

RADIANT DNA

VISION MISSION & VALUES OF
RADIANT CHURCH

...and how you can be apart it.

DISCOVER YOUR PURPOSE

Your introduction guide to the
purpose God has for you.

Radiant DNA

Radiant DNA at Radiant Church is a simple one-step process that enables you to become a member of Radiant Church, discover your purpose through discovering the gifts God has given you, grow as a leader, and serve in ministry. Over the course of one class, we will guide you through each of these. Our prayer is that you would enjoy learning about God, Radiant Church, and your calling as a Christ follower during these classes.

Overview:

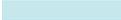
Get Connected- Become a Member

Explore the ministry of Radiant Church and learn how to connect with other in discipleship growth. You will learn about the mission, government and structure of Radiant Church as well as ways to take spiritual steps in small groups, prayer meetings and water baptism.

Get Involved- Join the Team

Dive into the details of your personality and discover your gifts. See how your design reveals your purpose in life and your best fit in ministry.

THE RADIANT STORY

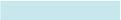


After 20 years of pastoring young people, Pastor David Perkins dreamed of planting a church where people wholeheartedly followed Jesus. David, Renata, and their four children moved to Kansas City and began leading prayer meetings in their home. Their dream became a reality when Radiant Church began on September 18, 2016 at Overland Trail Middle School, in Overland Park, Kansas. Radiant Church has since grown into a dynamic community of faith where many people have joined the adventure to know God, find freedom, discover purpose, and make a difference.

From the beginning, Radiant Church has focused on reaching people who don't know God, on building relationships through small groups, on praying passionately, and helping people fulfill God's call on their lives. In our first several years, Radiant Church has grown significantly as hundreds of people have committed their lives to Jesus.

Today, God is at work at Radiant Church and we enjoy doing life together. We are excited to keep making a difference in our city, nation and world, and we hope that you will come on the journey with us!

OUR PRAYER FOR YOU



"I keep asking that the God of our Lord Jesus Christ, the glorious Father, may give you the Spirit of wisdom and revelation, so that you may know Him better. I pray that the eyes of your heart may be enlightened in order that you may know the hope to which He has called you, the riches of His glorious inheritance in His holy people."
EPHESIANS 1:17-18

"I ask the God of our Master, Jesus Christ, the God of glory—to make you intelligent and discerning in knowing Him personally, your eyes focused and clear, so that you can see exactly what it is He is calling you to do, grasp the immensity of this glorious way of life He has for His followers."
EPHESIANS 1:17-19 MSG

Our spiritual journey consists of four steps:

1. Know God

"[I pray]... that you may know Him better [personally]."

EPHESIANS 1:17–18

"Not everyone who says to me, 'Lord, Lord,' will enter the kingdom of heaven, but only he who does the will of my Father who is in heaven. Many will say to me on that day, 'Lord, Lord, did we not prophesy in Your name, and in Your name drive out demons and perform many miracles?' Then I will tell them plainly, 'I never knew you.'"

MATTHEW 7:21–23

2. Find Freedom

"[I pray]... that the eyes of your heart may be enlightened [focused and clear]."

EPHESIANS 1:17–18

"Therefore confess your sins to each other and pray for each other so that you may be healed."

JAMES 5:16

3. Discover Our Purpose

"[I pray]... that you may know the hope to which He has called you."

EPHESIANS 1:17–18

"We have different gifts, according to the grace given us."

ROMANS 12:6

"All of you together are Christ's body, and each of you is a part of it."

1 CORINTHIANS 12:27 NLT

4. Make a Difference

"This is to my Father's glory, that you bear much fruit, showing yourselves to be my disciples. I have told you this so that my joy may be in you and that your joy may be complete."

JOHN 15:8, 11

Those who look to Him are Radiant Psalm 34:5

1. KNOW GOD



Our first core value is knowing God. We consider reaching people who do not know God personally to be one of our greatest responsibilities. Our Sunday services are for people at all stages in their spiritual journey but are designed for those who do not yet have a genuine relationship with God. The Sunday services focus on four values:

1. Celebration

We believe church should be enjoyable.

"I was glad when they said to me, 'Let us go into the house of the Lord!'"

PSALM 122:1 NKJV

2. Inspiration

We believe church should be a place where people experience God's presence.

"But...when some unbelievers or ordinary people come in, they will be convinced of their sin by what they hear. They will be judged by all they hear, their secret thoughts will be brought into the open, and they will bow down and worship God, confessing, 'Truly God is here among you!'"

1 CORINTHIANS 14:24–25 GNT

3. Preparation

We believe church should be a place where people learn how the Bible applies to their daily lives.

"So Christ Himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip His people for works of service, so that the body of Christ may be built up."

EPHESIANS 4:11–12

4. Salvation

We believe church should be a place where people can accept Jesus as their Lord and Savior.

"'Everyone who calls on the name of the Lord will be saved.' But how can they call on Him to save them unless they believe in Him? And how can they believe in Him if they have never heard about Him? And how can they hear about Him unless someone tells them?"

ROMANS 10:13–14 NLT

"Go out into the country...and urge anyone you find to come, so that the house will be full."

LUKE 14:23 TLB

In addition to our efforts during Sunday services, we are focused on reaching people in the three key places designated by Jesus:

"You will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth."

ACTS 1:8

1. "In Jerusalem" — Our City

"Real religion, the kind that passes muster before God the Father, is this: Reach out to the homeless and loveless in their plight."

JAMES 1:27 MSG

The primary way we reach our cities is through our Sunday services, our SERVE Day, and small groups.

2. "In Judea and Samaria" — Our Nation

"As they traveled from town to town, they presented the simple guidelines the Jerusalem apostles and leaders had come up with. That turned out to be most helpful. Day after day the congregations became stronger in faith and larger in size."

ACTS 16:4–5 MSG

3. "To the ends of the earth" — Our World

"Jesus said to His followers, 'Go everywhere in the world, and tell the Good News to everyone.'"

