changing ones.	1	2	3	4	5
I prefer specifics over generalizations.	1	2	3	4	5
I enjoy smaller groups of people.	1	2	3	4	5
I prefer being a member of 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

## **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 be 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)*

## **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)*

## **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)*

## **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)*

## **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)*

## **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 / 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 / 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 / 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**

Our greatest strengths can be the source of our greatest weaknesses.

**"D" personalities are dominant, direct, task oriented, decisive, organized, outgoing, & outspoken. As you embrace these strengths, also make sure to:**

- 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, interested in people, easygoing, outgoing, witty, & people oriented. As you embrace these strengths, also make sure to:**

- 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.
- Talk less; listen more.

**"S" personalities are steady, stable, analytical, people oriented, introverted. As you embrace these strengths, also make sure to:**

- 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. As you embrace these strengths, also make sure to:**

- 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.

# SPIRITUAL GIFTS

## SPIRITUAL GIFTS ARE NOT:

### 1. **STRENGTH OR ABILITIES**

We all have natural abilities that we've learned from those around us regardless of Christian faith. Many times our natural abilities and strengths are redeemed by the Lord to become spiritual gifts.

### 2. **CHARACTER TRAITS**

We are all called to have character and our gifts should produce the nature of Jesus Christ in each person. A person should not say he has the "gift of peace" when we are all encouraged to develop that characteristic. Spiritual gifts offer opportunities for us to exemplify Christ.

### 3. **TITLES & POSITIONS**

Spiritual gifts often lead to titles or positions but a person may have the gift without the role or the role without the gift. Regardless, we should serve whenever we are given the opportunity. Working in the area of your gifting will allow you to "be" the person that God has called you to be rather than just "doing" good things.

### 4. **SELF PROMOTING**

Spiritual gifts are endowments given by God to His people for accomplishing His purpose on the earth. Spiritual gifts are given for the glory of God.

"Follow the way of love and eagerly desire spiritual gifts... try to excel in gifts that build up the church."

- 1 Corinthians 14:1

## HOW DO I RECEIVE SPIRITUAL GIFTS?

- Accept Jesus Christ as Lord of your life.
- Acquire faith and truth in the area of spiritual gifts.
- Apply yourself to learning about spiritual gifts.
- Ask for the Lord to give you spiritual gifts.

"Then Jesus said to the centurion, "Go! It will be done just as you believed it would." And his servant was healed at that very hour." - Matthew 8:13

## SPIRITUAL GIFTS ASSESSMENT

1. I like organizing services and events.
2. I enjoy starting new churches.
3. Working with my hands is fun for me.
4. I pray for the lost daily.
5. Encouraging others is a high priority in my life.
6. Influencing others for the kingdom of God through finances is extremely important to me.
7. I enjoy doing the little things that others do not.
8. Having people over to my house is something I do often.
9. Spending hours in prayer for other people is very enjoyable to me.
10. I tend to motivate others to get involved.
11. My heart hurts when I see others hurting.
12. I enjoy sharing the gospel with other people groups and nationalities.
13. I've devoted considerable time to mastering my voice and or instrument.
14. Caring for the hurting is paramount in my eyes.
15. The willful sin of others really aggravates me.
16. I like creating outlines of the Bible.
17. I am passionate about managing details.
18. I prefer to pioneer new ministry projects.
19. I consider myself a craftsman or craftswoman.
20. I am greatly concerned about seeing the lost saved.
21. I try to come across loving and caring.
22. I find ways to give offerings above my tithe.
23. Helping others is one of my highest achievements.
24. Creating a warm and welcoming home is important to me.
25. I am burdened to pray for situations in the world.
26. I prefer to take the lead whenever necessary.
27. I'm very sensitive to sad stories.
28. Living in another country to benefit the gospel is exciting to me.
29. I desire to serve the church through worship.
30. I enjoy connecting, caring for, and coaching others.
31. Confronting someone with sin in their life is not hard.
32. I share Biblical truth with others in hopes of their personal growth.
33. Creating a task list is easy and enjoyable for me.
34. I am attracted to ministries that start new churches.
35. Building something with my hands is very rewarding to me.



