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# GrowthTrack

## INTRODUCTION

Emmanuel's Growth Track helps you to discover your God given purpose and live the life God created for you. The Growth Track is made up of four steps that equip you to 1) be planted, 2) discover your design, 3) develop your leadership, and 4) take your next step. Growth Track happens monthly usually beginning with *stepONE* on the first weekend of the month and completing a step each week thereafter. *Growth Track FastTrack* is all the content presented in one or two larger block sessions. Growth Track schedules vary by church location and is available in English and Spanish. We encourage you to begin with *stepONE* and complete all four steps.

### ***stepONE* – Be Planted**

Learn about the history of Emmanuel Christian Center and find out how we operate as a church.

### ***stepTWO* – Discover Your Design**

Dive into the details of your personality, discover your gifts, and see how your design reveals your purpose in life and your best fit in ministry here at Emmanuel.

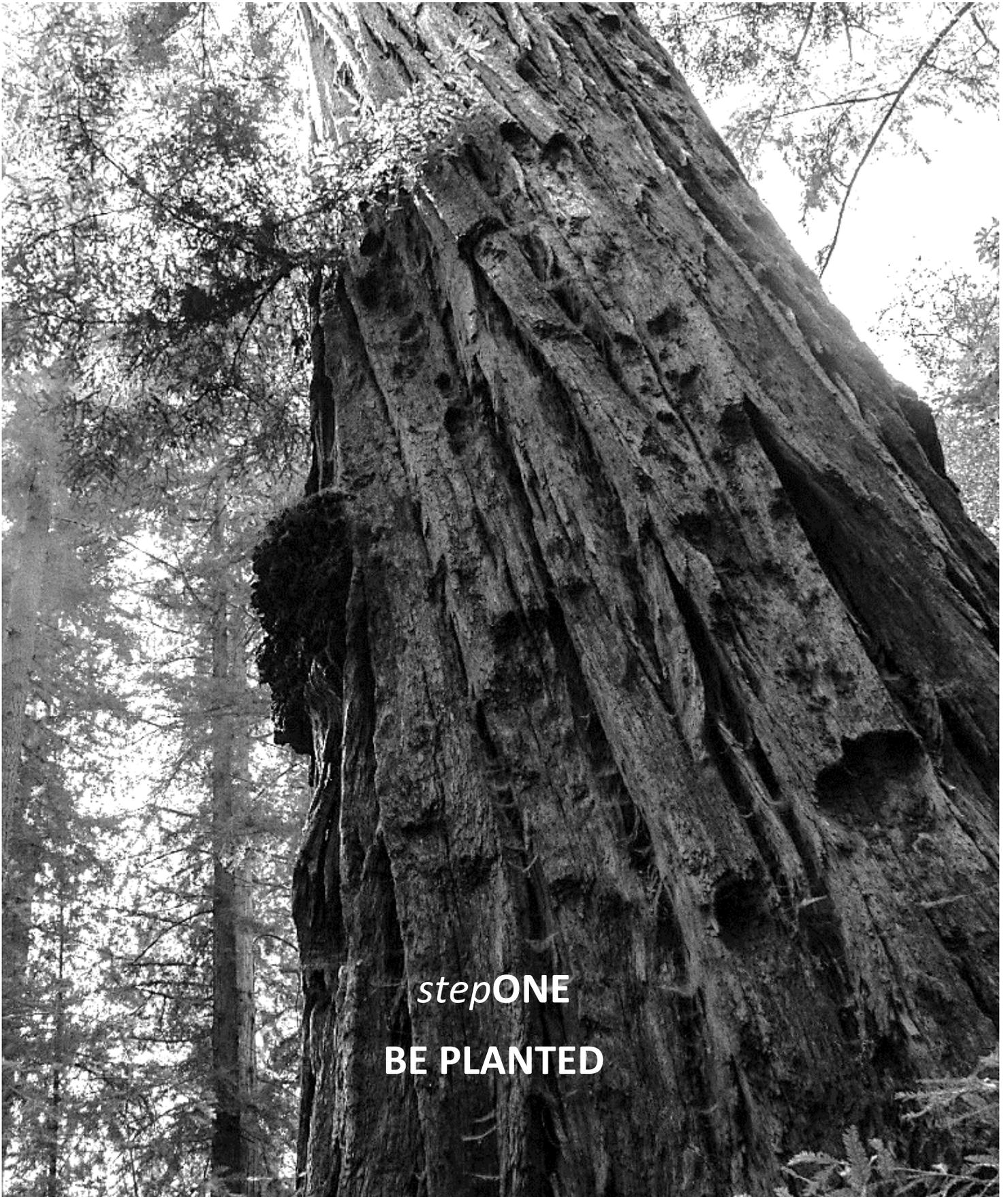
### ***stepTHREE* – Develop Your Leadership**

Find out what it means to be a leader at Emmanuel and learn how you can strengthen your character and gifting to fulfill your leadership potential.

### ***stepFOUR* – Take Your Next Step**

Connect to the opportunities available at Emmanuel to live out your purpose and serve others by using your God-given gifts.





*step***ONE**  
**BE PLANTED**



# BE PLANTED

Welcome to Emmanuel’s Growth Track! We are so excited to join you on your journey. In *stepOne*, Pastor Nate will share everything you need to know about being planted at Emmanuel. He will talk about Emmanuel’s history, how we make decisions, our doctrine, and the importance of being planted in the local church.

## Section 1: PASTOR NATE RUCH AND THE EMMANUEL STORY

- You have your own story, but you need to know the church’s story.
- Emmanuel was founded by five families in Fridley, MN in 1963. Rev. G. Mark Denyes and his wife Shirley were the founding pastors.  
(See the Appendix for more of Emmanuel’s history).

*“When this church started, God laid it out very plainly that we were to be a haven for hurting, discouraged, defeated people. To me, Emmanuel Christian Center has been a journey with God. We’ve seen Him at every turn as we’ve gone through the various stages of growth. Two things a church is supposed to do: **We’re supposed to feed the sheep and win the lost.**”*

*Rev. G. Mark Denyes, Founding Pastor*

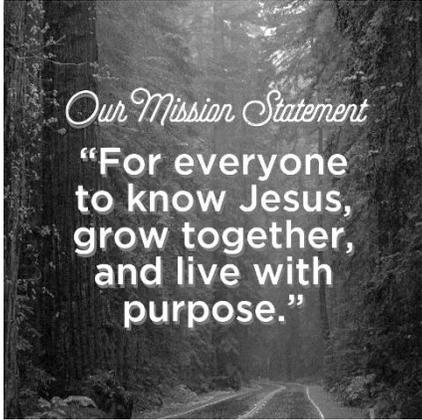
Two things a church is supposed to do:

- 1) \_\_\_\_\_
- 2) \_\_\_\_\_

We are one house with many locations.  
Emmanuel is a Spirit-led church built on prayer, worship, and the Word.

### WHAT IS OUR WHY? – MISSION STATEMENT

For \_\_\_\_\_ to know Jesus,  
grow \_\_\_\_\_, and live with \_\_\_\_\_.



*“Therefore, 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. And be sure of this: I am with you always, even to the end of the age.”*  
Matthew 28:19-20 (NLT)

Jesus said we are to go make \_\_\_\_\_ of all the nations.

### **Mission Statement Explained:**

1) We want everyone to know Jesus.

Knowing Jesus means having an interactive real time \_\_\_\_\_ with God.

*“When I think of all this, I fall to my knees and pray to the Father, the Creator of everything in heaven and on earth. I pray that from his glorious, unlimited resources he will empower you with inner strength through His Spirit. Then Christ will make his home in your hearts as you trust in him. Your roots will grow down into God’s love and keep you strong. And may you have the power to understand, as all God’s people should, how wide, how long, how high, and how deep His love is. May you experience the love of Christ, though it is too great to understand fully. Then you will be made complete with all the fullness of life and power that comes from God”.*  
Ephesians 3:14–19 (NLT)

2) We want to grow together.

We need each other in order to \_\_\_\_\_.

3) We want everyone to live with purpose.

Your life has a \_\_\_\_\_.

### **IT ALL BEGINS WITH BEING PLANTED**

*“But the godly will flourish like palm trees and grow strong like the cedars of Lebanon. For they are transplanted to the Lord’s own house. They flourish in the courts of our God. “*  
Psalm 92:12–13 (NLT)

We flourish when we are planted in a local church.

*“Instead, we will speak the truth in love, growing in every way more and more like Christ, who is the head of His body, the church. He makes the whole body fit together perfectly. As each part does its own special work, it helps the other parts grow, so that the whole body is healthy and growing and full of love.”*  
Ephesians 4:15-16 (NLT)

### **Pause the video and reflect on this:**

- Why do you think planting yourself in a church is so important vs an ala cart/Netflix approach?

## Section 2: DISCIPLESHIP PATHWAY

Our Discipleship Pathway consists of four steps:

1. Experience God
2. Grow Together
3. Discover Your Purpose
4. Make a Difference

### 1. EXPERIENCE GOD - *Primarily Through Weekend Services*

We want to experience the real presence of God. We want people to know and experience God in real time.

#### Four things we focus on for Services:

1. Experience God's \_\_\_\_\_.

Emmanuel means "God \_\_\_\_\_"

We want people to experience God's presence and the hope He provides through worship and the preaching of the Word.

*"Now faith is the substance of things hoped for, the evidence of things not seen."  
Hebrews 11:1 (NKJV)*

2. \_\_\_\_\_

We want people to learn how the Bible applies to real life.

*"All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness, so that the servant of God may be thoroughly equipped for every good work."  
2 Timothy 3:16-17 (NIV)*

3. \_\_\_\_\_

We want people to have an opportunity to engage in the ministry.

4. \_\_\_\_\_

We focus on salvation at the end of every service. We are intentional about people knowing God. The ultimate experience with God is new birth, it's being born-again. People experience God through salvation.

It's every one of us working together to see people come to \_\_\_\_\_ in Jesus.

## 2. GROW TOGETHER – Primarily Through Connect Groups

We believe the best way for you to grow is to be in \_\_\_\_\_ with others.

Redwood Faith is a metaphor for how we experience relationships in the church. You need relationships with other believers which is what holds your faith together.

*“We will speak the truth in love, growing in every way more and more like Christ, who is the head of his body, the church. He makes the whole body fit together perfectly. As each part does its own special work, it helps the other parts grow, so that the whole body is healthy and growing and full of love.”*

*Ephesians 4:15 -16 (NLT)*

### Three Benefits of Connection:

- 1) Grow \_\_\_\_\_
- 2) \_\_\_\_\_
- 3) Full \_\_\_\_\_

### What happens at Connect Groups?\*

*“All the believers devoted themselves to the apostles’ teaching, and to fellowship, and to sharing in meals (including the Lord’s Supper), and to prayer.”*

*Acts 2:42 (NLT)*

- 1) Talk about the \_\_\_\_\_
- 2) \_\_\_\_\_
- 3) Sharing in \_\_\_\_\_
- 4) \_\_\_\_\_

\*See Appendix for the Connect Group Model

### 3. DISCOVER YOUR PURPOSE – *Primarily Through Growth Track*

**1) *step*ONE – Be Planted**

Learn about the history of Emmanuel and find out how we operate as a church.

**2) *step*TWO - Discover Your Design**

Dive into the details of your personality, discover your gifts, and see how your design reveals your purpose in life and your best fit in ministry here at Emmanuel.

**3) *step*THREE – Develop Your Leadership**

Find out what it means to be a leader at Emmanuel and learn how you can strengthen your character and gifting to fulfill your leadership potential.

**4) *step*FOUR – Take Your Next Step**

Connect to the opportunities available at Emmanuel to live out your purpose and serve others by using your God-given gifts.

**"The two most  
important days in  
your life are  
the day you are  
born and the day  
you find out why."**

*Mark Twain*

#### 4. MAKE A DIFFERENCE – Primarily Through Team Emmanuel

*“And he gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip the saints for the work of ministry, for building up the body of Christ,”*

*Ephesians 4:11-12 (ESV)*

We are created to \_\_\_\_\_.

The Pastor’s job is to help you fulfill God’s purposes in the church.

*“For we are his workmanship, created in Christ Jesus for good works, which God prepared beforehand, that we should walk in them.”*

*Ephesians 2:10 (ESV)*

*“Now you are the body of Christ and individually members of it.” I Corinthians 12:27 (ESV)*

Find something bigger than your problems.

#### Get involved in the church:

- Join Team Emmanuel
- Missions
- Kingdom Builders
- Community Partnerships

*“But you will receive power when the Holy Spirit comes upon you. And you will be my witnesses, telling people about me everywhere—in Jerusalem, throughout Judea, in Samaria, and to the ends of the earth.”*

*Acts 1:8 NLT*

\_\_\_\_\_ are going to make a \_\_\_\_\_.

#### Make a difference in our world.

Kingdom Builders is how we financially partner with local missions, church plants, global missions. and various projects.

#### Pause the video and reflect on this:

- We talked about the Discipleship Pathway (Experience God, Grow Together, Discover Purpose, Make a Difference), which one stood out the most to you? Why?

## Section 3: HOW DOES EMMANUEL WORK?

### CHURCH GOVERNANCE

Our goal in sharing the details of Emmanuel’s governance is so everyone will understand how the church operates and the safeguards that hold it accountable.

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

1. Guided by \_\_\_\_\_.

The Pastoral Staff team is led by the Lead Pastor. This team oversees the day-to-day ministry and operations of the church. These staff pastors serve the congregation and are responsible for the development of the spiritual life of the church.

2. Protected by \_\_\_\_\_.

Our Global Elders are made up of seven to ten members of the congregation appointed by the Elder Nominating Committee and affirmed by the congregation to oversee the finances and assets of the church. They provide counsel to the Senior Pastor regarding the major financial commitments of the church and advise in matters related to the church. They serve as Non-Staff Elders.

\*Local Elders work with location pastors in a shepherding capacity. They are appointed by the location pastor and affirmed by the Lead Pastor and Global Elders. Local Elders do not hold fiduciary responsibilities.

3. Strengthened by \_\_\_\_\_.

The Advisory Elders are five ministers of respected congregations or ministries who love Emmanuel and are willing to provide spiritual protection to the church. They may be called upon to help in accountability matters relating to the Senior Pastor if requested to do so by the Pastors or Elders. The Overseers serve as Apostolic Elders.