MARK 16:15 NCV

The primary way we reach our world is through strategic missions. At Radiant Church, we intentionally invest a portion of our resources in global mission work, unreached people groups, face to face evangelism, and church planting.

How you can participate:

1. Pray

Pray that we might reach people in each of these areas with the Good News of Jesus Christ.

"Then He said to His disciples, 'The harvest is plentiful but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into His harvest field.'"

MATTHEW 9:37–38

2. Give

Give your time and resources to reach people for Christ.

"Do not store up for yourselves treasures on earth, where moths and vermin destroy, and where thieves break in and steal. But store up for yourselves treasures in heaven, where moths and vermin do not destroy, and where thieves do not break in and steal. For where your treasure is, there your heart will also be."

MATTHEW 6:19–21

3. Go

Go to our cities, nation, and world to serve others and show people the love of God.

"Then I heard the voice of the Lord saying, 'Whom shall I send? And who will go for us?' And I said, 'Here am I. Send me!' He said, 'Go and tell this people...'"

ISAIAH 6:8–9

2. FIND FREEDOM

Finding freedom is our second core value. We believe personal transformation happens in the context of relationships, and that healthy friendships encourage us to experience the full life God intends for us. Small groups aid in this process because we were not made to live life alone. God created us for community, and our small groups provide safe places for you to connect with others, share experiences, and grow in faith together.

Small groups provide three things:

1. A place to connect with others.

"Yes, whatever a person is like, I try to find common ground with him so he will let me tell him about Christ and let Christ save him."

1 CORINTHIANS 9:22 TLB

2. A place to protect each other.

"We know what real love is because Jesus gave up His life for us. So we also ought to give up our lives for our brothers and sisters."

1 JOHN 3:16 NLT

When we do life together, our problems become more manageable as God uses others to bring support and encouragement. Small groups become places where others care about what is happening in your life and want to support you in your spiritual journey. Real freedom becomes possible.

3. A place to grow together.

"As iron sharpens iron, so one person sharpens another."

PROVERBS 27:17

We believe every person is created with God-given potential to make a difference in the world. Small groups are places you can grow with others to become more like Jesus and fulfill the potential God has put inside of you.

Radiant Church Small Groups Model:

We base our small group model on the Early Church as described in the Bible in the book of Acts. There, you can read about how small group meetings in homes helped lay the foundation for tremendous growth of the first church in Jerusalem.

"Day after day, in the temple courts and from house to house, they never stopped teaching and proclaiming the good news that Jesus is the Messiah."

ACTS 5:42

"You know that I have not hesitated to preach anything that would be helpful to you but have taught you publicly and from house to house."

ACTS 20:20

**Radiant Church is a church *of*
small groups, not a church *with*
small groups.**

Four things to know about Radiant Church small groups:

1. Our groups are “open.”

We want people to gather together based on activities they enjoy and subjects that are important to them. **All groups have the same goal: to help every member take a step in their relationship with Jesus!** Essentially, the things you already do in your life are the perfect inspiration for attending or forming your own small group. Currently, our groups reflect a great diversity of interests including parenting, business, sports, the arts, Bible study, prayer, or just sharing a meal together. Our groups are as varied as we are, and fall within four major hubs:

• *Marriage & Family* • *Men* • *Women* • *Young Adult* • *Students* •

2. There are three small group semesters every year.

Life flows in seasons, and we want to make it easy for you to be in the right small group for the season you're in. This is why we have new groups that start and stop three times a year, in what we refer to as “semesters.”



3. Everyone can join a group.

Our hope is for every person at Radiant Church to be connected in meaningful community through a small group. With many groups to choose from, we are confident there is a group that is a great fit for you. You can search groups by topic, location, day, and time in our online small groups directory.* Once you find a few groups that interest you, contact the leaders to learn more, and check them out in person.

4. You can host a group.

We believe hosting a group makes sense because we all have something to offer others. Whether it's something you are passionate about, an experience you've had that can help others, or an area in which you are currently growing, hosting a group is a great way to bring people together in meaningful community. Additionally, finding freedom becomes easier and more inspiring.

***For more information on small groups, please visit
<https://www.radiantchurchkc.com/connect/small-groups>**

3. DISCOVER PURPOSE



After knowing God and finding freedom, the next logical step to living the full life God intended for you is to discover and develop your purpose. In Week Two of Next Steps, we guide you through several self-assessments to help you discover your design and best fit in ministry. We then offer opportunities to fulfill your leadership potential while strengthening your character and your relationship with God.

Let us move beyond the elementary teachings about Christ and be taken forward to maturity.”

HEBREWS 6:1

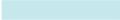
“I have come that they may have life, and have it to the full.”

JOHN 10:10

We believe there is no great divide between “ministers” and the “congregation.” Everyone has something they can do to impact the lives of others in the Kingdom of God. From our perspective, every member of Radiant Church is a minister, every person is gifted in some area, and every task is important. Discover what you do well, and take steps to use your gifts to make a difference. We come alongside to help aid this process by connecting you to opportunities available at Radiant Church, including small groups and team ministry during Sunday services.

**At Radiant Church Every
Member is a Minister.**

4. MAKE A DIFFERENCE



Our last core value is making a difference. All of us were created by God to make a difference in the world around us. God has a place for you where your unique abilities and passions can impact the lives of others. We believe your life will make sense as soon as you find, develop, and fulfill your purpose. You can start by joining the Dream Team on during week Two of Next Steps!

“For we are God’s handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do.”

EPHESIANS 2:10

“However, I consider my life worth nothing to me, if only I may finish the race and complete the task the Lord Jesus has given me.”

ACTS 20:24

“Now God gives us many kinds of special abilities...and there are different kinds of service to God [ministry]...All of you together are the one Body of Christ and each of you is a separate and necessary part of it.”

1 CORINTHIANS 12:4–5, 27 TLB

DISCOVER YOUR PURPOSE

WHAT IS IN YOUR DNA?

