



FINDING YOUR DESTINY

growth track

STEP THREE:

DISCOVER PURPOSE

- The DISC Test Review
- The Spiritual Gifts Assessment Review
- Destiny Teams
- Becoming a Member

DISCOVERING YOUR GIFTS

“Now these are the gifts Christ gave to the church: the apostles, the prophets, the evangelists, and the pastors and teachers. Their responsibility is to equip God’s people to do His work and build up the church, the body of Christ.” **EPHESIANS 4:11–12 NLT**

1. My _____ and _____

“We have different gifts, according to the grace given us. If a man’s gift is prophesying, let him use it in proportion to his faith. If it is serving, let him serve; if it is teaching, let him teach; if it is encouraging, let him encourage; if it is contributing to the needs of others, let him give generously; if it is leadership, let him govern diligently; if it is showing mercy, let him do it cheerfully.” **ROMANS 12:6–8**

2. My _____

“So here’s what I want you to do, God helping you: Take your everyday, ordinary life—your sleeping, eating, going-to-work, and walking-around life—and place it before God as an offering. Embracing what God does for you is the best thing you can do for Him.” **ROMANS 12:1 MSG**

3. My _____

“All praise to God, the Father of our Lord Jesus Christ. God is our merciful Father and the source of all comfort. He comforts us in all our troubles so that we can comfort others. When they are troubled, we will be able to give them the same comfort God has given us.” **2 CORINTHIANS 1:3–4 NLT**

DESIGN REVEALS DESTINY

“You made all the delicate, inner parts of my body and knit me together in my mother’s womb. Thank You for making me so wonderfully complex! Your workmanship is marvelous—how well I know it.” **PSALM 139:13–14 NLT**

1. _____ my gifts.

2. _____ my gifts.

3. _____ my gifts.

My purpose is to _____ by _____.

D

1. Total _____

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

I

2. Total _____

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

S

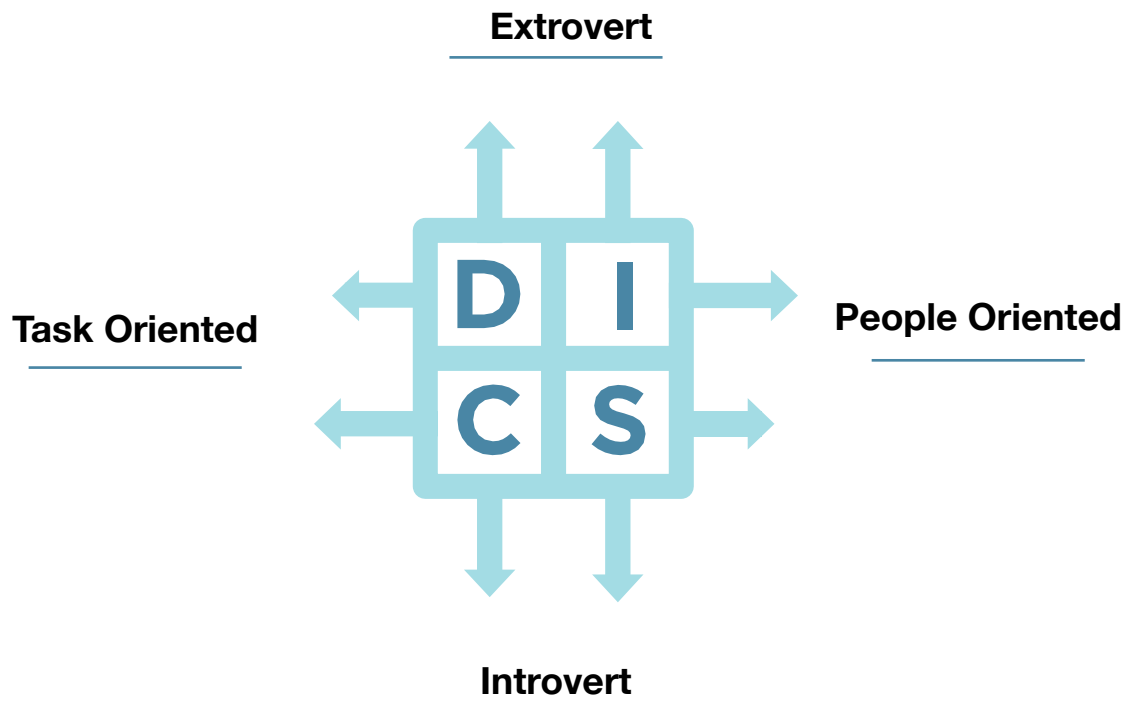
3. Total _____

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

C

4. Total _____

	Never	Rarely	Sometimes	Often	Always
I typically do not take big risks.	1	2	3	4	5
I love tasks, order, and details.	1	2	3	4	5
I am right most of the time.	1	2	3	4	5
I comply with clearly defined rules.	1	2	3	4	5
I am motivated by quality and correctness.	1	2	3	4	5