## 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)*

## FINANCIAL STRUCTURE

- Business Department \_\_\_\_\_ to the Lead Pastor and is monitored by the Board of \_\_\_\_\_.
- Budgets are reviewed and approved by the \_\_\_\_\_.
- Financial committee is made up of Global Elders and \_\_\_\_\_. They have financial expertise and make recommendations to the Board.
- The financial report is presented to the congregation at the Annual Vision Meeting each year where \_\_\_\_\_ ratify the Global Elders.

## GENERAL TITHE AND OFFERING

We believe in the Biblical principal of the tithe - giving the first dollar of every ten to the church where God has planted us, is growing us, and is helping us to become fruitful. When we give God the first 10%, we trust Him with the rest.

*“90% goes further with God than 100% on our own.” Rev. G. Mark Denyes, Founding Pastor*

### **Tithing is obedient giving.**

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

*Deuteronomy 14:22–26 (NIV)*

*“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 (NIV)*

We operate the \_\_\_\_\_ of the church off the tithe and offering.

## KINGDOM BUILDERS

We give above and beyond through the church to Kingdom Builders so that we can impact our local communities, invest in the next generation and in what God is doing all around the World. We have over 100 partnerships globally and locally.

Our goal over all our finances is trusted \_\_\_\_\_ of church finances that releases the body to do the work of the ministry.

## ABOUT GIVING

### Plan Your Giving

There are multiple ways to give: text, online, or in-person at services. Many people enjoy recurring giving. Recurring giving can be set up through our website or via text. The best investment is through ACH giving (set up through the website). Contact the business office for stock transfers or other gifts at [finance@emmanuelcc.org](mailto:finance@emmanuelcc.org).

### Confidence in Giving

Many people love to give to God and as they do, they want to feel confident in the organization through which they give. At Emmanuel, we want people to understand they are giving to God. As we openly share the honesty, integrity, and spiritual values that guide the financial practices of Emmanuel, 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 Gift of Giving

Every Christian is called to be a faithful tither, and to grow in their generosity beyond the tithe. The Bible also describes a spiritual gift of giving (Romans 12:8). 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. You will learn more about spiritual gifts in stepTWO.



## **CHURCH DOCTRINE - Emmanuel's Statement of Faith**

- **The Bible is Inspired by God**

The Bible is inspired by God, is fully trustworthy, and is the basis for everything we believe. We believe the Bible is God's Word about who He is, who we are, and why we're here. Scripture can be reliable to instruct and guide us in becoming all God created us to be.

(2 Timothy 3:15-17; Thessalonians 2:13; 2 Peter 1:21)

- **The Trinity**

God has eternally existed in three persons: God the Father, God the Son, and God the Holy Spirit. The three are coequal and are one God.

(Genesis 1:1, 26, 27, 3:22; Psalm 90:2; Matthew 28:19; 2 Corinthians 13:14)

- **People are the Supreme Object of God's Creation**

Men and women are made in the spiritual image of God, to be like Him in character. Although every person has tremendous potential for good, all of us are marred by an attitude of disobedience toward God as a result of "original sin." Sin separates us from God and causes many problems in our life.

(Genesis 1:27; Isaiah 53:6; Romans 3:23; Isaiah 59:1-2; Psalm 139:13-16; Colossians 2:13-15)

- **Salvation is found through Jesus Christ**

Jesus was born of a virgin, lived a sinless human life, performed miracles, died on the cross for our sins, rose from the dead after three days to demonstrate His power over sin and death. He ascended to Heaven, is present with the church today and will return again someday to earth to reign as King. We are saved by grace through faith in Jesus Christ and no one else. Salvation is a gift from God, not a result of our good works or of any human effort.

(Matthew 1:22, 23; Isaiah 9:6; John 1:1-5, 14:6; Hebrews 4:14-15; 1 Corinthians 15:3-4; Romans 1:3-4; Acts 1:9-11; Ephesians 2:8-9; Colossians 2:9-10; 1 Timothy 6:14-15)

- **People will Exist Eternally with or without God**

People were created to exist forever. We will either exist eternally separated from God by sin or eternally with God through forgiveness and salvation. To be eternally separated from God is hell. To be eternally in union with Him is eternal life in Heaven. Heaven and hell are real places of eternal existence.

(John 3:16, 14:17; Romans 6:23; Revelation 20:15; Philippians 2:5-11; Matthew 25:31-34, 41)

- **Water Baptism**

The public profession of inward faith in following Jesus as Lord and Savior. It is also a step of obedience based on God's commands and allows us to follow the example of Jesus, who submitted himself to baptism to "fulfill all righteousness." We baptize people by immersion (complete submersion in water) as demonstrated in the Bible. We only baptize those who

decide to follow Jesus and repent of sin. *Note: an opportunity to be water baptized is offered throughout the year.*

(Matthew 3:16-17, 28:18-20 Acts 2:41, 8:12, Romans 6:4; Colossians 2:12)

- **Communion**

A unique time of communion in the presence of God when the elements of bread and grape juice (the Body and Blood of the Lord Jesus Christ) are taken in remembrance of Jesus' sacrifice on the cross. *Note: an opportunity to partake in communion is offered monthly.*

(Matthew 26:26-29; I Corinthians 10:16, 11:23-25)

- **Empowered by the Holy Spirit for Ministry and Mission**

We believe the Holy Spirit empowers and leads the church to fulfill the ministry and mission of the church. The church is the Body of Christ, the habitation of God through the Spirit, with divine appointments 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.

(Acts 1:8; Ephesians 1:22, 2:19-22; Hebrews 12:23; John 17:11, 20-23)

- **The Holy Spirit is Active Today**

We believe God's Spirit is active in the world today as described throughout scripture. We also believe that we can be filled with God's Spirit who empowers us to live and serve with spiritual gifts that are available to us today. These gifts always operate in harmony with the Scriptures.

(Hebrews 2:4; Romans 1:11, 12 :4-8; Ephesians 4:16; I Timothy 4:14; II Timothy 1:6-7; I Cor. 12:1-31, 14:1-40; I Peter 4:10)

- **Jesus is Coming Back as He Promised**

Jesus Christ will physically and visibly return to earth for the second time to establish His Kingdom. This will occur at a date undisclosed by the Scriptures.

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

**Emmanuel is affiliated with the Assemblies of God (AG)**

The Assemblies of God was founded in 1914 in Hot Springs, Arkansas with 300 people at the founding convention. Today, there are 13,017 AG churches in the U.S. with over 3 million members and adherents. There are more than 69 million AG members worldwide, making the Assemblies of God the world's largest Pentecostal denomination. The Assemblies of God values the Bible as the Word of God, the gift of God's grace through faith in Jesus Christ and has always been marked by a reliance on the power of the Holy Spirit to spread the Gospel around the world.

## WHAT IS MEMBERSHIP AT EMMANUEL?

Membership says you are all in! You are choosing this to be the place where you are planted and growing. You are a committed part of the community here at Emmanuel. You have a place to belong. You gain the benefits of being a part of advancing God's Kingdom on the earth. Becoming a member is a something to prayerfully consider.

To become a member, complete all four steps of Growth Track and then apply for membership.

When you apply to become a member, you agree:

- With church doctrine - Emmanuel's Statement of Faith.
- To regularly attend church and be an active participant, using your gifts and talents to accomplish the work of the ministry.
- To support Emmanuel with prayer and, according to the teaching of the scripture, by financially giving your tithe to further God's work.
- To live a Spirit-led life according to Bible (Galatians 5).

New members are recognized quarterly. Members have the benefit of voting at the Annual Vision Meeting. Membership is required for some ministry opportunities and is a prerequisite for Local Elder or Global Elder consideration.

Don't worry if you are not ready to become a member yet. You are welcome to be an active part of the community here. When you're ready to jump all in as a member, let us know!

## NEXT STEPS

### 1. Be Planted

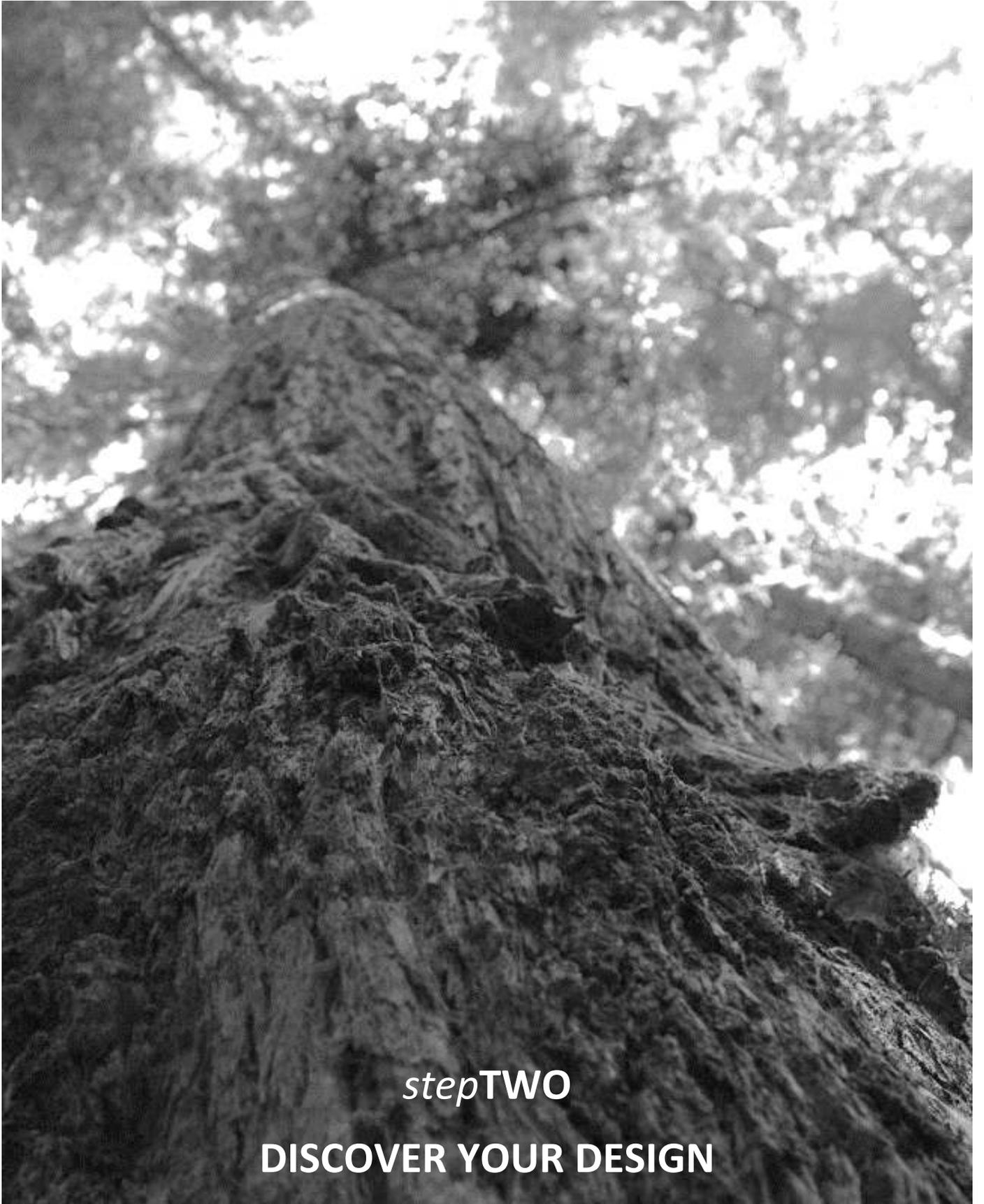
Prayerfully consider being planted and becoming a member. Finish Growth Track and apply for Membership. It's not about adding your name to a roster; it's about connecting with the people and the vision of the church. We would love for you to be a part of what God is doing here.

### 2. Join a Connect Group

Browse our online Connect Groups information at <https://emmanuelcc.org/connectgroups> to find out more information about the next session of Connect Groups.

### 3. Complete *stepTWO* of Growth Track

We recommend finishing Growth Track in sequence. Each step of Growth Track builds upon the previous steps. We suggest not to move onto *stepTHREE* without completing *stepTWO* first.



*step***TWO**

**DISCOVER YOUR DESIGN**



## DISCOVER YOUR DESIGN

The goal of **stepTWO** is to encourage and support you in living a life that draws people to Christ, serves people with the love of Christ, and brings glory to God. This step will utilize the SHAPE profile. This is a tool to help you discover your God-given design.

*“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)*

*“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...You saw me before I was born. Every day of my life was recorded in your book. Every moment was laid out before a single day had passed. “ –  
Psalm 139:13-14, 16 (NLT)*

*“I knew you before I formed you in your mother's womb. Before you were born I set you apart...”  
Jeremiah 1:5a (NLT)*

Scripture talks about the special relationship between your Creator and you.

- God knows you best.
- Everyone in the body of Christ is meant to do ministry.
- We are a part of a bigger plan.

*“He makes the whole body fit together perfectly. As each part does its own special work, it helps the other parts grow, so that the whole body is healthy and growing and full of love.” Ephesians 4:16 (NLT)*

- Everyone is needed, everyone can contribute to the whole
- We’re all unique. Your fingerprints matter.

*“Because of the privilege and authority God has given me, I give each of you this warning: Don’t think you are better than you really are. Be honest in your evaluation of yourselves, measuring yourselves by the faith God has given us. Just as our bodies have many parts and each part has a special function, so it is with Christ’s body. We are many parts of one body, and we all belong to each other. In his grace, God has given us different gifts for doing certain things well. So if God has given you the ability to prophesy, speak out with as much faith as God has given you.” Romans 12:3-6 (NLT)*

Have a humble evaluation of yourself and be honest:

Don’t get \_\_\_\_\_.

Don’t \_\_\_\_\_ the gifts God has put inside of you. Don’t push it away.

## **DID YOU KNOW?**

- 87% of American Christians don't know their spiritual gifts.
- 80% of employees working in large organizations feel their strengths are not in play every day.
- The majority of people today in the church and outside the church don't live with purpose in their days.