DISCOVERING YOUR GIFTS

“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 NLT

1. My Gifts and Passions

“We have different gifts, according to the grace given us. If a man’s gift is prophesying, let him use it in proportion to his faith. If it is serving, let him serve; if it is teaching, let him teach; if it is encouraging, let him encourage; if it is contributing to the needs of others, let him give generously; if it is leadership, let him govern diligently; if it is showing mercy, let him do it cheerfully.”

ROMANS 12:6–8

2. My Life Experiences

“So here’s what I want you to do, God helping you: Take your everyday, ordinary life—your sleeping, eating, going-to-work, and walking-around life—and place it before God as an offering. Embracing what God does for you is the best thing you can do for Him.”

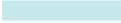
ROMANS 12:1 MSG

3. My Pain

“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.”

2 CORINTHIANS 1:3–4 NLT

DESIGN REVEALS DESTINY



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

PSALM 139:13–14 NLT

My purpose is to serve God by serving others.

How To Take the Personality Assessment

Step 1: On the following page, answer each question under sections 1–4 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 two dominant personality traits.

- Box 1 = "D" personality
- Box 2 = "I" personality
- Box 3 = "S" personality
- Box 4 = "C" personality

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

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

My Personality/Leadership Style _____

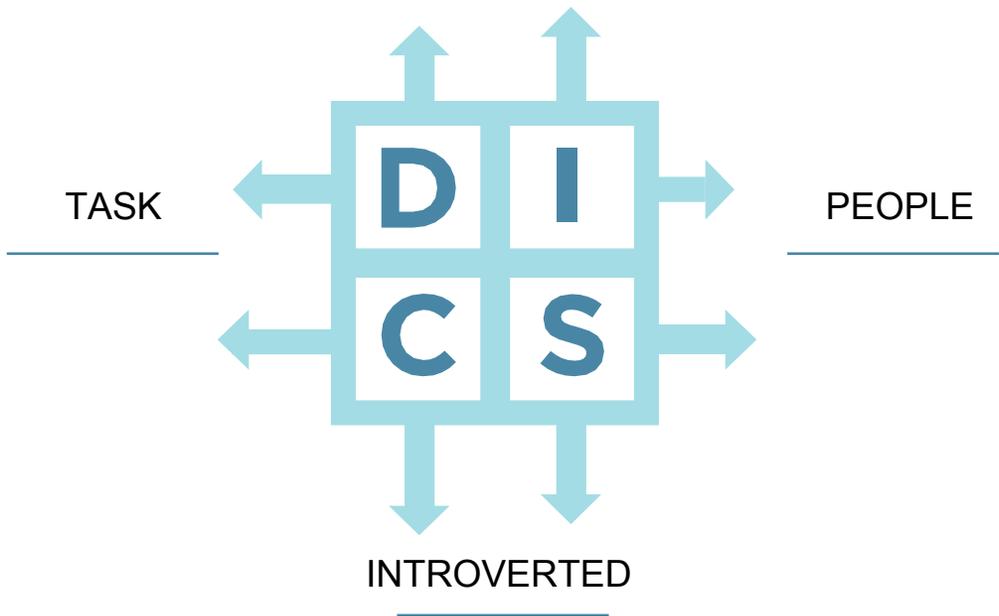
D	1. Total _____	Never	Rarely	Sometimes	Often	Always
		1	2	3	4	5
	I am assertive, demanding, and decisive.	1	2	3	4	5
	I enjoy doing multiple tasks at once.	1	2	3	4	5
	I thrive in a challenge-based environment.	1	2	3	4	5
	I think about tasks more than others or myself.	1	2	3	4	5
	I am motivated by accomplishment and authority.	1	2	3	4	5

I	2. Total _____	Never	Rarely	Sometimes	Often	Always
		1	2	3	4	5
	I enjoy influencing and inspiring other people.	1	2	3	4	5
	I am optimistic about others.	1	2	3	4	5
	I tend to be the life of the party.	1	2	3	4	5
	I think about motivating people.	1	2	3	4	5
	I am motivated by recognition and approval.	1	2	3	4	5

S	3. Total _____	Never	Rarely	Sometimes	Often	Always
		1	2	3	4	5
	I thrive in consistent environments.	1	2	3	4	5
	I prefer specifics over generalizations.	1	2	3	4	5
	I enjoy small groups of people.	1	2	3	4	5
	I prefer being a member of a team.	1	2	3	4	5
	I am motivated by stability and support.	1	2	3	4	5

C	4. Total _____	Never	Rarely	Sometimes	Often	Always
		1	2	3	4	5
	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

EXTROVERTED



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

PSALM 139:14

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

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

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

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

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

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

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

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

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

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

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

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

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

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

S We are steady and more reserved. We do not like change, and thrive in secure, non-threatening environments. We are often friendly and understanding as well as good listeners and loyal workers who are happy doing the same job consistently. With an incredible ability to forgive, reliable and dependable “S”s tend to make the best friends. Our greatest fear, however, is loss of security, and our possible weaknesses naturally include not only resistance to change, but also difficulty adjusting to it. We can also be too sensitive to criticism and unable to establish priorities. In order to avoid being taken advantage of, we need to be stronger and learn how to say “no.” We also like to avoid the limelight, but when given an opportunity to genuinely help others, we will gladly rise to the occasion. We feel most valued when we have truly helped someone.

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

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

S/I We are inspirational counselors who exhibit warmth and sensitivity. Tolerant and forgiving, we have many friends because we accept and represent others well. Our social nature and desire to be likable and flexible makes us inclined to be overly tolerant and non-confrontational. We will benefit from being more task-oriented and paying more attention to detail. Kind and considerate, we include others and inspire people to follow us. Words of affirmation go a long way with us, and with the right motivation, we can be excellent teamplayers.

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

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

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

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

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

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

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

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

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

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

MAKING THE MOST OF YOUR PERSONALITY



“For we are His workmanship, created in Christ Jesus for good works.”