36. I enjoy sharing the gospel with a total stranger.
37. I look for ways to be an encouragement to other people.
38. Making more money means that I can give more.
39. Being a part of the process is fulfilling to me.
40. I tend to make total strangers feel at home.
41. People often describe me as a prayer warrior.
42. I delegate responsibilities to accomplish tasks.
43. I am motivated to help those who are less fortunate.
44. I focus a lot on reaching the world for Christ.
45. I gain my deepest satisfaction through leading others in vocal or instrumental worship.
46. I enjoy walking with someone in times of difficulty.
47. I enjoy hearing passionate and clear preaching of the truth.
48. I prefer to teach the Bible topically rather than verse by verse.

## SPIRITUAL GIFTS ASSESSMENT

1 ALMOST NEVER		2 SOMETIMES		3 ALMOST ALWAYS			
						TOTAL	GIFT
1.	_____	17.	_____	33.	_____	_____	A. <u><b>ADMINISTRATION</b></u>
2.	_____	18.	_____	34.	_____	_____	B. <u><b>APOSTLESHIP</b></u>
3.	_____	19.	_____	35.	_____	_____	C. <u><b>CRAFTSMANSHIP</b></u>
4.	_____	20.	_____	36.	_____	_____	D. <u><b>EVANGELISM</b></u>
5.	_____	21.	_____	37.	_____	_____	E. <u><b>ENCOURAGING</b></u>
6.	_____	22.	_____	38.	_____	_____	F. <u><b>GIVING</b></u>
7.	_____	23.	_____	39.	_____	_____	G. <u><b>HELPS</b></u>
8.	_____	24.	_____	40.	_____	_____	H. <u><b>HOSPITALITY</b></u>
9.	_____	25.	_____	41.	_____	_____	I. <u><b>INTERCESSION</b></u>
10.	_____	26.	_____	42.	_____	_____	J. <u><b>LEADERSHIP</b></u>
11.	_____	27.	_____	43.	_____	_____	K. <u><b>MERCY</b></u>
12.	_____	28.	_____	44.	_____	_____	L. <u><b>MISSIONARY</b></u>
13.	_____	29.	_____	45.	_____	_____	M. <u><b>MUSIC/WORSHIP</b></u>
14.	_____	30.	_____	46.	_____	_____	N. <u><b>PASTOR/SHEPPARD</b></u>
15.	_____	31.	_____	47.	_____	_____	O. <u><b>PROPHECY</b></u>
16.	_____	32.	_____	48.	_____	_____	P. <u><b>TEACHING</b></u>

## **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. The team list following the supporting scripture provides suggested teams with serving environments where the corresponding gifts can be most effective.

### **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)

(Admin Team, Connect Group Leader, Missions Team, SEU, Support Team)

### **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)

(Connect Group Leader, Crosswalk Youth, Growthwalk, Kidswalk, Sisterhood, Missions Team)

### **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)

(Connect Group Leader, Creative, Kidswalk, Production Team, Support Team)

### **D. 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)

(Connect Group Leader, Crosswalk Youth, Prayer Team, Sisterhood, Welcome Team)

### **E. ENCOURAGING**

The gift of encouragement is the divine strength or ability to exhort others through the written or spoken word and Biblical truth. (Acts 14:22; Romans 12:8; 1 Timothy 4:13; Hebrews 10:24-25)

(Connect Group Leader, Kidswalk, Sisterhood, Welcome Team, Worship Team)

### **F. GIVING**

The gift of giving is the divine strength or ability to produce wealth and to give by tithes and offerings for the purpose of advancing the Kingdom of God on earth. (Mark 12:41-44; Romans 12:8; 2 Corinthians 8:1-7, 9:2-7)

(ALL TEAMS)

## **G. 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)

(Admin Team, Connect Group Leader, Production Team, SEU, Support Team, Welcome Team)