## **DISCOVERING YOUR SHAPE PROFILE**

S – Spiritual Gifts – *What are you gifted in?*

H – Heart – *What are your passions?*

A – Abilities – *What do you naturally do better than others?*

P – Personality – *How has God wired you to navigate life?*

E – Experiences – *Where have you been and what have you learned?*

### **How it Works**

The Growth Track Host will give a short explanation for each assessment. Once you have completed each part, transfer your findings to your SHAPE Profile on page 23. If you are unable to finish all five assessments, simply finish them at home.

After you have completed your SHAPE Profile, start praying and thinking about the area of ministry that you would like to be involved in. The list of ministries is listed in the Appendix.

On the following page you will find the SHAPE Profile template for you to fill in as you go through each assessment.

# SHAPE PROFILE

As you complete each of the five assessments, return to this page and transfer your findings here. The pattern that emerges will be a clue to how God has wired you for the work of the ministry.

## **S** = Spiritual Gifts (List Top Three) - Page 27

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

## **H** = Heart (Passion) – Page 33-34

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

## **A** = Abilities – Page 35-36

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

## **P** = Personality (Disc Assessment) – Pages 38-39

Primary \_\_\_\_\_

Secondary \_\_\_\_\_

## **E** = Experiences – Pages 45-46

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

# S DISCOVERING YOUR SPIRITUAL GIFTS *(15 minutes)*

The spiritual gifts I believe God has given me...

*“A spiritual gift is given to each of us so we can help each other.”  
1 Corinthians 12:7 (NLT)*

*“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 (NIV)*

## HOW TO TAKE THE SPIRITUAL GIFTS ASSESSMENT

**STEP 1:** Respond to the statements on the Spiritual Gifts Questionnaire on pages 25 and 26. Read the statements and write the number that indicates how each statement describes you in the blanks on page 27.

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

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

**STEP 2:** Add each line, horizontally, 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 28-32).

**STEP 4:** Read about your gifts and look at the corresponding ministries. Over the next week, we challenge you to look up the Bible verses that correspond to your spiritual gifts. Pray and listen to what God wants to share with you about your gifts.

**STEP 5:** Transfer your top three spiritual gifts to your SHAPE Profile on page 23.

**STEP 6:** Look at the list of ministries in the Appendix and start prayerfully considering where you would like to begin serving.

## SPIRITUAL GIFTS QUESTIONNAIRE

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

## SPIRITUAL GIFTS QUESTIONNAIRE CONT.

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

## SPIRITUAL GIFTS ANSWER SHEET

**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.	_____

Each letter corresponds to the Spiritual Gifts listed on page 28-32. You only need to find and fill in your top three Spiritual Gifts. After you have found your top three write them down in the SHAPE Profile on page 23.

## USING YOUR SPIRITUAL GIFTS

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

On the following pages, you can learn about your spiritual gifts and the areas available to serve at Emmanuel in which you can best use your gifts. You can reflect on the Bible verses in your personal devotional time. Also, check out the various areas of ministry at Emmanuel that corresponds with your gifts. Again, pray and ask the Lord to guide you to a place where you can best use your gifts. These are simply suggestions and not meant to limit you in any way.

### 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)

*Ministries: Administration Team, Communications/Creative, Emmanuel Kids, First Impressions, Production, Facilities, Growth Track, Time of Your Life, Emmanuel Youth*

### 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)

*Ministries: Emmanuel Kids, Growth Track, Connect Group Leader, Kingdom Builder 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)

*Ministries: Communications/Creative, Emmanuel Kids, Emmanuel Youth, Production, Facilities, Community Partnerships, Emmanuel Café Team, First Impressions, Kingdom Builder Team*

### 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)

*Ministries: Growth Track Host, Emmanuel Kids Check-in, Connect Group Host, Prayer Team, Watchmen, First Impressions*

## **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)

*Ministries: Emmanuel Youth, Prayer Team, Alpha Group Leader, Community Partnerships, Emmanuel Kids, Pastoral Care Team, Kingdom Builder Team*

## **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)

*Ministries: Growth Track, Emmanuel Kids, Emmanuel Youth, Connect Group Leader, Hispanic, First Impressions*

## **G. FAITH**

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

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

*Ministries: 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)

*Ministries: All Teams*

## **I. HEALING**

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

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

*Ministries: Medical Team, Prayer Team, Pastoral Care*

## **J. HELPS**

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

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

*Ministries: Administration Team, First Responders, Pastoral Care Team, Communications/Creative, Emmanuel Kids, Kingdom Builder Team, First Impressions*

## **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)

*Ministries: Baptism, First Impressions, Growth Track Host, Emmanuel Youth, Hispanic, Connect Group Host, Time of Your Life, Women's Ministry*

## **L. INTERCESSION**

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

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

*Ministries: Prayer Team, Connect Group Leader, Pastoral Care Team*

## **M. KNOWLEDGE**

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

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

*Ministries: Medical Team, Prayer Team, Connect Group Leadership, Pastoral Care Team, First Impressions*

## **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)

*Ministries: All Teams*

## **O. MERCY**

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

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

*Ministries: Community Partnerships, Medical Team, Connect Group Leader, Pastoral Care*

## **P. MIRACLES**

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

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

*Ministries: Medical Team, Prayer Team, Pastoral Care*

## **Q. MISSIONARY**

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

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

*Ministries: Connect Group Leaders, Emmanuel Youth, Emmanuel Kids, Kingdom Builder Team*

## **R. MUSIC/WORSHIP**

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

(Deuteronomy 31:22; 1 Samuel 16:16; 1 Chronicles 16:41-42; 2 Chronicles 5:12-13, 34:12; Psalm 150)

*Ministries: Emmanuel Kids, Emmanuel Youth, Emmanuel Worship, Hispanic*

## **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)

*Ministries: Community Partnerships, Growth Track Host, Emmanuel Kids, Emmanuel Youth, Connect Group Leader, Pastoral Care*

## **T. PROPHECY**

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

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

*Ministries: Prayer Team, Connect Group Leader*

## **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)

*Ministries: Administration Team, Community Partnership, Facilities, Communications/Creative, Emmanuel Kids, Time of Your Life, Kingdom Builder Team, Women's Ministry*

## **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)

*Ministries: Connect Group, Emmanuel Kids, Emmanuel Youth, Preschool, Pastoral Care*

## **W. TONGUES (AND INTERPRETATION)**

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

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

*Ministries: 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)

*Ministries: Emmanuel Worship, Prayer Team, Connect Group Leader, First Impressions*

See the Appendix for the List of Ministries to get involved in at Emmanuel, along with a short description of each ministry.

### **Reflect on this:**

Write your top three spiritual gifts here:

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

Were any of these a surprise to you?

# H DISCOVERING YOUR HEART *(7 minutes)*

Passions are what you cannot get enough of, what you want to do forever. Passions make work play. God cares for the needs of the world, and he places passions in our hearts so we will care too. The following questions are meant to help you think through what part of God’s heart has He has placed in yours? We are all meant to make a difference in the world.

There are three categories or ways in which your passions may manifest:

- 1) A role (what you like to do)
- 2) Specific people group (whom you like to help)
- 3) A cause (what you would like to see changed)

## **MY PASSION FOR A ROLE: WHAT I LIKE TO DO...**

---

**INSTRUCTIONS:** check the following **ROLES** you enjoy fulfilling and that best describes you. If none of the words on the list fit you, feel free to add your own on the “Other” line provided.

- |   |  |  |
|---|--|--|
| <input type="checkbox"/> <b>DESIGN/DEVELOP:</b> I love to make something out of nothing. I enjoy organizing something that is already started.      | <input type="checkbox"/> <b>EXCEL:</b> I love to be the best and make my team the best. I enjoy setting and attaining the highest standard.      | <input type="checkbox"/> <b>LEAD/BE IN CHARGE:</b> I love to lead the way, oversee, and supervise. I enjoy determining how things will be done.          |
| <input type="checkbox"/> <b>PIONEER:</b> I love to test and try out new concepts. I am not afraid to risk failure.                                  | <input type="checkbox"/> <b>INFLUENCE:</b> I love to convert people to my way of thinking. I enjoy shaping the attitudes and behavior of others. | <input type="checkbox"/> <b>PERSEVERE:</b> I love to see things to completion. I enjoy persisting at something until it is finished.                     |
| <input type="checkbox"/> <b>OPERATE/MAINTAIN:</b> I love to efficiently maintain something that is already organized.                               | <input type="checkbox"/> <b>PERFORM:</b> I love to be on stage and present to an audience (i.e. drama, speech, music, etc.).                     | <input type="checkbox"/> <b>FOLLOW THE RULES:</b> I love to operate by policies and procedures and meeting the expectations of an organizations or boss. |
| <input type="checkbox"/> <b>SERVE/HELP:</b> I love to assist others in their responsibilities. I enjoy helping others succeed.                      | <input type="checkbox"/> <b>IMPROVE:</b> I love to make things better. I enjoy taking something that someone else has started and improve it.    | <input type="checkbox"/> <b>PREVAIL:</b> I love to fight for what is right and oppose what is wrong. I enjoy overcoming injustice.                       |
| <input type="checkbox"/> <b>ACQUIRE/POSSESS:</b> I love to shop, collect, or obtain things. I enjoy getting the highest quality for the best price. | <input type="checkbox"/> <b>REPAIR:</b> I love to fix what is broken or change what is out of date.  | <input type="checkbox"/> <b>OTHER:</b> _____   |

## MY PASSION FOR PEOPLE: WHO DO I LOVE TO SERVE?

---

**INSTRUCTIONS:** Check the following **PEOPLE**, listed by age and affinity group, who you feel most drawn to serve. If none of the words on the list fit, feel free to add your own on the “Other” line provided.

### AGE

- Infants/Babies
- Toddlers/Preschoolers
- Elementary Children
- Jr. High Students
- High School
- College/Young Adult
- Young Married
- Older Adults

### AFFINITY

- Men
- Women
- Athletes
- Business Professionals
- Couples
- ESL
- Families
- Musicians/Artists
- People who are hurting
- Single Parents
- Singles
- Special Needs
- Other \_\_\_\_\_

## MY PASSION FOR A CAUSE: WHAT I GET EXCITED ABOUT...

---

**INSTRUCTIONS:** Check the following **CAUSES** you feel led to champion! If none of the words on the list fit you, feel free to add your own on the “Other” Line provided.

- |  |  |  |
|--|--|--|
| <input type="checkbox"/> Abuse/Violence Recovery       | <input type="checkbox"/> Educating the Next Generation           | <input type="checkbox"/> Media and/or Entertainment      |
| <input type="checkbox"/> Assisting the Poor            | <input type="checkbox"/> Environment                             | <input type="checkbox"/> Mental Health                   |
| <input type="checkbox"/> At-Risk Children              | <input type="checkbox"/> Equipping Leaders                       | <input type="checkbox"/> Parenting/Family                |
| <input type="checkbox"/> Blindness                     | <input type="checkbox"/> Ethics                                  | <input type="checkbox"/> Planting Churches               |
| <input type="checkbox"/> Business and the Economy      | <input type="checkbox"/> Evangelism                              | <input type="checkbox"/> Policy and/or Politics          |
| <input type="checkbox"/> Caring for the sick           | <input type="checkbox"/> Fellowship                              | <input type="checkbox"/> Race                            |
| <input type="checkbox"/> Community/Neighborhood Issues | <input type="checkbox"/> Financial Management                    | <input type="checkbox"/> Relief Efforts                  |
| <input type="checkbox"/> Compulsive Behavior Recovery  | <input type="checkbox"/> HIV/AIDS                                | <input type="checkbox"/> Regional, State, Federal Issues |
| <input type="checkbox"/> Deaf Assistance               | <input type="checkbox"/> Health/Fitness                          | <input type="checkbox"/> Sanctity of Life                |
| <input type="checkbox"/> Disabilities and/or Support   | <input type="checkbox"/> Helping People get Involved in Ministry | <input type="checkbox"/> World Evangelization            |
| <input type="checkbox"/> Divorce Recovery              | <input type="checkbox"/> Homelessness                            | <input type="checkbox"/> Worship                         |
| <input type="checkbox"/> Drug/Alcohol Recovery         | <input type="checkbox"/> Illness and/or Injury                   | <input type="checkbox"/> Other _____                     |
|  | <input type="checkbox"/> International/Global Affairs            | _____  |
|  | <input type="checkbox"/> Law/Justice System                      | _____  |
|  | <input type="checkbox"/> Marriage                                |  |

**Review all the items you checked above.** Of the ones you marked, choose top three passions:

1. \_\_\_\_\_ 2. \_\_\_\_\_ 3. \_\_\_\_\_

Transfer these three passions to your SHAPE PROFILE on page 23.

# A DISCOVERING YOUR ABILITIES. (5 minutes)

*“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)*

The following list of abilities are no way exhaustive. All abilities matter to God. In His eyes, all are equally important. If your ability isn’t listed, be sure to note it. Abilities are what I naturally do better than others....

**INSTRUCTIONS:** Check the natural abilities you excel at and “love” doing.

- ADAPTING:** The ability to adjust, change, alter, modify.
- ADMINISTERING:** The ability to govern, run, rule.
- ANALYZING:** The ability to examine, investigate, probe, evaluate.
- BUILDING:** The ability to construct, make, assemble.
- COACHING:** The ability to prepare, instruct, train, equip, develop.
- COMMUNICATING:** The ability to share, convey, impart.
- COMPETING:** The ability to contend, win, battle.
- COMPUTING:** The ability to add, estimate, total, calculate.
- CONNECTING:** The ability to link together, involve, relate.
- CONSULTING:** The ability to advise, discuss, confer.
- COOKING:** The ability to prepare, serve, feed, cater.
- COORDINATING:** The ability to organize, match, harmonize.
- COUNSELING:** The ability to guide, advise, support, listen, care for.
- CREATING:** The ability to photograph or video and present professionally.
- DATABASE ENTRY:** The process of inputting data or information into the computer using devices such as a keyboard and scanner.
- DECORATING:** The ability to beautify, enhance, adorn.
- DESIGNING:** The ability to draw, create, picture.
- DEVELOPING:** The ability to expand, grow, advance, increase.
- DIRECTING:** The ability to aim, oversee, manage, supervise.
- EDITING:** The ability to correct, amend, alter, improve.
- ENCOURAGING:** The ability to cheer, inspire, support.
- ENGINEERING:** The ability to construct, design, plan.
- FACILITATING:** The ability to help, aid, assist, make possible.
- FINANCIAL COMPETENCY:** The ability to maintain and apply a broad understanding of financial management principles to ensure decisions are fiscally sound and responsible.
- FORECASTING:** The ability to predict, calculate, see trends, patterns and themes.