EPHESIANS 2:10 NASB

Every personality has strengths and challenges. The following will give you specific areas to focus on to help you work well with others.

“D” personalities are dominant, direct, task-oriented, decisive, organized, outgoing, and outspoken. As you embrace these strengths, also make sure to:

- Listen attentively to others.
- Support other team members.
- Invest in personal relationships.
- Balance controlling and domineering tendencies.
- Value the opinions, feelings, and desires of others.

“I” personalities are influential, witty, easygoing, outgoing, and people-oriented. As you embrace these strengths, also make sure to:

- Be aware of tasks that need to be accomplished.
- Balance your emotions, words, and actions.
- Remember to consider details and facts.
- Slow down your pace for others when necessary.
- Listen attentively to others.
- Choose thoughtful decision-making over impulsive decision-making.

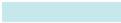
“S” personalities are steady, stable, analytical, reserved, yet people-oriented. As you embrace these strengths, also make sure to:

- Take initiative.
- Practice flexibility.
- Approach confrontation constructively.
- Be direct in your interactions when necessary.
- Be willing to adapt and change.
- Keep the overarching goals of your family or group in mind while thinking of the procedures.

“C” personalities are cautious, compliant, task-oriented, goal-oriented, and competent. As you embrace these strengths, also make sure to:

- Be decisive when necessary.
- Cultivate personal relationships.
- Be open to others' ideas and methods.
- Balance your focus between facts and people.
- Help others accomplish their goals.
- Focus on doing the right things, not just doing things right.

DISCOVERING YOUR SPIRITUAL GIFTS



“Very truly I tell you, whoever believes in me will do the works I have been doing, and they will do even greater things than these, because I am going to the Father.”

JOHN 14:12

“For just as we have many members in one body and all the members do not have the same function, so we, who are many, are one body in Christ, and individually members one of another. Since we have gifts that differ according to the grace given to us, each of us is to exercise them accordingly: if prophecy, according to the proportion of his faith; if service, in his serving; or he who teaches, in his teaching; or he who exhorts, in his exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness.”

ROMANS 12:4-8

How to Take the Spiritual Gifts Assessment

Step 1: Respond to the statements on the next two pages by writing the number that indicates how each statement describes you in the blanks on page 35:

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

Step 2: Add each line on page 35, left to right, and place the totaled number in the total column.

Step 3: Identify your three highest totaled numbers with their corresponding letters and the spiritual gifts they represent (listed on the pages following the assessment).

Step 4: Read about your gifts. Consider connecting with a team or small group that complements your personality, highest rated spiritual gifts, and availability to serve. For a full list of teams serving at Radiant Church, see Appendix, p63.

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

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

1 Almost Never

2 Sometimes

3 Almost Always

TOTAL

GIFT

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

USING YOUR SPIRITUAL GIFTS

Congratulations on discovering your spiritual gifts! God uniquely created you and gave you these gifts for a reason. Now that you've identified how He has gifted you, your next step is to learn how you can use those gifts for the purpose He has for you. On the following pages, you can learn more about your spiritual gifts and which areas in Radiant Church are possible options for exercising those gifts.

A. Administration

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

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

(Administration Team, Radiant Kids Check-in, Production, Ushers, Church-In and Church-Out)

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

(Small Group Leadership)

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 various ministry applications.

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

(Coffee Team, Radiant Kids, Production, Outdoor Experience, Church-In and Church-Out)

D. Discernment

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

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

(Prayer Team, Small Group Leadership, Security, Ushers)

E. Evangelism

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

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

(Radiant Students, Prayer Team, Small Group Leadership)

F. Exhortation

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

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

(Greeter Team, Coffee Team, Radiant Kids, Radiant Students, Kids Check-in, Early Childhood, Small Group Leadership)

G. Faith

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

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

(All Teams)

H. Giving

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

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

(Legacy Team)

I. Healing

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

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

(Small Group Leadership, Prayer Team, First Responders)

J. Helps

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

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

(Administration Team, Coffee Team, Greeters, Ushers, Dream Team Hosts, Radiant Kids Check-In, Outdoor Experience, Radiant Kids, Church-In and Church-Out)

K. Hospitality

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

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

(Greeters, Radiant Students, Radiant Kids Check-in, Church-In and Church-Out, Small Group Leadership)

L. Intercession

The gift of intercession is the divine strength or ability to stand in the gap in prayer for someone or something, while believing for profound results.

Hebrews 7:25; Colossians 1:9-12, 4:12-13; James 5:14-16

(Prayer Team, Small Group Leadership)

M. Knowledge

The gift of knowledge is the divine ability to understand and to bring clarity to situations and circumstances, often accompanied by guidance from God's Word.

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

(Small Group Leadership)

N. Leadership

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

(All Teams)

O. Mercy

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

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

(Greeter Team, Prayer Team, Small Group Leadership)

P. Miracles

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

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

(Small Group Leadership, Prayer Team)

Q. Missionary

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

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

(Small Group Leadership)

R. Music/Worship

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

Deut. 31:22; 1 Sam. 16:16; 1 Chr. 16:41-42; 2 Chr. 5:12-13, 34:12; Psalm 150

(Radiant Kids, Radiant Students, Radiant Music, Small Group Leadership)

S. Pastor/Shepherd

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

John 10:1-18; Ephesians 4:11-14; 1 Timothy 3:1-7; 1 Peter 5:1-3
(*Early Childhood, Radiant Kids, Radiant Students, Small Group Leadership*)

T. Prophecy

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

2:37-40, 7:51-53, 26:24-29; 1 Corinthians 14:1-4; 1 Thessalonians 1:5
(*Prayer Team, Small Group Leadership*)

U. Service

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

Acts 6:1-7; Romans 12:7; Galatians 6:10; 1 Timothy 1:16-18; Titus 3:14
(*Administration Team, Early Childhood, Radiant Kids, Security, Ushers, Coffee Team, Church-In and Church-Out*)

V. Teaching

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

18:24-28, 20:20-21; 1 Corinthians 12:28; Ephesians 4:11-14
(*Small Group Leadership, Radiant Kids, Early Childhood, Radiant Students*)

W. Tongues (*and Interpretation*)

The gift of tongues is the divine strength or ability to pray in a heavenly language to encourage your spirit and to commune with God.