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

PSALM 139:14

PERSONALITY / LEADERSHIP STYLE TEST RESULTS

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)

I

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

I/D

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

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

I/S

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

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

I/C

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

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

S

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

S/D

We are quiet leaders who can be counted on to get the job done. We perform better in small groups and do not enjoy speaking in front of crowds. Though we can be soft- and hard-hearted at the same time, we enjoy close relationships with people, being careful not to dominate them. Challenges motivate us, especially ones that allow 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)

C

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

C/I

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

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

C/S

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

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

C/D

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

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

MAKING THE MOST OF YOUR PERSONALITY

“For we are His workmanship, created in Christ Jesus for good works.” EPHESIANS 2:10 NASB

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

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

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

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

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

DISCOVERING YOUR SPIRITUAL GIFTS

“Very truly I tell you, whoever believes in me will do the works I have been doing, and they will do even greater things than these, because I am going to the Father.” John 14:12

1. The _____ is God’s primary gift.

“And I will ask the Father, and He will give you another Helper, that He may be with you...and will be in you.” John 14:16-17

2. Holy Spirit works in us to _____ and _____.

“But the Holy Spirit produces this kind of fruit in our lives: love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control...” Galatians 5:22-23 NLT

“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

3. Displaying His fruit and using His gifts result in greater works through us to _____.

“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

SPIRITUAL GIFTS ASSESSMENT

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

PLEASE ANSWER WITH 1-5:

1. Never 2. Rarely 3. Sometimes 4. Often 5. Always

				TOTAL	GIFT	
1. _____	25. _____	49. _____	_____	A. ADMINISTRATION		
2. _____	26. _____	50. _____	_____	B. APOSTLESHIP		
3. _____	27. _____	51. _____	_____	C. CRAFTMANSHIP		
4. _____	28. _____	52. _____	_____	D. DISCERNMENT		
5. _____	29. _____	53. _____	_____	E. EVANGELISM		
6. _____	30. _____	54. _____	_____	F. EXHORTATION		
7. _____	31. _____	55. _____	_____	G. FAITH		
8. _____	32. _____	56. _____	_____	H. GIVING		
9. _____	33. _____	57. _____	_____	I. HEALING		
10. _____	34. _____	58. _____	_____	J. HELPS		
11. _____	35. _____	59. _____	_____	K. HOSPITALITY		
12. _____	36. _____	60. _____	_____	L. INTERCESSION		
13. _____	37. _____	61. _____	_____	M. KNOWLEDGE		
14. _____	38. _____	62. _____	_____	N. LEADERSHIP		
15. _____	39. _____	63. _____	_____	O. MERCY		
16. _____	40. _____	64. _____	_____	P. MIRACLES		
17. _____	41. _____	65. _____	_____	Q. MISSIONARY		
18. _____	42. _____	66. _____	_____	R. MUSIC / WORSHIP		
19. _____	43. _____	67. _____	_____	S. PASTOR / SHEPHERD		
20. _____	44. _____	68. _____	_____	T. PROPHECY		
21. _____	45. _____	69. _____	_____	U. SERVICE		
22. _____	46. _____	70. _____	_____	V. TEACHING		
23. _____	47. _____	71. _____	_____	W. TONGUES		
24. _____	48. _____	72. _____	_____	X. WISDOM		

UNDERSTANDING SPIRITUAL GIFTS

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

On the following pages, you can learn about your spiritual gifts and find out more about the areas available to plug in at Destiny in which you can best use your gifts.