## **H. 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)

(Connect Group Leader, Crosswalk Youth, Kidswalk, Sisterhood, Welcome Team)

## **I. 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)

(Connect Group Leader, Missions Team, Prayer Team, Worship Team)

## **J. LEADERSHIP**

The gift of leadership is the divine strength or ability to influence people at their level while directing and focusing them on the big picture, vision, or idea. (Romans 12:8; 1 Timothy 3:1-13, 5:17; Hebrews 13:17)

(ALL TEAMS)

## **K. 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)

(Connect Group Leader, Crosswalk Youth, Kidswalk, Missions Team, Prayer Team, Sisterhood)

## **L. 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)

(ALL TEAMS)

## **M. 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)

(Connect Group Leader, Worship Team, Production Team)

## **N. 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)

(Connect Group Leader, Crosswalk Youth, Kidswalk, Missions Team, Sisterhood)

## **O. 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)

(Connect Group Leader, Missions Team, Prayer Team, Worship Team)

## **P. 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)

(Connect Group Leader, Crosswalk Youth, Kidswalk, Missions Team)

**The spiritual gifts that are identified in 1 Corinthians 12 are not listed here because they are spontaneous, non-residential gifts that are available to everyone, depending upon the situation. We do encourage, however, for all believers to pray for, step out in faith, and cultivate these manifestational gifts in their lives because they provide the dynamics for a rich church experience.**



# TEAMS



## **PRODUCTION**

Utilize creativity and technical skills to provide a distraction-free, excellent, and engaging service environment in which people can encounter Jesus. There are opportunities to serve with lighting, audio, visuals, live video, or stage management.

## **KIDSWALK**

Kidswalk is Jesus centered, Bible teaching, and world reaching. Serving in Kidswalk includes opportunities to use your spiritual gifts to disciple the next generation and create a fun and safe environment for babies through 5th grade.

## **WORSHIP**

A rising generation of passionate worshipers that help people encounter Jesus through authentic and energetic music. Serve by using your gifts in singing or playing an instrument in our weekly services, ministry events, and conferences.

## **CREATIVE**

Use your passion for photography, film making, graphic design, marketing, and web development to share the good news of Jesus.

## **WELCOME**

Create welcoming environments for every CrossWalk guest. Every first impression can make a huge impact in people's lives! Help set a welcoming, expectant, and excellent atmosphere through roles like hosting, greeting, and making a space come to life with little details that go the extra mile.

## **YOUTH**

Use your gifts to invest in and raise up the next generation of leaders in our church. For those passionate about working with young leaders, opportunities to serve involve connect group settings, worship services, conferences, and other social events.

## **SISTERHOOD**

Sisterhood is an ever-expanding company of women of all ages and walks of life who believe in the value and potential of women. Community and growth happen through Connect Groups, studies, conferences, and other events. Help make Sisterhood happen by being a part of Welcome, Admin, Hosting, and working with special events.

**SEU**

Southeastern University in Lakeland, Florida, partners with Crosswalk Church to host an extension site right here in Virginia. Students have the opportunity to receive excellent and accredited college education for an affordable price while they discover their divine design in a local church setting.

**ADMIN**

Help with tasks directly related to the day-to-day functioning of church life. From data entry to system management, there are opportunities to serve throughout the week to make church happen on Sundays!

**SUPPORT**

Use your hands-on skills to contribute to practical ministry in areas like event logistics, facility assistance, and project building.

**SECURITY**

Help protect the wellbeing of people at church by implementing preventative security measures during Sunday services and ministry events. Use your gifts on a team ready to detect and respond to incidents while ensuring proper safety protocols are in place.

**PRAYER**

Use your passion for prayer to bless, strengthen, and encourage your local church. Receive and pray for requests from people in the church, commit to pray for the various Crosswalk ministry teams, believe for the move of the Holy Spirit in our corporate gatherings and Connect Groups, and/or be available to pray for people via our online streaming or in-person services per a Pastor's request.



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