Acts 2:1-13; 1 Corinthians 12:10, 14:1-14
(*Prayer Team*)

X. Wisdom

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

Acts 6:3,10; 1 Corinthians 2:6-13, 12:8
(*Radiant Kids, Radiant Students, Early Childhood, Small Group Leadership*)

DREAM TEAM

Make A Difference

DEVELOPING AS A LEADER



"God has given each of you a gift from His great variety of spiritual gifts. Use them well to serve one another."

1 PETER 4:10 NLT

Leadership is about influencing others in a worthwhile cause. It is not dependent on titles or positions. It is dependent on people discovering their gifts and passions and then using them to make a difference in the lives of others.

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

EXODUS 3:11-12

Team Work makes the Dream Work.

Qualities of a Leader

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

DANIEL 6:1-3

1. We Love God_____.

"When they saw the courage of Peter and John and realized that they were unschooled, ordinary men, they were astonished and they took note that these men had been with Jesus."

ACTS 4:13

Develop your closeness with God_____

Develop your character_____

Develop your calling_____

2. We Love People_____.

"Jesus called them together and said, 'You know that those who are regarded as rulers of the Gentiles lord it over them, and their high officials exercise authority over them. Not so with you. Instead, whoever wants to become great among you must be your servant, and whoever wants to be first must be slave of all. For even the Son of Man did not come to be served, but to serve, and to give His life as a ransom for many.'"

MARK 10:42-45

Be a servant_____

Be a team player_____

Be a real_____

3. We pursue Excellence_____.

"People were overwhelmed with amazement. 'He has done everything well,' they said."

MARK 7:37

Do things well_____

Do more than your asked_____

Do more than is expected of you_____

4. We choose Joy_____.

"...sorrowful, yet always rejoicing; poor, yet making many rich; having nothing, and yet possessing everything."

2 CORINTHIANS 6:10

Be enjoyable_____

Be positive_____

Be loyal_____

RADIANT CHURCH

CULTURE



1. JESUS IS OUR PASSION.

“Jesus said to him, ‘You shall love the Lord your God with all your heart, with all your soul, and with all your mind.’ This is the first and greatest commandment.”

MATTHEW 22:37-38

2. PEOPLE ARE THE MISSION.

“And the second is like it: You shall love your neighbor as yourself.”

MATTHEW 22:39

3. PRAYER IS OUR WAY.

“So I say to you, Ask and it will be given to you; Seek and you will find; Knock, and the door will be opened to you.”

LUKE 11:19

4. UNITY IS OUR HEART.

“I in them and You in Me, so that they may be brought to complete unity.”

John 17:23

5. GENEROSITY IS OUR HONOR.

“...not reluctantly or under compulsion, for God loves a cheerful giver.”

2 CORINTHIANS 9:7

6. EXCELLENCE IS OUR STANDARD

“Whatever you do, work at it with all your heart as working for the Lord, not for human masters.”

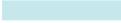
MATTHEW 22:37-38

7. SERVING IS OUR JOY

“Just as the Son of Man came to serve, not to be served...”

MATTHEW 20:28

MAKE A DIFFERENCE



1. _____ **We want to** _____ make a difference.

"[God] saved us and then called us to this holy work. We had nothing to do with it. It was all His idea, a gift prepared for us in Jesus long before we knew anything about it."

2 TIMOTHY 1:9 MSG

2. _____ **Doing something** _____ that makes a difference.

"Anyone who builds on that foundation may use a variety of materials—gold, silver, jewels, wood, hay, or straw. But on the judgment day, fire will reveal what kind of work each builder has done. The fire will show if a person's work has any value. If the work survives, that builder will receive a reward. But if the work is burned up, the builder will suffer great loss. The builder will be saved, but like someone barely escaping through a wall of flames."

1 CORINTHIANS 3:12–15

3. _____ **With people** _____ who want to make a difference.

"Two are better than one, because they have a good return for their labor."

ECCLESIASTES 4:9

TO BEGIN SERVING:



You now have the tools you need to continue your journey with us to know God, find freedom, discover purpose, and make a difference. We are excited for all that God is about to do in and through you!

Review the Dream Team leadership honor code and abuse policies on the following pages. You can read more about individual teams on the Dream Team on pages 42-44. Once you complete the Radiant DNA completion form, you will be contacted by a team leader to begin serving with your team.

In the meantime, if you have not found a small group to connect with, consider doing that now. As you connect with community and impact the lives of others by serving in your area of gifting, you will see your relationship with God and your perspective on life grow and change in unique ways.

LEADERSHIP HONOR CODE

We ask every person serving at Radiant Church to agree to the following Leadership Honor Code:

While serving the Body of Christ as a servant-leader at Radiant Church, I have a responsibility to develop and exhibit mature Christian behavior. Because the way I present myself greatly affects the way others perceive Christ, I aim to exemplify the best qualities in my speech and actions.

I will present a good appearance at all times in both attire and behavior. I will also strive to maintain a disciplined life of Bible reading and prayer, and demonstrate Biblical standards in all situations. In keeping with the highest moral commitments to edify the Body of Christ, I will also refrain from:

- Profanity
- Gambling
- Dishonest gain
- Drunkenness
- Illicit drugs
- Pornography
- Sexual immorality (sexual activity outside of marriage)
- All behaviors which might grieve the Holy Spirit or cause others to stumble

I understand that adhering to this honor code will encourage others to grow in Christ and become servant-leaders themselves. A lifestyle pleasing to God is measured by the heart of each leader in the Radiant Church family. We regard it as an essential part of our development, not as an imposition or restriction.