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

(Administration, Kids Check-in, Media/Technology, Setup/Takedown)

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

(Outreach, Small Group Leadership)

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

(Events, Outreach, Missions, Children's Ministry, Student Ministry, Setup/Takedown)

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

(Kids Check-in, Altar Ministry/Prayer, Small Group Leadership, Safety/First Responder, Ushers)

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

(Outreach, Missions, Student Ministry, Altar Ministry/Prayer, Small Group Leadership)

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

(Events, Greeters, Children's Ministry, Student Ministry, Kids Check-in, Preschool/Nursery, Small Group Leadership, Ushers)

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

(All Teams)

Giving

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

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

(Legacy)

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

(First Responders, Altar Ministry/Prayer)

Helps

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

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

(Administration, Outreach, Missions, Events, Safety/First Responders)

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

(Baptism, Events, Greeters, Student Ministry, Kids Check-in, Ushers)

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

(Altar Ministry/Prayer, Small Group Leadership)

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

(Safety/First Responders, Altar Ministry/Prayer, Small Group Leadership, Ushers)

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

(Small Group Leadership, All Teams)

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

(Outreach, Missions, Safety/First Responders, Small Group Leadership)

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

(First Responders, Altar Ministry/Prayer)

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

(Missions, Outreach, Small Group Leadership)

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

(Children's Ministry, Student Ministry, Worship Team, Preschool/Nursery, Small Group Leadership)

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

(Outreach, Missions, Children's Ministry, Student Ministry, Small Group Leadership, Ushers)

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

(Altar Ministry/Prayer, Small Group Leadership)

Service

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

Acts 6:1-7; Romans 12:7; Galatians 6:10; 1 Timothy 1:16-18; Titus 3:14

(Administration, Baptism, Outreach, Missions, Events, Preschool/Nursery, Setup/Takedown)

Teaching

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

Acts 18:24-28, 20:20-21; 1 Corinthians 12:28; Ephesians 4:11-14

(Small Group Leadership)

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

(Altar Ministry/Prayer)

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

(Outreach, Missions, Worship Team, Altar Ministry/Prayer, Small Group Leadership, Ushers)

DESTINY TEAMS

Releasing the Gifts

Destiny Teams are different areas of service and ministry that you can plug into at Destiny Foursquare Church. If you are interested in plugging in, we first need you to attend our three-week Finding Your Destiny Growth Track series.

After you attend and you have learned about the Destiny Team options that best fit your personality, your personality, and spiritual gifts, we want to help you find a team that works well with your schedule, gifting, and life!

DESTINY TEAM DESCRIPTIONS

TEAMS WITH A SUNDAY SCHEDULE

CREATIVE/ARTS MINISTRY

- **MEDIA / TECHNOLOGY TEAM:** This team uses creativity and technology to minister by delivering the Good News through cameras, lighting and other visuals.
Contact the team leader, Pastor Derick Brown: derick@destiny4square.org
- **PHOTOGRAPHY / VIDEOGRAPHY:** This team signs up to film and take pictures of various church events and outings.
Contact the team leader, Pastor Pam Brown: pam@destiny4square.org
- **WORSHIP TEAM:** This dynamic team prepares the way for our guests to encounter the presence of God through vocals, instruments, and audio engineering.
Contact the team leader, Pastor Shawn M. Shoup shawn@destiny4square.org

INTERCESSORY MINISTRY

- **ALTAR MINISTRY / PRAYER TEAM:** This team of trained intercessors covers the weekend and midweek services in prayer. Team members can opt to be scheduled to pray with others at the altar at the end of services and will be included in the church communication of community prayer needs.
Contact the team leaders, Mark and Marjorie Hjelmfelt: mhjelmfelt@gmail.com and hjmarkr@gmail.com

NEXTGEN MINISTRY (Sundays)

- **KIDS TEAM:** This team creates an environment in our kids' services where children are consistently exposed to the real love of Jesus. They intentionally invest in the lives of our children through worship, videos, small groups, greeting, games and more.
Contact the team leader, Pastor Dyani Waldrop: dyani@destiny4square.org
- **PRESCHOOL/NURSERY TEAM:** This team leads children into a real relationship with Jesus through Bible stories, worship, prayer, hands-on activities, and personal interactions.
Contact the team leader, Pastor Dyani Waldrop: dyani@destiny4square.org

SERVICE-ORIENTED MINISTRY

- **FACILITIES TEAM:** This team works behind the scenes to maintain a spirit of excellence in our facilities.
Contact the team leader, Debbie Whitehead: debbie@destiny4square.org