- IMPLEMENTING:** The ability to apply, execute, make happen.
- IMPROVING:** The ability to better, enhance, further, enrich.
- INFLUENCING:** The ability to affect, sway, shape, change.
- LANDSCAPING:** The ability to garden, plant, improve.
- LEADING:** The ability to pave the way, direct, excel, win.
- LEARNING:** The ability to study, gather, understand, improve, expand self.
- MANAGING:** The ability to run, handle, oversee.
- MOTIVATING:** The ability to provoke, induce, prompt.
- NEGOTIATING:** The ability to discuss, consult, settle.
- OPERATING:** The ability to run mechanical or technical things.
- ORGANIZING:** The ability to simplify, arrange, fix, classify, coordinate.
- PERFORMING:** The ability to sing, speak, dance, play an instrument, act out.
- PIONEERING:** The ability to bring about something new, groundbreaking, original.
- PLANNING:** The ability to arrange, map out, prepare.
- PROMOTING:** The ability to sell, sponsor, endorse, showcase.
- RECRUITING:** The ability to draft, enlist, hire, engage.
- REPAIRING:** The ability to fix, mend, restore, heal.
- RESEARCHING:** The ability to seek, gather, examine.
- RESOURCING:** The ability to furnish, provide, deliver.
- SERVING:** The ability to help, assist, fulfill.
- STRATEGIZING:** The ability to think ahead, calculate, scheme.
- TEACHING:** The ability to explain, demonstrate, tutor.
- TRANSLATING:** The ability to interpret, decode, explain, speak.
- TRAVELING:** The ability to journey, visit, explore.
- VISUALIZING:** The ability to picture, imagine, envision, dream, conceptualize.
- WELCOMING:** The ability to entertain, greet, embrace, make comfortable.
- WRITING:** The ability to compose, create, record.
- OTHER:** \_\_\_\_\_

**Review all the items you checked above.** Of the ones you marked, choose three abilities that you love doing the most and are good at:

1. \_\_\_\_\_ 2. \_\_\_\_\_ 3. \_\_\_\_\_

Transfer these three passions to your SHAPE PROFILE on page 23.

# P DISCOVERING YOUR PERSONALITY *(8 minutes)*

*"I praise You because I am fearfully and wonderfully made; Your works are wonderful, I know that full well."*  
PSALM 139:14 (NIV)

*"For we are His workmanship, created in Christ Jesus for good works."*  
EPHESIANS 2:10 (NASB)

This is the way I tend to relate to others...

## PERSONALITY QUESTIONNAIRE (DISC ASSESSMENT)

**STEP 1:** The following assessment lists statements in four sections. Answer each question under sections 1–4 (D, I, S, C) by circling the number that best describes you. Allow yourself two to three minutes to complete this step before moving on to other steps.

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

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

Box 1 = "D" personality

Box 2 = "I" personality

Box 3 = "S" personality

Box 4 = "C" personality

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

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

**STEP 5:** Write down your two highest personality traits on your SHAPE PROFILE on page 23.

## PERSONALITY QUESTIONNAIRE

D

	Never	Rarely	Sometimes	Often	Always
I am assertive, demanding, and decisive.	1	2	3	4	5
I enjoy doing multiple tasks at once.	1	2	3	4	5
I thrive in a challenge-based environment.	1	2	3	4	5
I think about tasks more than others or myself.	1	2	3	4	5
I am motivated by accomplishment and authority.	1	2	3	4	5
<b>Total:</b>	/25				

I

	Never	Rarely	Sometimes	Often	Always
I enjoy influencing and inspiring other people.	1	2	3	4	5
I am optimistic about others.	1	2	3	4	5
I tend to be the life of the party.	1	2	3	4	5
I think about motivating people.	1	2	3	4	5
I am motivated by recognition and approval.	1	2	3	4	5
<b>Total:</b>	/25				

S

	Never	Rarely	Sometimes	Often	Always
I thrive in consistent environments.	1	2	3	4	5
I prefer specifics over generalizations.	1	2	3	4	5
I enjoy small groups of people.	1	2	3	4	5
I prefer being a member of a team.	1	2	3	4	5
I am motivated by stability and support.	1	2	3	4	5
<b>Total:</b>	/25				

C

	Never	Rarely	Sometimes	Often	Always
I tend to be cautious rather than take 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
<b>Total:</b>	/25				

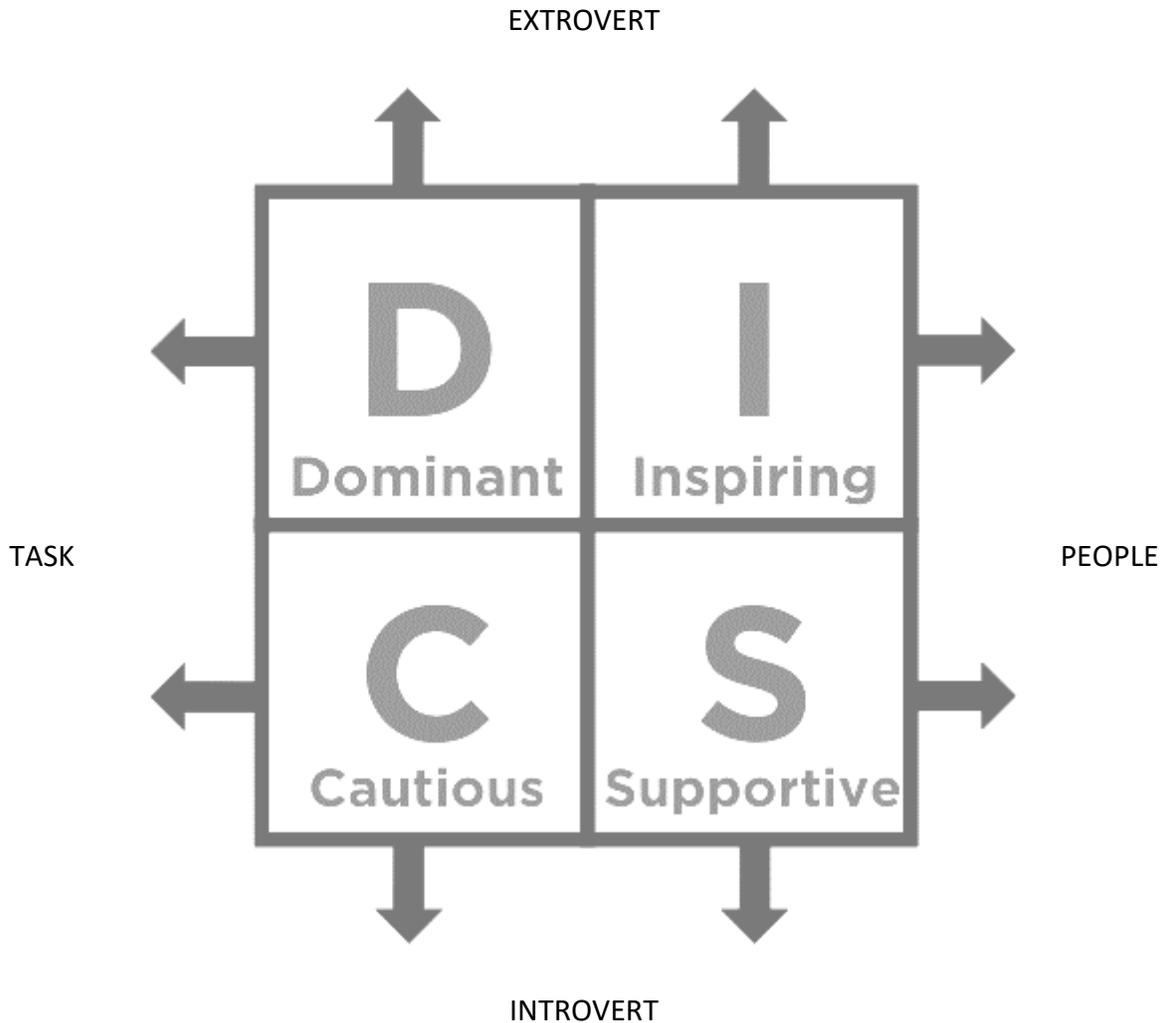
## PERSONALITY QUESTIONNAIRE CONT.

Look at your totals from page 38.

Which letter has the highest total? \_\_\_\_\_

Which has the second highest total? \_\_\_\_\_

With your results, look at the chart below and plot your results.



### Personality Type

The personality type descriptions can be found on the following four pages. Find your personality type based on your highest score first. For example, if your two highest scores are Dominant/Inspiring, read the description labeled D/I and I/D. Underline the parts you identify with the most and determine the best fit. Then transfer your findings to the SHAPE Profile on page 23.

## PERSONALITY: DOMINANT TYPES

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

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

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

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

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

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

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

## PERSONALITY: INSPIRING TYPES

**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)**

## PERSONALITY: SUPPORTIVE TYPES

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

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

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

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

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

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

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

## PERSONALITY: CAUTIOUS TYPES

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

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

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

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

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

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

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

## MAKING THE MOST OF YOUR PERSONALITY

Every personality has strengths and challenges. Keep in mind that a strength overdone can become a weakness. The following will give you specific areas to focus on to help you work well with others.

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

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

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

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

**“S” PERSONALITIES** are steady, stable, analytical, introverted, and people oriented. As you embrace these strengths, also make sure to:

- Take initiative.
- Practice flexibility.
- Approach confrontation constructively.
- Be direct in your interactions when necessary.
- Realize change can be healthy and be willing to adapt.
- Consider the overall goals of your family or group, not just specific processes or procedures.

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

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

# E DISCOVERING YOUR EXPERIENCES *(7 minutes)*

This is how my experiences have shaped who I am today.

*And we know that God causes everything to work together for the good of those who love God and are called according to his purpose for them.*

*Romans 8:28 NLT*

*And I want you to know, my dear brothers and sisters,<sup>[a]</sup> that everything that has happened to me here has helped to spread the Good News.*

*Philippians 1:12 (NLT)*

Not only has God put gifts and passions in you from the day you were born, He can also use things that you have gone through to encourage others. We all have gone through good and bad experiences. But the good news is that God can use our pain!

Below, you will find five areas of life. Write a positive experience and painful experience related to each area of your life.

**VOCATIONALLY** - Think of several things you have experienced in your career both positive and painful. *For example: Perhaps you have a pattern of achievement when it comes to productivity, sales or leadership. Or maybe you have experienced some setbacks or challenges in your career that has shaped who you are today.*

Positive vocational experience: \_\_\_\_\_

Painful vocational experience: \_\_\_\_\_

**EDUCATIONALLY** – Think of several things you have experienced in your life as it relates to learning. *For example: Perhaps you have academic degrees or training certificates, or you are pursuing ongoing development in an area of interest. Or perhaps you have had a negative set back while pursuing learning which has caused you to be more compassionate to others in a similar situation.*

Positive educational experience: \_\_\_\_\_

Painful educational experience: \_\_\_\_\_

**PERSONALLY** - Think of several things you have experienced personally both positive and painful. *For example: You may have received an award or dealt with an illness, addiction, or negative circumstance in your own personal life.*

Positive personal experience: \_\_\_\_\_

Painful personal experience: \_\_\_\_\_

**RELATIONALLY** – Think of several things you have experienced in your life when relating to others both positive and painful. *For example: You may be single, or in a godly marriage, or benefit from a friendship that comforts or challenges you to strive for excellence in everything you do. Or you may have painful experiences such as divorce, grief, loss or any other experience that has impacted you.*

Positive relational experience: \_\_\_\_\_

Painful relational experience: \_\_\_\_\_

**SPIRITUALLY** – Think of several things you have experienced in your spiritual life both positive and painful. *For example: You may have a history of success in sharing your faith or leading Christians into deeper insight about their own faith or you are newer to faith and have a greater understanding of how to reach those away from God. Perhaps you had painful experiences regarding faith which has shaped you today.*

Positive spiritual experience: \_\_\_\_\_

Painful spiritual experience: \_\_\_\_\_

After considering what you wrote above, select three experiences that have been the most impactful (positive or negative) and can be helpful in bringing God’s hope to others.

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

Transfer these three experiences to your SHAPE PROFILE on page 23.

## Reflect on this:

- What did you discover about your SHAPE profile? Any surprises?

