

Grow

WELCOME TO YOUR  
NEXT STEP.





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# WELCOME TO GROW.

We are so glad you have decided to go on a Legendary Journey with us here at Discover Life! Grow was designed with you in mind. In Grow, you will learn who we are, what we value, and how you can use your talents and abilities to make a difference in the Kingdom.

We are so proud of you for taking your next step and participating in Grow! This is just the beginning. Every journey is made of multiple steps, and as we take this Legendary Journey together, here are a few next steps that you can begin to take.

## ▶ TAKE OUR ONE YEAR CHALLENGE.

For one year, go all in. This includes attending Sunday Worship Experiences, Saturday Morning Prayer, and other events and conferences. Complete Grow, join a Legends Team, and build relationships through Clicks. We believe that if you dedicate one year of your life to doing these things, you will see God transform your life in new and exciting ways.

## ▶ BE WATER BAPTIZED.

Water Baptism is an important step of obedience that shows others we have personally trusted Jesus for our salvation. If you have not been water baptized, you can find out more about baptism and sign up by visiting our church website: [www.discoverlifechurch.com](http://www.discoverlifechurch.com).

## ▶ START ATTENDING SUNDAY WORSHIP EXPERIENCES REGULARLY.

It is important to be plugged into a church with other believers. We would love for you to consider becoming a partner at DL and allowing us to become your church home.

## ▶ JOIN A CLICK.

Clicks are the small groups of Discover Life. At DL, we believe that life change happens best in the context of relationships. Clicks provide a safe environment to connect with others, grow in your faith, and experience healing. We invite you to visit our church website to see a variety of Clicks being offered.



**"Every organization is only  
as good as its values."**

We have eight core values at Discover Life Church. If you decide to become a partner and serve as a Legend with us, we ask you to commit to these values - because values are what *push us forward* as a church.

## **OUR CORE VALUES**

**LOVE IS OUR RHYTHM**

**LIFE-GIVING COMMUNITY**

**WE ARE SAVED TO SERVE**

**WE SEEK FIRST THE KINGDOM**

**IT IS ALWAYS EASTER**

**GROWING PEOPLE CHANGE**

**EXTRAVAGANT GENEROSITY**

**LOVE NEVER FAILS**





# ***CORE VALUE 1:*** **LOVE IS OUR RHYTHM**

Luke 10:27 says, "\_\_\_\_\_ the Lord your God with all your heart, with all your soul, with all your strength, and with all your mind; and \_\_\_\_\_ your neighbor as you love yourself."

This is our calling as a church. We are called to \_\_\_\_\_ and \_\_\_\_\_.

Reaching people who do not have a relationship with God is one of our greatest responsibilities.



# CORE VALUE 2: LIFE-GIVING COMMUNITY

At Discover Life, we believe life change happens best in the context of

\_\_\_\_\_.

Clicks provide a safe environment for people to connect with others, grow in their faith, and experience healing.

We believe our church must grow \_\_\_\_\_ and \_\_\_\_\_ at the same time. We grow larger to reach as many people as possible with the life-giving message of Jesus, and we meet in Clicks to build community and care for people.

## OUR CLICKS OFFER THREE THINGS:

1. A place to \_\_\_\_\_

In 1 Corinthians Paul said, "Whatever a person is like, I try to find \_\_\_\_\_ with him so that he will let me tell him about Christ and let Christ \_\_\_\_\_ him." (1 Corinthians 9:22)





2. A place to \_\_\_\_\_

In Proverbs 27:17 it says, "As iron \_\_\_\_\_ iron, a friend  
\_\_\_\_\_ a friend."

3. A place to \_\_\_\_\_

James 5:16 says, "\_\_\_\_\_ your sins to each other and pray for  
each other so that you may be \_\_\_\_\_. The earnest prayer of  
a righteous person has power and produces wonderful results."

## HERE ARE A FEW THINGS TO KNOW ABOUT CLICKS:

1. Our Clicks are \_\_\_\_\_

2. Anyone can \_\_\_\_\_ a Click

3. Anyone can \_\_\_\_\_ a Click



# **CORE VALUE 3:**

## **WE ARE SAVED TO SERVE**

All of us were created on purpose for a purpose with a unique design and spiritual gifts.