- **GREETER TEAM:** This team loves people and makes them feel at home. They welcome guests at the door with a smile and hand out worship bulletins for Sunday services.
Contact the team leader, Bev Airheart (Laabs): (605) 721-9015
- **HOSPITALITY / WELCOME TEAM:** This team connects with guests by offering a hot cup of coffee, refreshments and a warm welcome, while also helping with various needs of the guests. They serve by answering questions and providing information.
Contact the team leader, Patricia Citrowske: patricia@destiny4square.org
- **MOVING TEAM:** This team will serve our church family by helping others move — packing, loading a moving truck or trailer, and unloading — in times of transition.
Contact the team leader, David Sprague: jedipoet.ds1980@gmail.com
- **SAFETY / FIRST RESPONDER TEAM:** Trained security team that carry concealed weapons to use in emergency situations. They are assigned to strategic entry points to act swiftly in the event of an emergency. This team also includes a unit of healthcare providers, which serve to triage basic medical attention to our guests.
Contact the team leader, Chris Moeller: blackhillsroadkill@gmail.com
- **SETUP/TAKEDOWN TEAM:** This team serves by setting up before events and taking down and cleaning up after events.
Contact the team leader, David Sprague: jedipoet.ds1980@gmail.com
- **USHER TEAM:** These men and women prepare people for a positive worship experience by welcoming and assisting them to a seat, facilitating the offering, and maintaining a distraction-free environment.
**** We are currently looking for a team leader. ****

TEAMS WITH A FLEXIBLE or WEEKDAY SCHEDULE

NEXTGEN MINISTRY

- **CHILDREN'S MINISTRY TEAM:** This team serves our Wednesday night program that provides ministry, age-appropriate Bible lessons, snacks, and lots of fun and activities to children in our community.
Contact the team leader, Pastor Dyani Waldrop: dyani@destiny4square.org
- **STUDENT MINISTRY TEAM:** This team builds the next generation, one dynamic worship experience, relevant discussion, impactful retreat and life-changing mission trip at a time.
Contact the team leaders, Pastors Derick and Pam Brown: derick@destiny4square.org and pam@destiny4square.org

OUTREACH MINISTRY

- **MEALS-IN-NEED TEAM:** Prepares/delivers meals for those in special need, typically in times of loss or sickness in the family.
**** We are currently looking for a team leader. ****
- **MISSIONS TEAM:** This groups gets together to connect, support and organize connection and support of our missionaries and missionary efforts worldwide.
Contact the team leaders, Pastor Lyle Robinson and Carol Muser: lyle@destiny4square.org or camuser@live.com
- **OUTREACH TEAM:** These groups are involved in countless outreach ministries with a focus on being the hands and feet of Jesus to bring God's love to our communities and world by meeting both physical and spiritual needs.
Contact the team leader, Pastor Patricia Messer: patricia@destiny4square.org

SERVICE-ORIENTED MINISTRY

- **COMMUNION TEAM:** This team serves by preparing the Communion elements, setting the environment for Communion, and serving on Communion Sundays.
Contact the team leader, Vicky Tennefos: victoriagift@hotmail.com
- **EVENTS TEAM:** This team helps host special events by assisting with set up, tear down, prep, serving guests with food, and creating an environment of excellence.
**** We are currently looking for a team leader. ****
- **GROUND'S TEAM:** Assist in keeping our grounds and facility clean and safe for our guests, including snow removal and general upkeep.
Contact the team leader, Debbie Whitehead: debbie@destiny4square.org

CONNECT GROUP MINISTRY

- **CONNECT GROUP LEADERSHIP:** This team hosts small groups, offering a place for people to find meaningful community. Connect group leaders host groups based on topics or activities they are passionate about.
Contact the team leader, Pastor Shawn M. Shoup: shawn@destiny4square.org

BECOMING A MEMBER

THE MEMBERSHIP FAITH COMMITMENT

This is a commitment to Jesus and the Destiny family.

You are members of God's very own family...and you belong to God's household with every other Christian.
Ephesians 2:19 LB

FOUR REQUIREMENTS FOR MEMBERSHIP AT DESTINY

- A personal profession of Jesus Christ as Lord and Savior.
- Completion of the Finding Your Destiny Growth Track.
- A signed commitment to abide by Destiny's Membership Faith Commitment.
- Filling out the Destiny Foursquare Membership Application.

WHAT CAN I EXPECT AS A MEMBER?

- To experience serving and leading in the context of a committed church family
- To expect that your gifts and calling will be discovered and developed alongside your fellow-members
- To know that pastoral leadership is available for weddings and funerals.
- To be involved in Destiny's annual congregational meeting, as well as any special meeting which may be called.