## NEXT STEPS

### 1. Attend *stepTHREE* of Growth Track

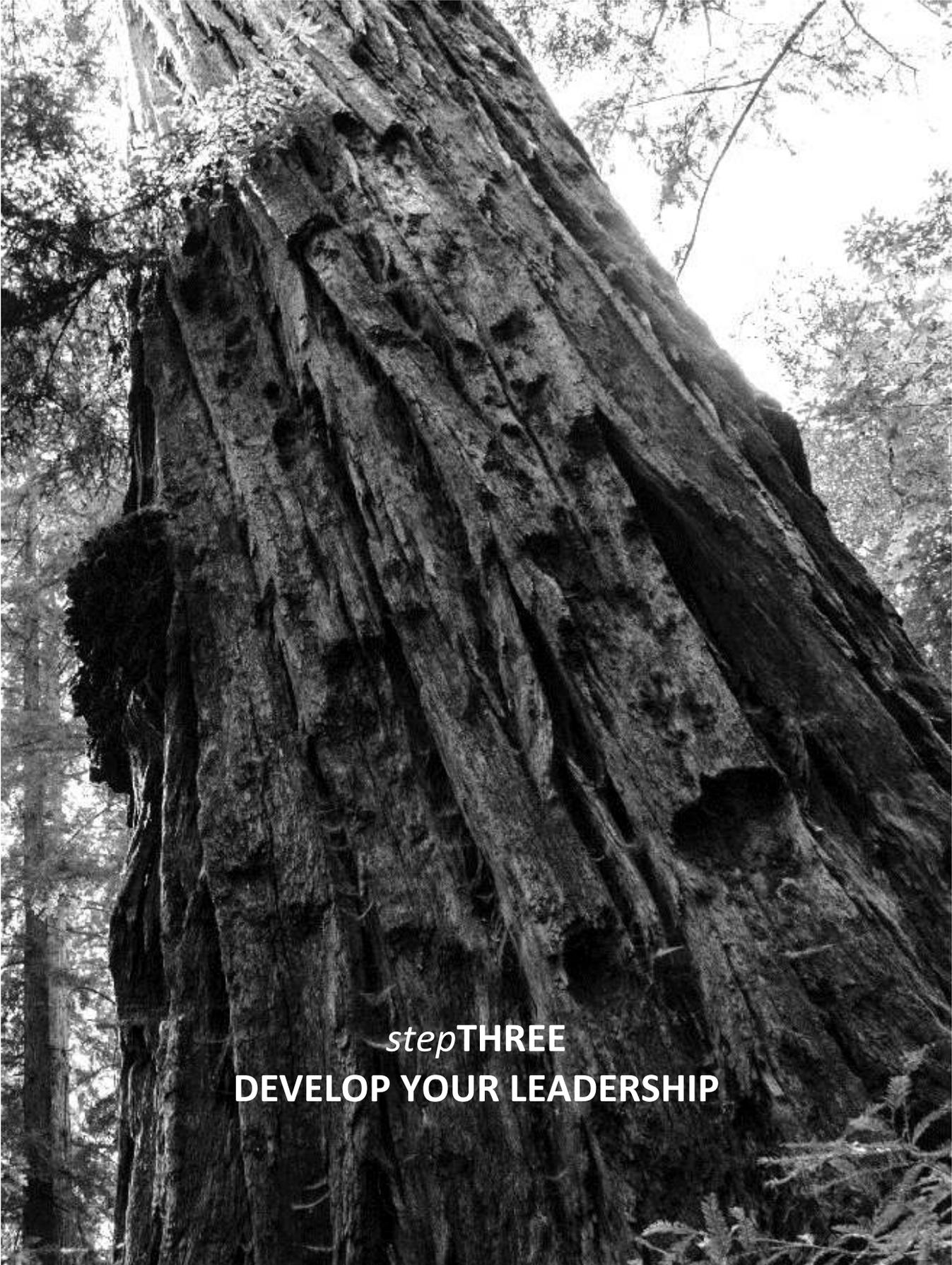
### 2. Review and Pray about your SHAPE profile

Read the Bible verses that correspond to your Spiritual Gifts and Personality. Look over your SHAPE Profile and you should start to see a pattern. Ask the Lord to strengthen the gifts and passions inside of you.

### 3. Start praying about your place on Team Emmanuel

Now that you've discovered your God-given gifts, begin exploring Teams where you can use those strengths to make a difference in the lives of others. In the Appendix, there is a list of ministries. In *stepFOUR* of Growth Track, you will have an opportunity to have a one-on-one meeting with a team member who can help you get started with Team Emmanuel.





*step***THREE**  
**DEVELOP YOUR LEADERSHIP**



# DEVELOP YOUR LEADERSHIP

In **stepTHREE**, we will explore how each of us are called to be leaders as we follow Jesus. We will look at the internal obstacles we face as well as the qualities of 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)*

\_\_\_\_\_ is a learner under discipline.

Jesus is a \_\_\_\_\_, and you are following him, and we are to become like him.

I am \_\_\_\_\_ a leader in the making.

## WHAT IS LEADERSHIP?

Leadership is \_\_\_\_\_. Nothing more. Nothing less. Everyone is a leader using gifts and passions to make a difference in the lives of others.

## MOSES IS AN EXAMPLE OF A LEADER

*“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 (NIV)*

### Moses Has Four Excuses:

1. “Who am I?” \_\_\_\_\_ (Exodus 3:11)

2. “What if they?” \_\_\_\_\_ (Exodus 4:1)

*“Fearing people is a dangerous trap, but trusting the LORD means safety.” Proverbs 29:25 (NLT)*

Your burden for the people must be greater than your fear of what they think about you. A leader must care more about the people they are influencing than what they experience because of it.

3. "I have never." \_\_\_\_\_ (Exodus 4:10)

God will always call you to do something you've never done before. Moses had never led people out of Egypt before God called him to do so.

4. "Why don't you use someone else." \_\_\_\_\_ (Exodus 4:13)

*"But you are not like that, for you are a chosen people. You are royal priests, a holy nation, God's very own possession. As a result, you can show others the goodness of God, for he called you out of the darkness into his wonderful light." 1 Peter 2:9 (NLT)*

The enemy uses problems, possessions, and pleasures to keep you from doing what God wants you to do.

## DANIEL IS ANOTHER EXAMPLE OF A LEADER

Daniel is a great example of what leadership or influence looks like.

*"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 (NIV)*

## 4 Excellent Qualities That Qualify You As A Leader (Emmanuel's Culture)

1. We \_\_\_\_\_ God.

*"The members of the council were amazed when they saw the boldness of Peter and John, for they could see that they were ordinary men with no special training in the Scriptures. They also recognized them as men who had been with Jesus." Acts 4:13 (NLT)*

- Develop your \_\_\_\_\_.
- Develop your \_\_\_\_\_.

*"Search me, O God, and know my heart; test me and know my anxious thoughts. Point out anything in me that offends you and lead me along the path of everlasting life." Psalm 139:23-24 (NLT)*

- Develop your \_\_\_\_\_.

2. We \_\_\_\_\_ people.

*“So 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 (NLT)

- Be a \_\_\_\_\_. Find a need and fill it.
- Be a \_\_\_\_\_. Build unity.
- Be \_\_\_\_\_. Be transparent and honest with people.

3. We pursue \_\_\_\_\_.

*“People were overwhelmed with amazement. ‘He has done everything well,’ they said. ‘He even makes the deaf hear and the mute speak.’”*

Mark 7:37 (NIV)

- Do it \_\_\_\_\_. Do fewer things well.
- Do it *before you’re* \_\_\_\_\_. Take initiative.
- Do more than *is* \_\_\_\_\_. Go the extra mile.

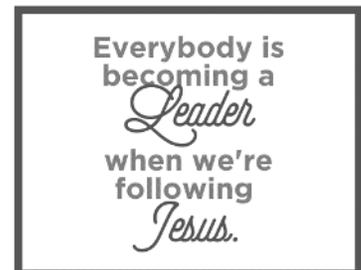
4. We choose \_\_\_\_\_.

- Be \_\_\_\_\_

*“Our hearts ache, but we always have joy. We are poor, but we give spiritual riches to others. We own nothing, and yet we have everything.”*

2 Corinthians 6:10 (NLT)

- Be \_\_\_\_\_



**Stop the video and reflect on this:**

- Which of the four excuses do you find yourself using the most (*insecurities, fear, inadequacy, and reluctance*)? Why?
- Which one of the four excellent qualities stand out to you the most (*love God, love people, excellence, and joy*)? Why?

# THE LIFE OF THE LEADER

We need to be mindful of how we live so we can benefit the body of Christ.

*“But you must be careful so that your freedom does not cause others with a weaker conscience to stumble. 10 For if others see you—with your “superior knowledge”—eating in the temple of an idol, won’t they be encouraged to violate their conscience by eating food that has been offered to an idol? 11 So because of your superior knowledge, a weak believer[b] for whom Christ died will be destroyed. 12 And when you sin against other believers[c] by encouraging them to do something they believe is wrong, you are sinning against Christ. 13 So if what I eat causes another believer to sin, I will never eat meat again as long as I live—for I don’t want to cause another believer to stumble.” 1 Corinthians 8:9-13 (NLT)*

## The Spirit-Led Honor Code

When it comes to our personal choices about our lifestyle, most churches fall into one of the following two extremes.

*“Oh, foolish Galatians! Who has cast an evil spell on you? For the meaning of Jesus Christ’s death was made as clear to you as if you had seen a picture of his death on the cross... 3 How foolish can you be? After starting your new lives in the Spirit, why are you now trying to become perfect by your own human effort?” Galatians 3:1, 3 (NLT)*

### Two Extremes:

1. \_\_\_\_\_

**Legalism** is the act of putting rules above the Gospel by establishing requirements for salvation beyond repentance and faith in Jesus Christ. It creates a slavery to narrow, lifeless and rigid moral codes. This results in a spiritual climate where people feel judged, criticized and rejected in church, which is the opposite of God’s love, grace and freedom.

2. **Lack of** \_\_\_\_\_

*“I say this because some ungodly people have wormed their way into your churches, saying that God’s marvelous grace allows us to live immoral lives.” Jude 1:4 (NLT)*

**Lack of Conviction** is abusing God’s grace as an unprincipled, license to sin. It creates a slavery to self. This results in a spiritual climate where the Holy Spirit can’t lead people towards transformation into the image of Christ.

We aren’t perfect. God will not condemn us for our mistakes because of His grace. He wants to develop principled conviction in us that will empower us by the Spirit towards godly freedom in Christ. This is a process where the Holy Spirit is our primary source of guidance, step by step and day by day.

This allows us to find true freedom in Christ and protects us from dead legalism and an aimless lack of conviction. Not only does this result in us growing closer to Jesus, it allows us to lovingly set an example for others in the way we live our lives.

### **What does that freedom look like?**

Read Galatians 5:13-26 (NLT):

*13 For you have been called to live in freedom, my brothers and sisters. But don't use your freedom to satisfy your sinful nature. Instead, use your freedom to serve one another in love. 14 For the whole law can be summed up in this one command: "Love your neighbor as yourself." 15 But if you are always biting and devouring one another, watch out! Beware of destroying one another.*

*16 So I say, let the Holy Spirit guide your lives. Then you won't be doing what your sinful nature craves. 17 The sinful nature wants to do evil, which is just the opposite of what the Spirit wants. And the Spirit gives us desires that are the opposite of what the sinful nature desires. These two forces are constantly fighting each other, so you are not free to carry out your good intentions. 18 But when you are directed by the Spirit, you are not under obligation to the law of Moses.*

*19 When you follow the desires of your sinful nature, the results are very clear: sexual immorality, impurity, lustful pleasures, 20 idolatry, sorcery, hostility, quarreling, jealousy, outbursts of anger, selfish ambition, dissension, division, 21 envy, drunkenness, wild parties, and other sins like these. Let me tell you again, as I have before, that anyone living that sort of life will not inherit the Kingdom of God.*

*22 But the Holy Spirit produces this kind of fruit in our lives: love, joy, peace, patience, kindness, goodness, faithfulness, 23 gentleness, and self-control. There is no law against these things!*

*24 Those who belong to Christ Jesus have nailed the passions and desires of their sinful nature to his cross and crucified them there. 25 Since we are living by the Spirit, let us follow the Spirit's leading in every part of our lives. 26 Let us not become conceited, or provoke one another, or be jealous of one another.*

*Galatians 5:13-26 (NLT)*

“The whole point of Paul’s argument has been to stress freedom. However, freedom *from* sin does not mean freedom *to* sin.” – Nicky Gumbel, Alpha Devotional, 9.20.19

### **Notice the Spirit’s guidance away from extremes:**

**Legalism:** *“But when you are directed by the Spirit, you are not under obligation to the law of Moses.”*  
*Galatians 5:18 (NLT)*

**Lack of Conviction:** *“For you have been called to live in freedom, my brothers and sisters. But don't use your freedom to satisfy your sinful nature. Instead, use your freedom to serve one another in love.”*  
*Galatians 5:13 (MSG)*

## Paul covers 4 spaces the Holy Spirit wants to lead us away from:

- 1. Sexual sin:** *“When you follow the desires of your sinful nature, the results are very clear: sexual immorality, impurity, lustful pleasures”*  
*Galatians 5:19, (NLT)*
- 2. Religious sin:** *“idolatry, sorcery, hostility...”*  
*Galatians 5:20a (NLT)*
- 3. Societal Sin:** *“quarreling, jealousy, outbursts of anger, selfish ambition, dissension, division,”*  
*Galatians 5:20b (NLT)*
- 4. Sins of Excess:** *“envy, drunkenness, wild parties, and other sins like these. Let me tell you again, as I have before, that anyone living that sort of life will not inherit the Kingdom of God.”*  
*Galatians 5:21 (NLT)*

## Paul then shifts towards the freedom the Holy Spirit wants to lead us towards...

*“But the Holy Spirit produces this kind of fruit in our lives: love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control. There is no law against these things!”*  
*Galatians 5:22-23 (NLT)*

Now that the Holy Spirit lives inside of you, you can access Him for all of the decisions you need to make daily. The Holy Spirit will bring an inner conviction to discourage you from repeated, disobedient choices. The Holy Spirit will also provoke you with a conviction to follow after Jesus through consistent, obedient actions.

None of us get it right 100% of the time, but we need to make a commitment to the Lord to live a Spirit-led life in His love instead of being a slave to legalism or a lacking in conviction.

## PERSONAL REFLECTION:

1. As you think about your journey with the Lord, what are some things you can change to live a more Spirit-led life? \_\_\_\_\_

\_\_\_\_\_

2. How might this help you in being a servant leader? \_\_\_\_\_

\_\_\_\_\_

3. Emmanuel’s Spirit-led Honor Code Commitment:

I, \_\_\_\_\_, commit myself to strive to live a Spirit-led life, so I can grow closer to Jesus and humbly serve others in love. By following the guidance of the Holy Spirit, I will strive to not give into the “acts of the flesh,” but instead, embrace the fruit of the Spirit according to Galatians 5.