1 Peter says, "God has given \_\_\_\_\_ to each of you from His great variety of spiritual gifts. Use them well to \_\_\_\_\_ one another."

The best place to look for your gift or passion is to look at your

\_\_\_\_\_.

Our purpose in life is to \_\_\_\_\_ by using our gifts to

\_\_\_\_\_.

*ON THE FOLLOWING PAGES, YOU WILL COMPLETE A PERSONALITY TEST AND SPIRITUAL GIFTS ASSESSMENT.*

*PLEASE WAIT FOR YOUR GROW FACILITATOR TO BEGIN.*





# PERSONALITY TEST (DISC)

Read the statements below. For every statement, rate yourself on a scale from 1-5 ("1" being never and "5" being always). Once you have completed the statements for a section, add up the total for that section and write it next to "Total."

After you total each letter's score (DISC), Write the letter with the highest score first, followed by the second highest (i.e. S/C, D/I, etc.) in the spaces below.

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

<b>I.</b> Total: _____	Never	Rarely	Sometimes	Often	Always
I enjoy influencing and inspiring others.	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>S.</b> 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

<b>C.</b> Total: _____	Never	Rarely	Sometimes	Often	Always
I typically avoid taking 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

**MY LEADERSHIP STYLE IS: \_\_\_\_\_ / \_\_\_\_\_**



# SPIRITUAL GIFTS ASSESSMENT

1. I like organizing services and events.
2. I would enjoy starting a brand-new church.
3. Working with my hands is fun for me.
4. I can tell when someone is insincere.
5. I pray for the unchurched daily.
6. Encouraging others is a high priority in my life.
7. Believing God for my daily needs is important.
8. Influencing others for the Kingdom of God through finances is extremely important to me.
9. I look for opportunities to pray for the sick.
10. I enjoy doing the little things others do not.
11. Having people over to my house is something I do often.
12. Spending hours in prayer for other people is very enjoyable to me.
13. Education is very important to me.
14. I tend to motivate others to get involved.
15. My heart hurts 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 instrument.
19. Caring for the hurting is one of my highest priorities.
20. The willful sin of others aggravates me.
21. I enjoy serving behind the scenes.
22. I like creating outlines of the Bible.
23. God has used me to interpret a heavenly language.
24. I enjoy the book of Proverbs more than any other book in the Bible.
25. I am passionate about managing details.
26. I prefer to pioneer new ministry projects.
27. I consider myself a craftsman or craftswoman.
28. I sense when situations are spiritually unhealthy.
29. I am greatly concerned about seeing the unchurched saved.
30. I try to come across as loving and caring.
31. Asking God for a list of big things is exciting to me.
32. I find ways to give offerings above my tithe.
33. I believe in miraculous healings when I pray.
34. Helping others is one of my highest achievements.
35. Creating a warm and welcoming home is important to me.
36. I am burdened to pray for situations in the world.
37. People seek me out to learn more about the Kingdom of God.
38. I prefer to take the lead whenever necessary.
39. I am very sensitive to sad stories.
40. Miracles often happen when I'm nearby.
41. Living in another country to benefit the gospel sounds 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 sin in their life is not hard for me.
45. It bothers me when people sit around and do nothing.
46. I share Biblical truth with others in hopes of their personal growth.
47. I pray in unknown tongues daily. (Heavenly language)
48. When I study scripture, God gives me unique insights.
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 rewarding to me.
52. I can pinpoint issues or problems before others.
53. I enjoy sharing the gospel with a total stranger.
54. I look for ways to be an encouragement to other people.
55. I trust that God has my back in every situation.
56. Making more money would mean that I can give more.
57. God has used me to bring healing to the 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 seek me out to pray for them.
61. I enjoy knowing biblical details and helping others to understand.
62. I delegate responsibilities to accomplish tasks.
63. I am motivated to help those who are less fortunate.
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 by leading others in vocal or instrumental worship.
67. I enjoy walking with someone in hard times.
68. I enjoy hearing passionate and clear preaching of the truth.
69. I like to do small things that others overlook.
70. I prefer to teach the Bible by topics rather than verse by verse.
71. Praying in the Spirit is encouraging and important to me.
72. When faced with difficulty I tend to make wise decisions.