Having read the Leadership Honor Code, I commit today to live by the standards expected of a leader at Radiant Church.

You will sign this electronically via the Radiant DNA completion form. This copy is for your records.

Signature

Date

ABUSE POLICY

I understand that Radiant Church is a safe place for children and vulnerable adults and that Radiant Church complies with all Federal and State laws regarding reporting suspected abuse. As a member of the Dream Team, I understand that suspected abuse is to be reported to the staff member who oversees the area in which I serve. I also understand the four types of abuse as defined below:

- **Physical:** a physical act directed at a child or vulnerable adult that causes injury.
- **Sexual:** contact or interactions between a child and an adult, or another child, when the child is being used for sexual stimulation of the perpetrator or another person. This includes exploitation through photographs, videos, or other communication methods.
- **Emotional:** acts or omissions by a parent or other caregiver that have caused, or could cause, serious behavioral, cognitive, emotional, or mental disorders.
- **Neglect:** failure to provide for a child or vulnerable adult's basic needs. This includes adequate adult supervision, medical attention, housing, food, and clothing. Most cases of physical neglect involve inadequate adult supervision that has caused harm to a child or vulnerable adult, or places them in danger of such harm.

I understand it is not my responsibility to investigate and in no instance will I confront a parent or caregiver if abuse is suspected. As a member of the Dream Team, I agree to comply with this policy and report any suspected abuse to the staff person who oversees the area in which I serve.

You will sign this electronically via the Radiant DNA completion form. This copy is for your records.

Signature

Date

DREAM TEAM

DESCRIPTIONS



Administration Team

Our team uses our gift of administration to support Radiant Church and all its teams, using computer skills, data entry, and attention to detail.

Prerequisites: Age: 18+, Background check

RADIANTdna 40

Care Team

Our team takes care of our Dream Team members beyond Sunday mornings, including their prayer requests, birthdays, or any other need.

Church In Team

This team helps to create the environment for Sunday Services by setting up pipe and drape, chairs, children's facilities and so much more.

Church Out Team

This team helps to load out all equipment used during a Sunday experience.

Creative Team

This team uses their gifts to create visual elements throughout Radiant Church. They are graphic designers, photographers, cinematographers, and craftspeople.

Dream Team Host Team

Our team hosts our Dream Team members by providing food and encouragement during services and special events.

First Responders Team

Our team of healthcare professionals serves by providing basic medical care in the event of an accident or emergency.

Prerequisites: Background check, Medical certification

Greeter Team

Our team welcomes people to Radiant Church at the front doors and initiates conversation with visitors inside the auditorium.

JV Dream Team

Our team is made up of 6th-8th graders who serve in our Radiant Kids Early Childhood, Radiant Kids Elementary or Coffee team areas.

Difference Makers Team

Our team uses our gift of giving to support major projects and facilitate the overall vision of the church through strategic financial offerings and local, global and national outreach initiatives.

Next Steps Team

This team serves to facilitate the Next Steps classes and helps to facilitate new members joining the Dream Team.

Outdoor Experience Team

Our team serves as the first impression for those coming to Radiant Church by welcoming people on and off the property, holding or placing signs, and by providing a safe and efficient parking experience.

Prerequisites: Age: 15+

Prayer Team

Our team ministers at the altar, believing God for the supernatural touch of the Holy Spirit and helping people build connections to the Radiant Church family.

Production Team

Our team assists in the production of the overall worship experience using lights, cameras, and other visual elements.

Radiant Kids Check-In Team

Our team facilitates the check-in process in Radiant Kids to ensure all children are cared for effectively and efficiently.

Prerequisites: Age: 18+, Background check

Radiant Kids Early Childhood Team

Our team ministers to children through Bible stories, worship, prayer, hands-on activities, and personal interactions.

Prerequisites: Background check

Radiant Kids Elementary Team

Our team invests in the lives of children through worship, Biblical teaching, videos, small groups, and games.

Prerequisites: Background check

Radiant Students // BOLD YTH

Our team helps students get connected to our Radiant Students ministry through small group nights, activities, and the BOLD conference.

Prerequisites: Background check

Radiant Worship

Our team facilitates a powerful worship experience through vocals, instruments, and audio engineering.

Prerequisites: Training process and audition, Background check

Security Team

Our team serves to protect the people, facility, and possessions inside Radiant Church, with emphasis on the safety of children and the congregation.

Prerequisites: Age 18+, Background check .

Small Group Leaders

We are individuals or couples who are trained to facilitate small groups and equipped to build relationships. Through a variety of subjects and resources, we help group members know God, find freedom, discover purpose, and make a difference.

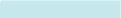
Prerequisites: Background check

Usher Team

Our team of men assists people to their seats, facilitates the offering, and helps maintain a distraction-free service environment.

STRUCTURE AND ORGANIZATION

OUR CHURCH GOVERNMENT



As you consider investing your heart, time, family, and finances into the life of a church, it is important for you to feel confident in church leadership. We want you to know that our structure is designed to support the values of integrity, accountability, and spiritual authority.

Our church government is made up of three groups of elders:

1. Guided by **Pastors** _____

The Pastoral team is led by Pastor David Perkins. This team oversees the day-to-day ministry and operations of the church. They also serve the congregation and are responsible for the development of the spiritual life of the church. Those on the pastoral team also serve as Staff Elders.

2. Strengthened by Overseers

The Overseers are five pastors from respected congregations and ministries who love Radiant Church and are willing to provide spiritual to our local body. As Apostolic Elders, they may be called upon to help in accountability matters relating to the Senior Pastor if requested to do so by the elders or trustees.

3. Protected by Trustees

Local trustees are selected from our congregation by the Senior Pastor to oversee the finances and direct the provision of the facilities needed by the church. These local trustees then provide counsel to the Senior Pastor regarding the major financial commitments of the church, and they will serve as Non-Staff Elders.