Your Signature: \_\_\_\_\_ Date: \_\_\_\_\_

## NEXT STEPS

### 1. Attend stepFOUR of the Growth Track

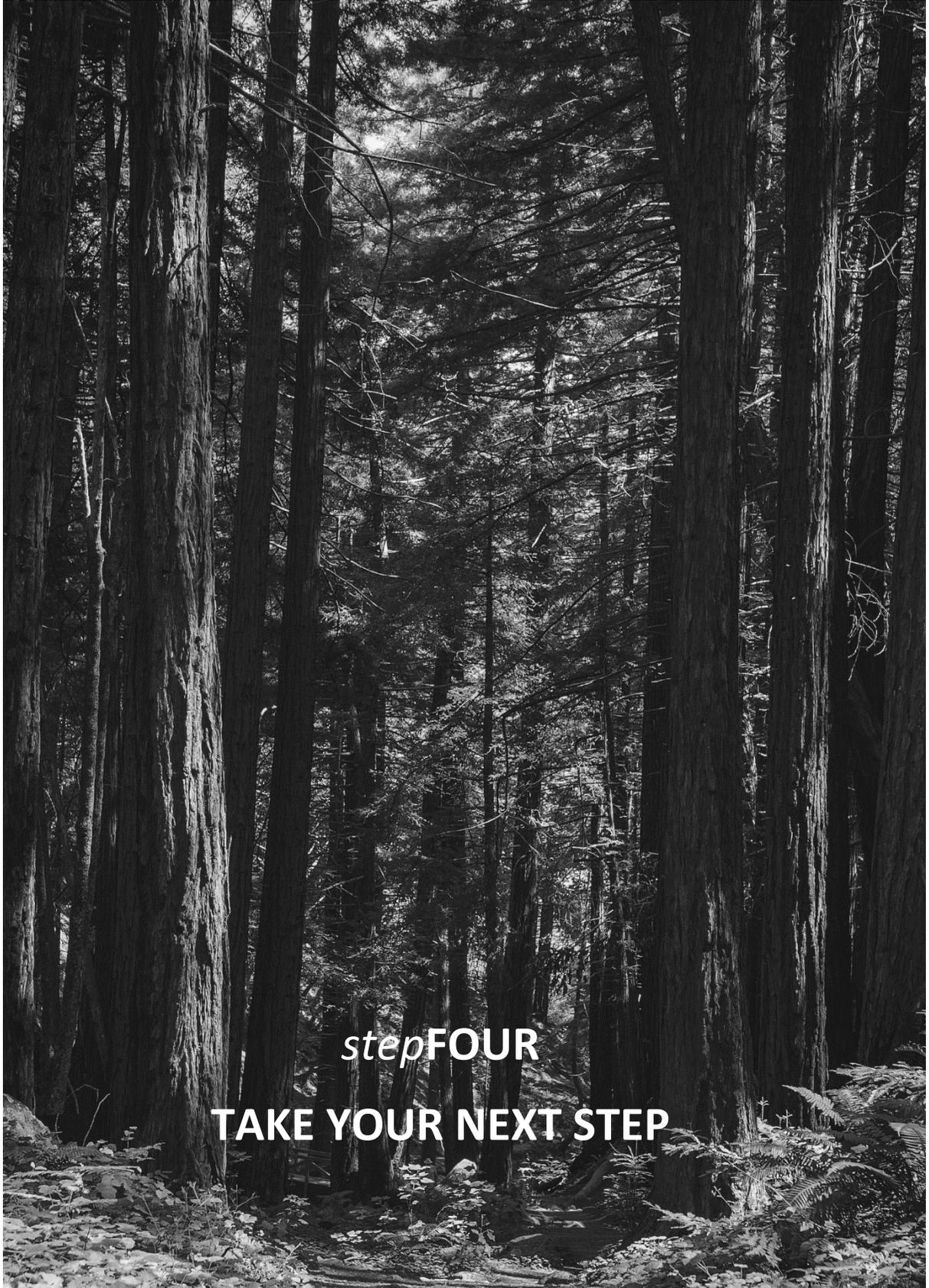
During this next session, you will use your results from *stepTWO*’s SHAPE assessment. If you have not completed your SHAPE profile yet, please do so.

### 2. Join Team Emmanuel

In stepFOUR you will learn about opportunities in the church. Review your SHAPE profile and pray about an area to serve that best fits your passion and gifting

### 3. After completing all four steps of Growth Track apply for membership





*step***FOUR**  
**TAKE YOUR NEXT STEP**



## TAKE YOUR NEXT STEP

*stepFOUR* is primarily a lab for taking your next steps at church. This includes having the opportunity to hear from various ministry leaders.. Our goal is for you to feel connected. Upon completion of this step, you can join Team Emmanuel and apply for membership.

### THREE SIMPLE PRINCIPLES FOR ENGAGING IN MINISTRY AT EMMANUEL:

1. \_\_\_\_\_ 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)*

*"For we are God's masterpiece. He has created us anew in Christ Jesus, so we can do the good things he planned for us long ago." Ephesians 2:10*

2. \_\_\_\_\_ that makes a difference.

*"Anyone who builds on that foundation may use a variety of materials—gold, silver, jewels, wood, hay, or straw. <sup>13</sup> 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. <sup>14</sup> If the work survives, that builder will receive a reward. <sup>15</sup> 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 (NLT)*

1. Do that work with \_\_\_\_\_ who also want to make a difference.

We are helping each other. We are all working together for the same cause.

*"Two people are better off than one, for they can help each other succeed. Ecclesiastes 4:9 (NLT)*

We can accomplish more together!

### MAKING MEANINGFUL CONNECTIONS

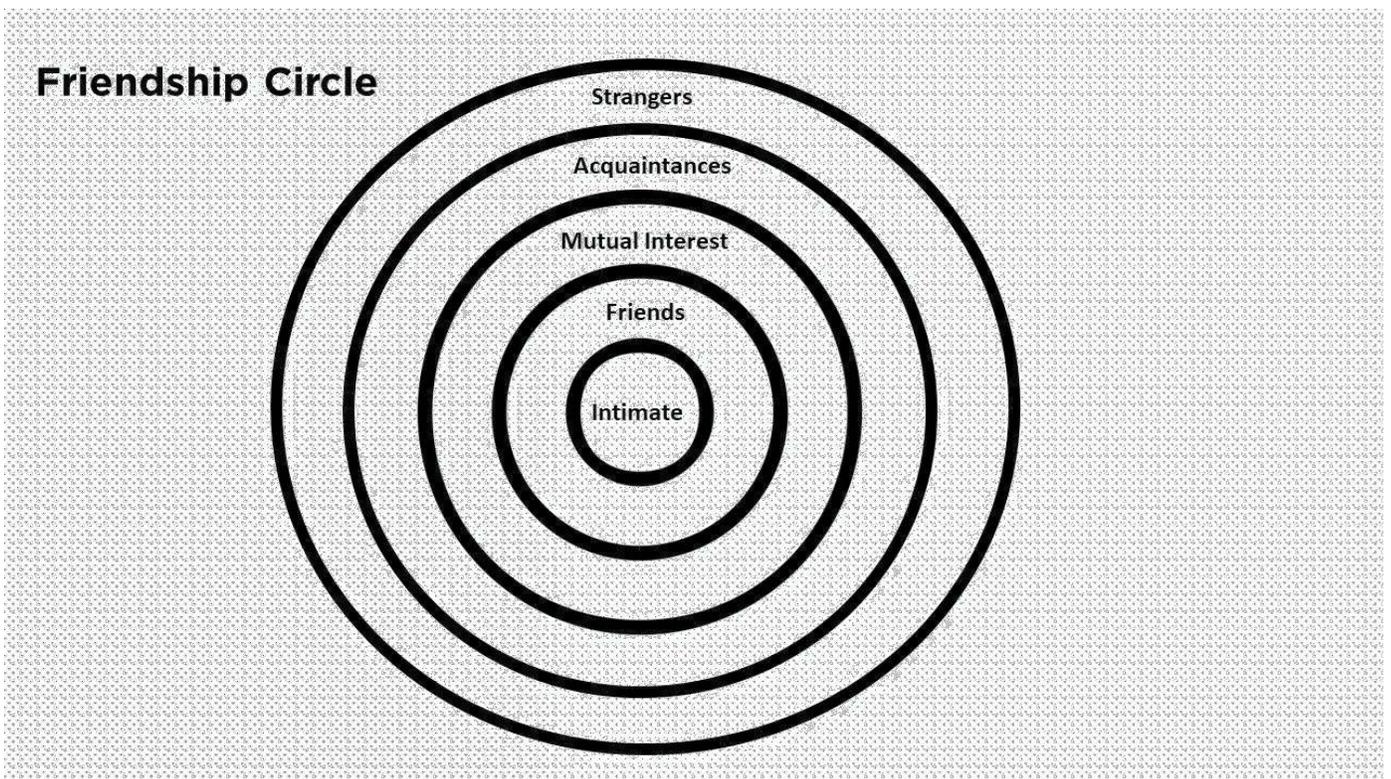
No matter the size of a community, building relationships with those in the community starts somewhere. Check out the Friendship Circle on the next page. Imagine yourself in the center circle. *Intimate friends* are those closest to you with whom you share most everything. This is usually a spouse (for those married), a best friend or sibling. Most people will have only a few intimate friends over a lifetime.

The next ring out is *friends*. These are people you are close with, but you don't share everything with them. They are the people who travel life with you regardless of season or location. You are there for each other and it's a relationship that's been proven over time.

Next is *mutual interest friends*. These are people you do life with regularly. Maybe it's a work colleague, a church friend, a friend from your bowling league or someone you normally sit with at your kid's sporting events. You share a common interest, however when the job ends or the season is over, you almost never see each other again.

*Acquaintances* are people you see regularly but you don't really know each other very well. Normally it's the barista at your favorite coffee shop or the cashier at your favorite store. However, in Minnesota, this can be our neighbor whom we see every spring after the snow melts!

The last circle is *strangers*. These are the people we don't know at all.



When you come into a \_\_\_\_\_, you work from the \_\_\_\_\_ in.

At first, everyone is a stranger. We all start from the outer ring of the friendship circle. To make meaningful connections, we need to get in proximity with people where we have regular interactions and conversations. With intentionality, we can move closer and have more meaningful connections with others at church.

Put \_\_\_\_\_ in proximity to meet a lot of people.

Joining Team Emmanuel is a great way to connect with others and so is joining a connect group (especially where you have something in common – i.e. women’s group, men’s group, young marrieds, equip group, young adult group, Time of Your life, etc). The more you interact with others the greater the chance at connecting.

## **DETERMINE YOUR NEXT STEP**

Each of us are on a spiritual journey. Think of the board game Candy Land. Everyone starts at the beginning with the hope of finishing well at the end. It’s important for us to determine where we are at so we can discover our next step. Are you at the beginning of your spiritual journey? Are you stuck? Have you been a believer for a long time and need a challenge? Ask the Growth Track Host or see the Appendix for some Next Steps for you to consider.

## **WHAT IS TEAM EMMANUEL?**

Team Emmanuel is a group of incredible volunteers who have discovered their gifts and passions and are actively serving in the church. Team Emmanuel advances the Kingdom of God by serving in a variety of ministry areas so that everyone will know Jesus, grow together and live with purpose.

### **What to do next to Join Team Emmanuel:**

- **Choose one area of ministry to volunteer**  
Look at your SHAPE profile on page 23 and see if you notice a pattern. Then narrow down the area of interest to one ministry and start there. If the first area you try is not a good fit with your gifts and passions, we will help you find another area.
- **Go to an orientation**  
Learn more about the area of ministry you are interested in. Most ministries have opportunities for you to shadow or “test drive” the fit.
- **Complete Team Emmanuel Application**  
Indicate the area of ministry you are interested in serving.
- **Connect with ministry leader**  
Connect with individual ministry leader for a one on one and go through the ministry area onboarding process.



## **NEXT STEPS:**

### **1. Take Your Next Step**

Take the next step you discovered in Growth Track. For example, maybe you discovered your next step is baptism, serving, or joining a Connect Group. Determine today to move forward in your faith. Ask your Growth Track host for help navigating your next step.

### **2. Complete Team Emmanuel Application**

Please fill out the Team Emmanuel application, indicate an area of interest, and turn it into your Growth Track host today. *(Be sure to turn in an application, even if you are not ready to volunteer yet. That way we have a record of the work you completed in Growth Track.)*

### **3. Complete Membership Application**

If you are ready to plant yourself as a member at Emmanuel, fill out the Membership Application and give it to Growth Track Host. The location pastor or assistant pastor will connect with you about your membership application. New members are recognized quarterly.

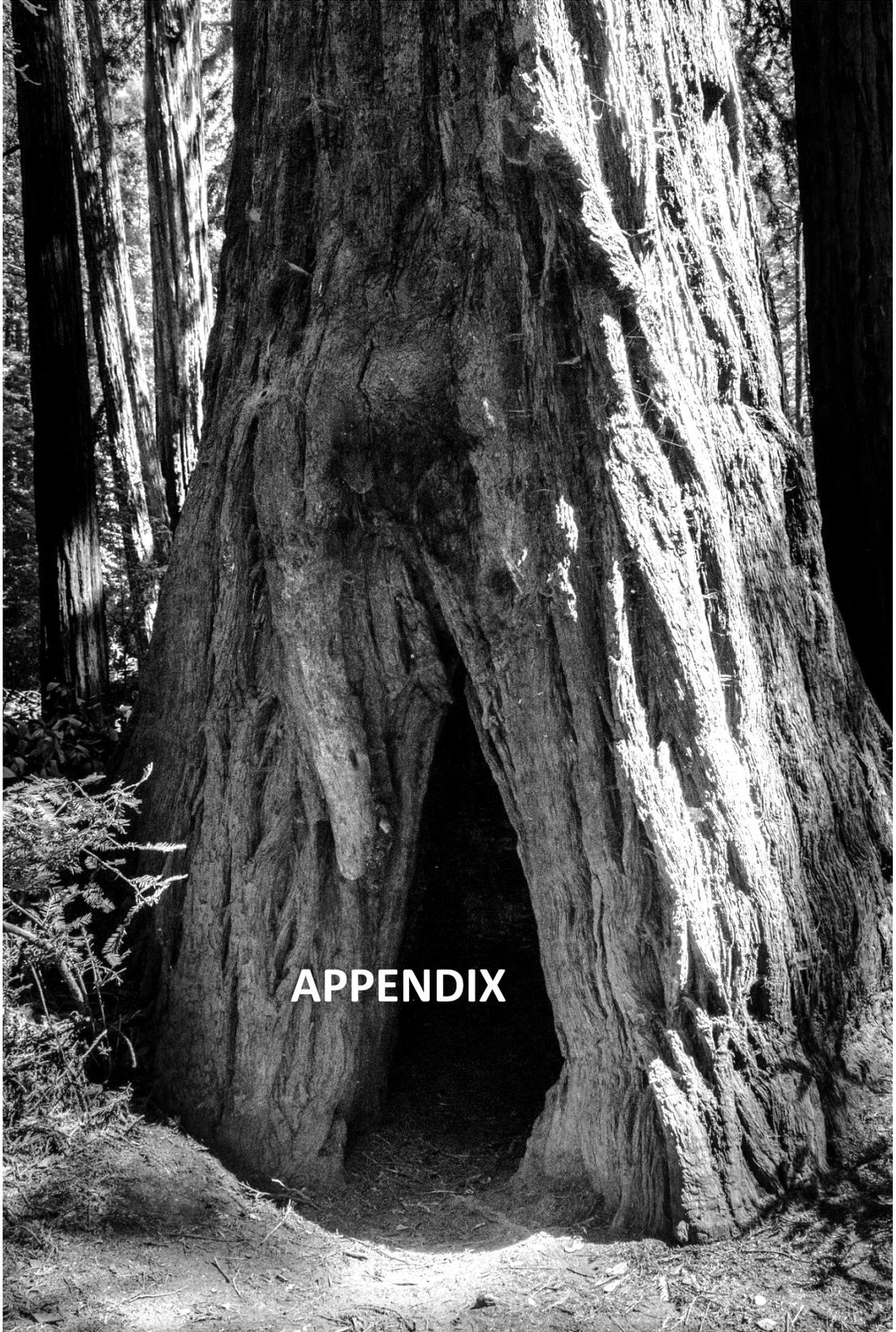
### **4. Set up Your Profile in MyEmmanuel**

You likely already have a profile in MyEmmanuel (the church database), but have you accessed it yet? You can personalize your profile, check your giving record, update your contact information, and set up your communication preferences. MyEmmanuel is also used for volunteer scheduling, check-in, and groups.