WHAT IS EXPECTED OF ME AS A MEMBER?

At Destiny we ask our members to embrace and fulfill what the Bible expects every Christian to do. These expectations are spelled out in the Membership Faith Commitment and on the back of the Membership Application.

DESTINY FOURSQUARE CHURCH MEMBERSHIP FAITH COMMITMENT

Having received Jesus Christ as my Lord and Savior, following Him in baptism, and being in agreement with Destiny's statements, strategy, and structure, I now feel led by the Holy Spirit to unite with the Destiny Foursquare Church family. In doing so, I commit myself to God and to the other members in the following:

I WILL PROTECT THE UNITY OF THE CHURCH

- By acting in love towards other members
- By refusing to gossip
- By following the leaders in matters pertaining to Destiny

Live in complete harmony with each other – each with the attitude of Christ toward each other. **Romans 15:5 LB**

So let us concentrate on the things which make for harmony, and on the growth of our fellowship together.
Romans 15:19 PH

Have a sincere love for your fellow believer; love one another earnestly with all your hearts.
1 Peter 1:22 GN

Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs... **Ephesians 4:29 NIV**

Obey your leaders and submit to their authority. They keep watch over you as men who must give an account. Obey them so that their work will be a joy, not a burden, for that would be of no advantage to you. **Hebrews 13:17 NIV**

I WILL SHARE THE RESPONSIBILITY OF MY CHURCH

- By praying for its growth
- By inviting the unreached to attend
- By warmly welcoming those who visit

Go out into the country...and urge anyone you find to come in, so that My House will be full. **Luke 14:23 LB**

So, warmly welcome each other into the church, just as Christ has warmly welcomed you; then God will be glorified. **Romans 15:7 LB**

To the church...we always thank God for you and pray for you consistently. **1 Thessalonians 1:2 NIV**

I WILL SERVE IN THE MINISTRY OF MY CHURCH

- By discovering my gifts and talents
- By being equipped to serve
- By developing a servant's heart

Each of you should look not only to your own interests, but also to the interests of others. Your attitude should be the same as that of Jesus Christ...who took on the very nature of a servant... **Philippians 2:3-4, 7 NIV**

God gave some...to prepare God's people for works of ministry, so that the body of Christ may be built up. **Ephesians 4:11-12 NIV**

Serve one another with the particular gifts God has given each of you... **1 Peter 4:10 PH**

I WILL SUPPORT THE TESTIMONY OF MY CHURCH

- By attending faithfully
- By living a godly life
- By giving regularly

Let us not give up the habit of meeting together...but let us encourage one another. **Hebrews 10:25 NIV**

But whatever happens, make sure that your everyday life is worthy of the gospel of Jesus Christ. **Philippians 1:27 PH**

Each one of you, on the first day of the week, should set aside a specific sum of money in proportion to what you have earned and use it for the offering. **1 Corinthians 16:2 NIV**

A tenth of all you produce is the Lord's, and it is holy. **Leviticus 27:30 NIV**

NAME

DATE

ABUSE POLICY

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

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

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

LEADERSHIP HONOR CODE

As an essential part of the Destiny Foursquare Leadership family, you have a responsibility to develop and exhibit mature Christian behavior. This should be the basic premise of your desire to participate in a servant-leader position here at Destiny Foursquare.

While serving the Body of Christ as a servant-leader at Destiny Foursquare Church, you pledge to present a good appearance at all times. In both attire and behavior, you should strive to demonstrate Biblical standards in all situations.

As Christians, the way we present ourselves to others is of vital importance to the way others perceive Christ. Our conduct should never be an embarrassment to Christ, but should exemplify the best qualities of a mature believer and servant-leader.

Exemplifying the highest moral commitment, Destiny Foursquares' leaders are to maintain a disciplined life of Bible reading, prayer, and fasting. You must also refrain from such things as:

- Profanity
- Smoking or chewing tobacco
- Gambling
- Indulging in much wine or other alcoholic beverages
- Dishonest gain
- Illicit drugs
- Pornography
- Sexual immorality (sexual activity outside of marriage)
- All behaviors which might cause Christ to grieve and/or others to stumble

By providing an example in speech and action, we encourage others to grow in Christ and become servant-leaders themselves. This is a way of life measured by the heart and commitment of each leader in the Destiny Foursquare Church family. We should regard it as an essential part of our development, not as an imposition or restriction.