OUR CHURCH

FINANCES

“Every Sunday each of you make an offering and put it in safekeeping. Be as generous as you can. When I get there you’ll have it ready, and I won’t have to make a special appeal.”

1 CORINTHIANS 16:1–4 MSG

At Radiant Church, we practice tithing for the support of Christ’s Body, the church, as God commands. We recognize that giving 10% of our income is the Biblical standard for giving.

“Be sure to set aside a tenth of all that your fields produce each year.”

DEUTERONOMY 14:22–26

“Bring the whole tithe into the storehouse, that there may be food in my house. Test me in this,” says the Lord Almighty, “and see if I will not throw open the floodgates of heaven and pour out so much blessing that there will not be room enough to store it.”

MALACHI 3:10

Giving is one of the central themes in the Bible. Jesus talked more about this subject than heaven, hell, or prayer. To understand what it means to be a follower of Christ, we must also understand what it means to be a giver.

1. Tithing

The tithe, or “first fruits” of our labor, belong to God. We find this principle all through God’s Word. Tithing, giving God the first 10% of our income to the local church, is the primary, practical way we acknowledge that God is first.

“Honor the Lord from your wealth, and from the first of all your produce.”

PROVERBS 3:9-10

2. Offerings

An offering is giving over and above the tithe. The Bible says that by giving generously, we are able to “take hold of the life that is truly life.” Some have said that you aren’t really living unless you are freely giving.

Instruct them in life to do good, to be rich in good works, to be generous and ready to share, thus storing up treasure for themselves as a good foundation for the future, so that they may take hold of that which is truly life.”

1 TIMOTHY 6:18-19

3. The Gift of Giving

The gift of giving is a spiritual gift that God gives to some individuals. It is a Spirit-given capacity and desire to serve God by giving of your material resources, far beyond the tithe, to further the work of God.

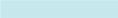
“If your gift is to encourage others, be encouraging. If it is giving, give generously...”

ROMANS 12:8

Many people love to give to God, and as they do, they want to feel confident in the organization through which they give. At Radiant Church, we want people to understand they are giving to God *through* the church, not *to* the church. As we openly share the honesty, integrity, and spiritual values that guide the financial practices of Radiant Church, we believe people can focus on what God is calling them to give and trust that He is leading our church to steward it well.

The giving of tithes and offerings is worship to Jesus and an expression of the relationship between the individual giver and the Lord. This is why we do not have people fill out pledge cards or make faith promises. Funds are not “income only,” but they are worship. They are not considered a business transaction, but rather an expression of gratitude toward God.

BECOMING A MEMBER



Membership at Radiant Church is not about adding your name to a roster; it's about connecting you with the people and vision of the church. We would love for you to be a part.

Radiant Church Membership Agreement

Having received Christ as my Lord and Savior, and being in agreement with the values and ideas presented in Step One of Next Steps, I now feel led by the Holy Spirit to unite with the Radiant Church community. In doing so, I make the following commitment to God and my fellow church members:

1. I will protect the **unity** of my church by acting in love toward other members, by refusing to gossip, and by following the leaders.

“So let us concentrate on the things which make for harmony, and on the growth of our fellowship together.”

ROMANS 14:19 PH

“Live in complete harmony with each other—each with the attitude of Christ toward each other.”

ROMANS 15:5 TLB

“Have a sincere love for other believers, love one another earnestly with all your heart.”

1 PETER 1:22 GNT

“Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs.”

EPHESIANS 4:29

“Have confidence in your leaders and submit to their authority, because they keep watch over you as those who must give an account. Do this so that their work will be a joy, not a burden, for that would be of no benefit to you.”

HEBREWS 13:17

2. I will share in the **responsibility** of my church by praying for its growth and health, by inviting the unchurched to attend, and by warmly welcoming those who visit.

“To the church...we always thank God for all of you and continually mention you in our prayers.”

1 THESSALONIANS 1:1–2

“Go out into the country...and urge anyone you find to come in, so that the house will be full.”

LUKE 14:23 TLB

“So, warmly welcome each other into the church, just as Christ has warmly welcomed you; then God will be glorified.”

ROMANS 15:7 TLB

3. I will serve the **ministry** of my church by discovering my gifts and talents, by using my God-given gifts to make a difference in the lives of others, and by developing a servant’s heart.

“Serve one another with the particular gifts God has given each of you.”

1 PETER 4:10 PH

“So Christ Himself gave...pastors and teachers, to equip His people for works of service, so that the body of Christ may be built up.”

EPHESIANS 4:11–12

“Let each of you look out not only for his own interests, but also for the interests of others. Let this mind be in you which was also in Christ Jesus... taking the form of a bondservant.”

PHILIPPIANS 2:4–5, 7 NKJV

4. I will support the **testimony** of my church by attending church and small groups faithfully, by living a godly life, and by giving regularly.

“They devoted themselves to the apostles’ teaching and to fellowship, to the breaking of bread and to prayer.”

ACTS 2:42

“Let us not neglect our meeting together...but encourage one another.”

HEBREWS 10:25 NLT

“But whatever happens, make sure that your everyday life is worthy of the gospel of Christ.”

PHILIPPIANS 1:27

To read through our full Statement of Faith, see Appendix.

YOUR NEXT STEP

1. Become a member of Radiant Church by submitting your Radiant DNA completion form via the link provided.
2. Join a small group.
Browse our small group directory at <https://www.radiantchurchkc.com/connect/small-groups>. Once you find a few groups that interest you, contact the leaders to learn more, and make plans to check them out in person.
3. Get involved by joining a team.
Review the Dream Team leadership honor code and abuse policies on pages 40-41. You can read more about individual teams on the Dream Team on pages 42-44. Once you complete the Radiant DNA completion form, you will be contacted by a team leader to begin serving with your team.
4. Water Baptism: learn more and sign up to be water baptized at www.radiantchurchkc.com/baptisms

STATEMENT OF FAITH

The Bible

We believe the entire Bible is the inspired and infallible Word of God. It cannot be added to, subtracted from, or superseded in any regard. It, alone, is the final authority in determining all doctrinal truths.