If you have never accessed your profile in MyEmmanuel, you can request access at <https://emmanuelmn.cbcchurch.com/goto/login> or ask the Growth Track host to send you an activation email.

Thank you for completing Growth Track! The Location Pastor and ministry leaders are here to help you continue growing and connecting to the church. If you have questions or need assistance, please contact them, or visit any Growth Track session to speak to the Growth Track Host. We would love answer questions and help you navigate your next step.







# THE EMMANUEL STORY – *Our History*

*“When this church started, God laid it out very plainly that we were to be a haven for hurting, discouraged, defeated people. To me, Emmanuel Christian Center has been a journey with God. We’ve seen Him at every turn as we’ve gone through the various stages of growth. Two things a church is supposed to do: **We’re supposed to feed the sheep and win the lost.**”*

*Rev. G. Mark Denyes, Founding Pastor*

In 1963, in the north Minneapolis suburb of Fridley, Minnesota, God spoke to G. Mark Denyes, a young 32-year-old pastor, part-time cookie salesman in Chillicothe, Missouri about uprooting his family and coming to Fridley, Minnesota. He obeyed, moved his wife Shirley and their small children here to Minnesota to begin building the foundation of this church. God continued to direct and move in the hearts and the lives of those early believers and soon they moved from meeting in a home to Hayes Elementary School and only months after that the church purchased a building at 472 Osborne Road for the cost of \$33,000.

Pastor Dwight Denyes said, “To us here today, that price seems amazing, back then the people of the church did truly sacrifice. \$33,000 in 1963 was about the price of two homes. It was like paying \$400,000 for a building today. What amazes me is those people, and they were middle class people, there was nobody with money, typically in their early 30’s with three, four, and five kids. They took money out of savings and they all worked together. I don’t think any of them had any idea how much God would bless their efforts.”

Even through those early years the church grew numerically and spiritually. The Lord challenged us to be willing to minister. He said he would bring them in - and He has by the hundreds. Over the years, God blessed and directed our church over and over again. At the Osborne Road address, we purchased three additional lots, built seating for 500, added a gym and purchased more land to accommodate future growth. In 1979, 8.5 acres was purchased across the street as plans were started for a 3,000-seat sanctuary. Pastor Denyes had a sign posted on the property that said, “Think 10,000”.

“A church is supposed to be a hospital, it isn’t a country club. This is God’s call on our church to reach the sighing, the crying, the hurting, those hiding behind closed drapes. They think nobody wants them, nobody likes them, nobody loves them. When I would share that from the pulpit, as I did occasionally, somebody would come to my wife and say we’re one of those. And it was reaffirming that we were doing what God called us to do.”

Emmanuel learned very early on that music is an important part in the life of this church. Worship helped set the table for God to touch the hearts and lives of thousands. The authentic, interactive worship continues to usher in the presence of the Lord each and every service.

Emmanuel also learned that the kids and youth ministries were an important part of the church. The youth ministry, JC’s Place, reached hundreds of teens through dramas and outreaches. The kid’s ministry taught the kids to love the Bible.

At a time when broadcasting was not common, God allowed Emmanuel to broadcast on radio and television the Sunday services, as well as the youth ministry services. Many were touched by the media ministry.

The church continued to reach people who were hurting. In 2001, at the direction of Pastor Denyes, the Hispanic ministry, Iglesia Emanuel, was launched at Emmanuel by a missionary. The ministry was designed to reach Spanish speaking immigrants who had English as their second language. The ministry grew rapidly, and Emmanuel began ministering to people from many other nations as well. No one could have imagined what God would do with the prayers and efforts of 55 people years ago.

In 2003, Dwight Denyes, son of Mark Denyes, became the lead Pastor of Emmanuel. He had a heart to reach the lost and encouraged the church to pray for five friends. He was a stabilizing leader in a time of transition. He began updating the methods of the church to more effectively reach the next generation for Jesus. His desire was to see people become fully devoted followers of Jesus. Pastor Dwight believed he was a leader between leaders. In 2012, he felt the Lord lead him to approach Pastor Nate Ruch and ask him to prayerfully consider becoming the next lead pastor of Emmanuel.

Pastor Nate Ruch had been the youth pastor at Emmanuel a decade earlier. He had served under the founding pastor and

was familiar with the foundation of the church. Pastor Nate Ruch was confirmed by congregational vote in October 2012. He considers himself a “son of the house,” since he served under the Denyes’ ministry.

In March 2013, Nate Ruch, along with his wife Jodi and family, was installed as the third senior pastor of Emmanuel. Pastor G. Mark Denyes, the founding pastor, passed away the next day. Shirley, his wife, continues to be a part of the congregation. Pastor Dwight and Sue Denyes, along with their daughters and their families, continue to be a part of the congregation as well.

God began leading Emmanuel to become a multisite church. In 2014, Emmanuel adopted the Maple Grove location. The Elk River location was adopted in 2016, and Lakeville was adopted in 2021. The locations were formerly churches who

believed we could accomplish more together for God’s Kingdom. The locations have experienced growth.

In 2017, Emmanuel Spring Lake Park was renovated with an emphasis on kids and youth to position the church to effectively reach the next generation.

Emmanuel is a Spirit-led church built on prayer, worship, and the Word. It’s been a place where people have come to heal and have stayed.

Emmanuel continues to care for the lost and marginalized while challenging believers to grow in their faith. We are a house of prayer for all nations. Emmanuel’s mission is for everyone to know Jesus, grow together, and live with purpose.

# TEAM EMMANUEL APPLICATION

Today's Date: \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_

Please complete one per person

Name: \_\_\_\_\_ Date of Birth: \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_

Male  Female

Married  Single  Divorced  Engaged Church Location I attend: \_\_\_\_\_

Cell Phone (\_\_\_\_\_) \_\_\_\_\_ Home Phone (\_\_\_\_\_) \_\_\_\_\_

Email \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Area(s) that I am interested in serving: \_\_\_\_\_

## **SHAPE** (this was a part of Growth Track stepTWO)

These results are only a tool for conversation in order for us to help you find your perfect fit on Team Emmanuel.

S = Spiritual Gifts (list the top three results from the spiritual gifts assessment)

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

H = Heart/Passion (ask yourself...what drives you? What do you care about? What needs will you meet? What cause will you help conquer?)

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

A = Abilities (what natural abilities do you excel at and 'love' doing)

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

P = Personality (DISC assessment results)

Primary \_\_\_\_\_ Secondary \_\_\_\_\_

E = Experiences (things in our lives that help shape who we are, our passions, and how God uses us)

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

**INFORMATION** Please check yes or no for each statement

- Yes  No Have you committed your life to Jesus?
- Yes  No Have you been water baptized since committing your life to Jesus?
- Yes  No Have you attended an Emmanuel Connect Group?
- Yes  No Have you completed all four steps of the Growth Track?
- Yes  No  In Process Are you a member of Emmanuel?

**BACKGROUND:** Please check yes or no for each statement. Please note it is important to disclose your background.

Having issues in your history does not nullify all ministry opportunities. *Only* some volunteer positions require a full background check and are noted on the ministry list in the Appendix. You will be notified if a full background check will be needed.

- Yes  No Has anyone ever brought or threatened to bring a civil or criminal claim against you alleging physical or sexual abuse or sexual harassment?
- Yes  No Have you ever terminated your employment or had your employment terminated for reasons relating to allegations of physical or sexual abuse or sexual harassment?
- Yes  No Have you ever been charged, arrested, or convicted of a felony or misdemeanor? If yes, list the year of occurrence \_\_\_\_\_
- Yes  No Have you ever been reprimanded as a student or employee for harassment of another individual or other inappropriate behavior with another individual? If yes, list the year of occurrence \_\_\_\_\_

By signing below, I am stating that the information contained in this application is complete, accurate, and not misleading in any way.

Please sign your name \_\_\_\_\_ Date \_\_\_\_ / \_\_\_\_ / \_\_\_\_\_

For Office Use Only
_____
_____
_____
_____
_____

## APPLICATION

NAME: \_\_\_\_\_  
 ADDRESS: \_\_\_\_\_  
 CITY: \_\_\_\_\_ STATE: \_\_\_\_\_ ZIP: \_\_\_\_\_  
 PHONE NUMBER: \_\_\_\_\_ BIRTHDAY: \_\_\_\_\_  
 EMAIL: \_\_\_\_\_  
 GENDER:  Male  Female  
 MARITAL STATUS:  Married  Single  
 Widowed  Divorced  
 ANNIVERSARY: \_\_\_\_\_ SPOUSE'S NAME: \_\_\_\_\_

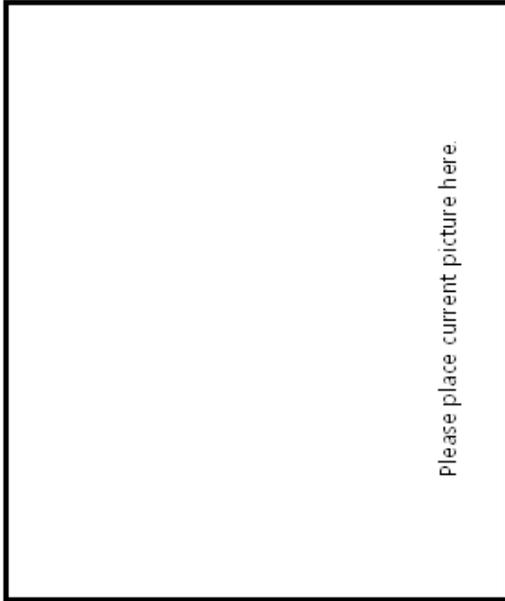
## FAMILY

CHILDREN (living in the home—name, DOB & gender)

1) \_\_\_\_\_ / \_\_\_\_ / \_\_\_\_  Male  Female  
 2) \_\_\_\_\_ / \_\_\_\_ / \_\_\_\_  Male  Female  
 3) \_\_\_\_\_ / \_\_\_\_ / \_\_\_\_  Male  Female  
 4) \_\_\_\_\_ / \_\_\_\_ / \_\_\_\_  Male  Female

## HISTORY

DATE OF COMMITMENT TO CHRIST: \_\_\_\_ / \_\_\_\_ / \_\_\_\_  
 BAPTIZED IN WATER? Yes No DATE: \_\_\_\_ / \_\_\_\_ / \_\_\_\_  
 BAPTIZED IN THE HOLY SPIRIT? Yes No  
 HOW LONG HAVE YOU BEEN ATTENDING EMMANUEL? \_\_\_\_\_  
 WHICH CAMPUS DO YOU ATTEND? \_\_\_\_\_  
 WHEN DID YOU COMPLETE GROWTH TRACK? \_\_\_\_\_  
 WHAT CONNECT GROUP DO YOU ATTEND? \_\_\_\_\_  
 WHAT AREA ARE YOU CHOOSING TO ACTIVELY PARTICIPATE IN?  
 (FOR EXAMPLE, SERVING, MISSIONS, CONNECT GROUP, OR KINGDOM BUILDERS)



Please place current picture here.

**I hereby make application for membership of  
 Emmanuel Christian Center of Assemblies of God, Mpls, MN**

- I agree with the Emmanuel Statement of Faith.
- I will regularly attend weekly services and be an active participant, using my gifts and talents to accomplish the work of the ministry.
- I will regularly support Emmanuel with prayer, and according to the teaching of the scripture, by giving a tithe of my income to further God's work.
- I will live a Spirit-led life according to the Bible (Galatians 5)

**SIGNATURE:** \_\_\_\_\_ **DATE:** \_\_\_\_ / \_\_\_\_ / \_\_\_\_

\*Emmanuel is affiliated with The Assemblies of God, and adheres to its Sixteen Fundamental Principles of Faith



# EMMANUEL'S CONNECT GROUP MODEL

*"All the believers devoted themselves to the apostles' teaching, and to fellowship, and to sharing in meals (including the Lord's Supper), and to prayer."*

*Acts 2:42 (NLT)*

We base our Connect Group Settings on the relational circles we see in the New Testament. Jesus formed a relational circle of 12 disciples in the Gospels (Luke 6:13). The church of Jerusalem in the Book of Acts met in relational circles from house-to-house (Acts 2:46).

A typical Connect Group will be a gathering of 6-15 people. Most of our groups are "open" groups where first-time guests can be invited to any individual group session.

A typical weekly Connect Group setting will last 90 minutes to 2 hours and will encompass an Acts 2:42 experience:

1. Apostle's Teaching - Word-Centered study and discussion
2. Fellowship - Relational and interactive environment
3. Sharing in Meals - Snacks, Food, Breaking Bread and/or Meals
4. Prayer – Seeking God and praying for each other

## CONNECT GROUP RESOURCES

- Connect Groups use prepared studies that are selected from a pre-approved list of options to choose from.
- Weekly studies can last anywhere from four weeks to twelve weeks. These studies happen during one of our three groups windows during the year (Fall, Winter and Summer). A typical group term varies from 8-12 weeks in length with 4-6 week planned breaks in between.
- New Hosts can start groups during a churchwide campaign or grab a Connect Group in-a-box. The Connect Group in-a-box includes a four-week starter study on "Redwood Faith." To learn more about Hosting a Connect Group, talk to a leader at our Connect Group Kiosks in our lobbies on Sunday or go to our Connect Group web page on our website or choose hosting a group for your week four ministry orientation.
- We believe everyone can participate in a group. With so many groups to choose from, we are confident there is a group that is a great fit for you (*Connect Groups, Alpha Groups, Equip Groups, Mom's Connect Groups, Youth Connect Groups, Men's Connect Groups, Women's Connect Groups, Young Adult Connect Groups, Singles Connect Groups, Time of Your Life Connect Groups, etc.*). You can search groups by topic, location, day, and time in our printed and online Groups directory. Once you find a few groups that interest you, contact the hosts to learn more and make plans to check them out in person.

## CONNECT GROUP PARTICIPANTS AGREE TO THESE VALUES

CLEAR PURPOSE	To grow healthy spiritual lives by building a healthy small group community
GROUP ATTENDANCE	To give priority to the group meeting (call if absent or late)
SAFE ENVIRONMENT	To create a safe place where people can be heard and feel loved (no quick answers, snap judgments or simple fixes)
BE CONFIDENTIAL	To keep anything that is shared strictly confidential within the group.
CONFLICT RESOLUTION	To avoid gossip and immediately resolve concerns by following the principles of Matthew 18:15-17
SPIRITUAL HEALTH	To give group members permission to speak into my life and help me live a healthy, balanced spiritual life
LIMIT OUR FREEDOM	To limit our freedom by not serving or consuming alcohol during group activities so as to avoid causing a weaker member to stumble (1 Cor 8:1-13; Romans 14:19-21)
WELCOME NEWCOMERS	To invite friends who might benefit from the study and warmly welcome newcomers.
SCRIPTURE	While everyone's thoughts and opinions are valuable and encouraged, to ultimately rely on the truth Scripture as our final authority
BUILDING RELATIONSHIPS	To get to know the other members of the group and pray for them regularly

# KINGDOM BUILDERS

Kingdom Builders is Emmanuel's Kingdom funding strategy. It is a great tool to resource the great commission of Jesus. With great vision and a heart for the world we will take on a four-fold goal: global projects, missionary partnerships, local church expansion and future Christian leaders initiatives. Through Kingdom Builders we will make an impact both locally and globally. It is so exciting to change the world together. [www.emmanuelkingdombuilders.org/](http://www.emmanuelkingdombuilders.org/)

## **Global Missions Projects**

Each year we identify strategic projects throughout the world that we can adopt as Kingdom Builder goals for Emmanuel. We hear of many of these needs and opportunities through our partners worldwide, and then after prayer and consideration, we take on the challenge of addressing them together as a church.

## **Missionary Partnerships**

One of the most strategic and long-term impact we can make in the world is through our missionaries and ministry partnerships. Our boots-on-the-ground partners can identify the need and opportunities efficiently as well as build and maintain strategic relationships.

## **Local Church Expansion**

Our commitment is not just to make an impact on foreign nations. We are called to show a heart of compassion and proactivity when it comes to the needs of our community and in our state. Kingdom Builders enables us to be a catalyst for local church planting and local church expansion. The strategic projects adopted within this category are not applied to operational expenses, but rather to launching or growth catalyst efforts. We also partner with many local ministries that are actively sharing God's love to the hurting.

## **Future Christian Leaders**

We understand that we can't have a vision restricted to our current or present needs. We are responsible for empowering future Christian Leaders who will be prepared and resourced to fulfill their spiritual vocation in God. Our strategic projects range from providing children and youth with life-changing events that will serve as propulsion points, to investing in education and service opportunities for men and women who are in a season of preparation for serving God and His Kingdom.

# PRAYER

Emmanuel believes in the power of prayer to save, heal, and deliver.

I John 1:9, II Chronicles 7:14, James 5:13-16

Emmanuel desires that every congregant develops prayer as a daily spiritual practice. It is suggested that each person participate in three different expressions of prayer.

**1. Individual** - daily practice established by an individual.

One prayer structure that can be used daily is the ACTS acronym.

A = Adoration

C = Confession

T = Thanksgiving

S = Supplication

**2. Agreement** - opportunities for people to agree with others in prayer for specific needs. Examples of this include:

- Connect Groups
- Altar time prayer with Prayer Teams
- Team Emmanuel prayer huddles

**3. Corporate** - all church or campus services that contain a prayer emphasis.

Examples of this include:

- Seek First Services
- January 21 Days of fasting and prayer

# LIST OF MINISTRIES

Each of these ministries are at all Emmanuel locations, unless otherwise noted.

**ADMINISTRATION TEAM** – This team works during the work week to help with the office related jobs. *(At SLP, Background check, membership required.)*

**ALPHA TABLE GROUP HOSTS** – Host relational circles for growth through facilitating discussion and prayer.

**COMMUNICATIONS/CREATIVE** – Our team exists to capture and communicate the story of Emmanuel through graphic design, creative writing, video, social interaction, photography and more.

**COMMUNITY PARTNERSHIPS** – Our team facilitates serving opportunities in our communities, along with special projects, and other location outreach expressions. Our team facilitates these opportunities through building relationships and teams to meet real needs according to our Emmanuel Community Partnership strategic plan.

**CONNECT GROUP HOST** – Our team hosts relational circles for growth through hospitality, facilitating discussion and prayer.

**EMMANUEL CAFÉ TEAM** – Our team brings a personal touch to our worship experiences by making specialty coffee drinks.

**EMMANUEL CARE TEAM** – This ministry is designed to provide appropriate and compassionate spiritual care to the people of Emmanuel and the Community in times of need. These needs include hospitalization, health challenges, crisis intervention, widows, shut-ins, nursing home visits, and for those dealing with loss and grief. *(Background check, membership required.)*

**EQUIP GROUP LEADERS** – Facilitate relational circles for healing and freedom in peoples' lives.

**FACILITIES** – Our team facilitates the Emmanuel experience by setting up before service and taking down after service.

**FIRST IMPRESSIONS TEAM** – Our team welcomes people to Emmanuel in the Parking Lot, the Lobby, the Connect Center, and the Sanctuary. We also ensure that there is enough complimentary coffee to keep the whole church happily caffeinated.

**GROWTH TRACK HOST** – Our team serves as the hosts of the Growth Track, greeting guests and providing materials and assistance to those discovering their next steps at Emmanuel.

**HISPANIC** – Our team has a thriving Hispanic service that meets on Wednesday nights, we have several areas of serving; worship, greeting, Connect Center and Information Table. This team also helps connect and translate our services for our Spanish speaking members by handing out headphone sets on Sunday mornings.

**INTERCESSORY PRAYER TEAM** – Our team provides a prayer covering for weekend services.

**KIDS MINISTRY** – Our team invests in the lives of children through live worship, Biblical & Holy Spirit-driven teaching, age-appropriate hands-on activities, Connect Groups, and games. We also have a First Impressions team and a special needs class. **(Background check)**

**MEDICAL TEAM** – Our team of health care professionals serves by providing basic medical care in the event of an accident or emergency. **(Medical certification, Background check)**

**KINGDOM BUILDER TEAMS** – At Emmanuel we believe part of living out your purpose includes sharing the love of Christ locally and globally. Through Kingdom Builders we support 80+ missionaries and organizations making an incredible impact and we also send teams all over the world. It's our desire that everyone who calls Emmanuel home would join a Kingdom Builder team. **(Background Check.)**

**MEN'S MINISTRY** – Our team supports men's discipleship and other men's initiatives.

**PRAYER TEAM** – Our team provides prayer covering for services, teams and ministries at Emmanuel with people at the end of each service.

**PRODUCTION TEAM** – Our team works with all things behind the scenes with sound, lights, haze, cameras, stage set, and ProPresenter.

**TIME OF YOUR LIFE (TOYL)** – Our team works with the Pastor to oversee TOYL, our 55+ ministry by communicating with people, connect group coach, events, and pastoral care. (55+)

**WATCHMEN** – Our team uses the gift of discernment to provide security to all the events at church. **(Age: 18+, Background check)**

**WATER BAPTISM** – Our team prepares for and hosts the Emmanuel baptism experience.

**WOMEN'S MINISTRY** – Our team plans Sisterhood events, women's connect groups, Bible Studies, and other women's initiatives.

**WORSHIP** – Our team facilitates an atmosphere for a powerful worship experience through music, and production. **(Background Check, Video Audition)**

**YOUTH MINISTRY** – Our team helps students get connected to our Emmanuel Students ministry through Connect Groups, camps, and weekly services. **(Background check)**

**YOUNG ADULT MINISTRY** – Our team helps young adults (18-24 years old) get connected to our Young Adult ministry through Connect Groups, events, and gatherings.

## NEXT STEPS

Each of us are in a different place in our faith journey. Below are some ideas of next steps you can take through Emmanuel.

### New to the Faith

Explore Faith at Alpha	<a href="https://www.emmanuelcc.org/courses/">https://www.emmanuelcc.org/courses/</a>
Accept Jesus as your Lord and Savior	Ask Growth Track Leader
Read the Fresh Start book	Ask Growth Track Leader or Prayer Team member
Download Bible In One Year app	<a href="https://www.bibleinoneyear.org/">https://www.bibleinoneyear.org/</a>
Sign up to get baptized in water	<a href="https://emmanuelcc.org/baptism/">https://emmanuelcc.org/baptism/</a>
Seek the baptism of the Holy Spirit	Alpha, Prayer Team, Ask GT Leader

### Growing

Download Emmanuel app	Search for “Emmanuel MN” in the App Store.
Apply for Church Membership	Fill out Membership Application
Find a Connect Group	<a href="https://emmanuelcc.org/connectgroups/">https://emmanuelcc.org/connectgroups/</a>
Invite people to church	Invites are at Connect Center
Give Tithes and Offerings/Kingdom Builders	Online, or during service.
Join Team Emmanuel (addendum)	<a href="https://www.emmanuelcc.org/team-emmanuel/">https://www.emmanuelcc.org/team-emmanuel/</a>

### Stuck

Go on a KB Mission’s trip	<a href="https://kingdombuilders.emmanuelcc.org">https://kingdombuilders.emmanuelcc.org</a>
Join an Equip Group	<a href="https://www.emmanuelcc.org/courses/">https://www.emmanuelcc.org/courses/</a>
Utilize the Bible Studies on Right Now Media	<a href="https://app.rightnowmedia.org/join/EmmanuelCC">https://app.rightnowmedia.org/join/EmmanuelCC</a>
Join Men’s discipleship	Ask Growth Track Leader
Discover Emmanuel Sisterhood Ministries	<a href="https://www.emmanuelcc.org/women/">https://www.emmanuelcc.org/women/</a>
Be a part of an age specific ministry (Young Adult, Young Singles, Time of Your Life, Hispanic)	<a href="https://www.emmanuelcc.org/">https://www.emmanuelcc.org/</a> Choose “ministries”

# ANSWER KEY

## stepONE

### Page 7

Two things a church is supposed to do:

- 1) FEED THE SHEEP
- 2) WIN THE LOST

For EVERYONE to know Jesus,  
grow TOGETHER, and live with PURPOSE.

### Page 8

Jesus said we are to go make DISCIPLES of all the nations.

1. Knowing Jesus means have an interactive real time RELATIONSHIP with God.
2. We need each other in order to GROW.
3. Your life has a PURPOSE.

### Page 9

1. Experience GOD'S PRESENCE.  
Emmanuel means "GOD WITH US."

2. TRAINING
3. OPPORTUNITY
4. SALVATION

It's every one of us working together to see people come to FAITH in Jesus.

### Page 10

We believe the best way for you to grow is to be in RELATIONSHIP with others.

Three Benefits of Connection:

1. Grow TOGETHER
2. HEALTHY
3. Full OF LOVE

What happens at Connect Groups?

1. Talk about the WORD OF GOD
2. FELLOWSHIP
3. Sharing in MEALS
4. PRAYER

### Page 12

We are created to BUILD UP OTHERS.  
YOU are going to make a DIFFERENCE.

### **Page 13**

1. Guided by LEAD PASTOR
2. Protected by GLOBAL ELDERS
3. Strengthened by ADVISORY ELDERS

### **Page 14**

Business Department REPORTS to the Lead Pastor and is monitored by the Board of GLOBAL ELDERS.

Budgets are reviewed and approved by the GLOBAL ELDERS.

Financial committee is made up of Global Elders and CHURCH MEMBERS. They have financial expertise and make recommendations to the Board.

The financial report is presented to the congregation at the Annual Vision Meeting each year where MEMBERS ratify the Global Elders.

We operate the BUDGET of the church off of the tithe and offering.

### **Page 15**

Our goal over all our finances is trusted STEWARDSHIP of church finances that releases the body to do the work of the ministry.

## ***stepTWO***

### **Page 21**

Don't get **PRIDEFUL**.

Don't **DENY** the gifts God has put inside of you. Don't push it away.

## stepTHREE

### Page 51

DISCIPLE is a learner under discipline.

Jesus is a LEADER. If you are following him, you will be more like him.

I am BECOMING a leader in the making.

Leadership is INFLUENCE. Nothing more nothing less.

1. "Who am I?" INSECURITIES

2. "What if they?" FEAR

### Page 52

3. "I have never." INADEQUACY

4. "Why don't you use someone else." RELUCTANCE

4 Excellent qualities that qualify you as a leader

1. We LOVE GOD.

- Develop your CLOSENESS WITH GOD
- Develop your CHARACTER
- Develop your CALLING

### Page 53

2. We LOVE PEOPLE

- Be a SERVANT
- Be a TEAM PLAYER
- Be REAL

3. We pursue EXCELLENCE

- Do IT WELL
- Do it BEFORE YOU'RE ASKED
- Do more than EXPECTED. Go the extra mile.

4. We choose JOY

- Be ENJOYABLE
- Be POSITIVE

### Page 54

Two Extremes:

1. **LEGALISM**
2. Lack of **CONVICTION**

## **stepFOUR**

### **Page 61**

1. **MAKE** a difference.
2. **DOING SOMETHING** that makes a difference.
3. Do that work **WITH OTHER PEOPLE** who also want to make a difference.

### **Page 62**

When you come into a **COMMUNITY**, you work from the **OUTSIDE** in.

### **Page 63**

Put **YOURSELF** in proximity to meet a lot of people.