(2 Timothy 3:16; 2 Peter 1:20-21; Proverbs 30:5; Romans 16:25-26)

God

We believe in one God who exists in three distinct equal persons: Father, Son, and Holy Spirit. He is the Creator of the universe, and never changing, eternal, all-powerful, and unending love.

(Genesis 1:1; Matthew 3:16-17; 1 John 5:7-8)

Jesus Christ

We believe that Jesus Christ is the Son of God. He became flesh to reveal God to man and rescue the world from evil. Being fully God yet fully man, Jesus is the only person to have ever lived a sinless life. He took the weight of sin in the world on the Cross so mankind could be free from the penalty of sin and death, and so creation could be redeemed. He rose from the dead on the third day according to the Scriptures, ascended to the right hand of the Father, and will return again in power and glory.

(Isaiah 9:6; Matthew 1:18; John 1:1, 14; 3:16; 1 Timothy 3:16; Hebrews 4:15)

Virgin Birth

Jesus Christ was conceived by God the Father, through the Holy Spirit (the third person in the Trinity), in the virgin Mary's womb; therefore, He was born without the curse of sin upon Him and is the Son of God.

(Matthew 1:18, 25; Luke 1:35; Isaiah 7:14; Matthew 1:18, 23-25; Luke 1:27-35)

Redemption

Man was created good, but by voluntary transgression he fell. His only hope of redemption is in Jesus Christ, the Son of God, who forgives sin and reconciles us to the Father.

(Gen. 1:26-31, 3:1-7; Romans 5:12-21)

Salvation

We are saved by grace through faith in Jesus Christ; His death, burial, and resurrection. Salvation is a gift from God, not a result of our good works or of any human efforts.

(Ephesians 2:8-9; Galatians 2:16, 3:8; Titus 3:5; Romans 10:9-10; Acts 16:31; Hebrews 9:22)

Repentance

Repentance is the commitment to turn away from sin in every area of our lives and to follow Christ. This allows us to receive His redemption and to be regenerated by the Holy Spirit, which confers forgiveness and our salvation.

(Acts 2:21, 3:19; 1 John 1:9)

Sanctification

Sanctification is the process of yielding to God's Word and His Spirit in order to complete the development of Christ's character in us. It is through this present ministry of the Holy Spirit and the Word of God that the Christian is enabled to live a godly life.

(1 Thessalonians 4:3, 5:23; 2 Corinthians 3:18, 6:14-18; 2 Thessalonians 2:1-3; Romans 8:29, 12:1-2; Hebrews 2:11)

Jesus Christ Indwells All Believers

Christians have invited the Lord Jesus Christ to come and live inside of them by His Holy Spirit. They relinquish the authority of their lives over to Him thus making Jesus the Lord of their life and their Savior. They also put their trust in what Jesus accomplished for them when He died, was buried, and rose again from the dead.

(John 1:12; John 15:4; Romans 8:11; Revelation 3:20)

The Holy Spirit

Given at Pentecost, the Holy Spirit is the promise of the Father—sent by Jesus after His ascension—to empower the Church to preach the gospel throughout the whole earth.

(Joel 2:28-29; Matthew 3:11; Mark 16:17; Acts 1:5, 2:1-4, 17, 28-39, 8:14-17, 10:38, 44-47, 11:15-17, 19:1-6)

Gifts of the Holy Spirit

The Holy Spirit is manifested through a variety of spiritual gifts to build and sanctify the church, to demonstrate the validity of the resurrection, and to confirm the power of the gospel. The lists of these gifts in Scripture are not necessarily exhaustive, and the gifts may occur in various combinations. All believers are commanded to earnestly desire the manifestation of the gifts in their lives. These gifts always operate in harmony with the Scriptures and should never be used in violation of biblical parameters.

(Hebrews 2:4; Romans 1:11, 12:4-8; Ephesians 4:16; 2 Timothy 1:5-16, 4:14; 1 Corinthians 12:1-31, 14:1-40; 1 Peter 4:10)

The Church

The Church is the Body of Christ, the habitation of God through the Holy Spirit, with a divine appointment for the fulfillment of Jesus' Great Commission. Every person who is born of the Spirit is an integral part of the Church as a member of the body of believers. There is a spiritual unity of all believers in our Lord Jesus Christ.

(Ephesians 1:22, 2:19-22; Hebrews 12:23; John 17:11, 20-23)

Resurrection

Jesus Christ was physically resurrected from the dead in a glorified body three days after His death on the Cross. In addition, both the saved and the lost will be resurrected: those who are saved will be resurrected to eternal life, and those who are lost to the resurrection of eternal damnation.

(Luke 24:16, 36, 39; John 2:19-21, 20:26-28, 21:4; Acts 24:15; 1 Corinthians 15:42, 44; Philippians 1:21-23, 3:21)

Heaven and Hell

Heaven is the eternal dwelling place for all believers who accept the gospel of Jesus Christ. All of those who reject Christ will be judged and sentenced to hell, which was prepared for the everlasting punishment of the devil and his fallen angels.

(Matthew 5:3, 12, 20, 6:20, 19:21, 25:34; John 17:24; 2 Corinthians 5:1; Hebrews 11:16; 1 Peter 1:4; Matthew 25:41; Mark 9:43-48; Hebrews 9:27; Revelation 14:9-11, 20:12-15, 21:8)

Second Coming

Jesus Christ will physically and visibly return to earth for a second time to conclude His Kingdom and inaugurate the eternal age. This will occur at a date undisclosed by the Scriptures but predetermined by the Father in heaven.

(Matthew 24:30, 26:63-64; Acts 1:9-11; 1 Thessalonians 4:15-17; 2 Thessalonians 1:7-8; Revelation 1:7)