## SCORING YOUR ASSESSMENT

- Add numbers across each row, across all three columns, and total your score.
- Take the top three scores and circle your corresponding letters to the right.

			TOTAL	GIFT
1. _____	25. _____	49. _____	_____	A. <u>Administration</u>
2. _____	26. _____	50. _____	_____	B. <u>Apostleship</u>
3. _____	27. _____	51. _____	_____	C. <u>Craftsmanship</u>
4. _____	28. _____	52. _____	_____	D. <u>Discernment</u>
5. _____	29. _____	53. _____	_____	E. <u>Evangelism</u>
6. _____	30. _____	54. _____	_____	F. <u>Exhortation</u>
7. _____	31. _____	55. _____	_____	G. <u>Faith</u>
8. _____	32. _____	56. _____	_____	H. <u>Giving</u>
9. _____	33. _____	57. _____	_____	I. <u>Healing</u>
10. _____	34. _____	58. _____	_____	J. <u>Helps/Service</u>
11. _____	35. _____	59. _____	_____	K. <u>Hospitality</u>
12. _____	36. _____	60. _____	_____	L. <u>Prayer</u>
13. _____	37. _____	61. _____	_____	M. <u>Knowledge</u>
14. _____	38. _____	62. _____	_____	N. <u>Leadership</u>
15. _____	39. _____	63. _____	_____	O. <u>Mercy/Compassion</u>
16. _____	40. _____	64. _____	_____	P. <u>Miracles</u>
17. _____	41. _____	65. _____	_____	Q. <u>Missionary</u>
18. _____	42. _____	66. _____	_____	R. <u>Music/Worship</u>
19. _____	43. _____	67. _____	_____	S. <u>Pastor/Shepherd</u>
20. _____	44. _____	68. _____	_____	T. <u>Prophecy</u>
21. _____	45. _____	69. _____	_____	U. <u>Service</u>
22. _____	46. _____	70. _____	_____	V. <u>Teaching</u>
23. _____	47. _____	71. _____	_____	W. <u>Tongues</u>
24. _____	48. _____	72. _____	_____	X. <u>Wisdom</u>



Now that you have identified your primary spiritual gifts, we want to help you use those gifts to live out God's purpose for your life.

You will find a complete overview of Spiritual Gifts and the DISC Profile in the Appendix.

The goal is that when others see you serve, they see past you and see God. We want God to get all the glory for what happens here at Discover Life.

At Discover Life we call those who serve \_\_\_\_\_ because we believe that you are leaving a legacy when you serve.

## **AREAS TO SERVE:**

- First Impression Team
- Worship, Production, and Creative Team
- Next Steps Team
- DL Kids / DL Students Team
- Click Leader

For more information on our Legend Teams, please see the Appendix.





# CORE VALUE 4: WE SEEK FIRST THE KINGDOM

Matthew 6:33 says “Seek first His \_\_\_\_\_ and His righteousness, and all these things will be added to you.”

*“The Kingdom of God means God’s will executed, God’s jurisdiction, Heaven’s influence, God’s administration, and God’s impact and influence.”*

*– Miles Monroe*

## HOW DO WE SEEK THE KINGDOM?

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

## BENEFITS OF SEEKING THE KINGDOM:

- Peace
- Order
- Abundant Life
- Love



# CORE VALUE 5: IT IS ALWAYS EASTER

Mark 16:15 says we are to “Go into all the world and preach the \_\_\_\_\_ to everyone!”

The Gospel is the “\_\_\_\_\_” that Jesus was born of a virgin. He lived a perfect and sinless life. He died on the cross for \_\_\_\_\_ of our sins. He rose from the dead, and He is coming back again.

Or to make it even more simple: \_\_\_\_\_ made it. \_\_\_\_\_ broke it. \_\_\_\_\_ fixed it.

## FOUR STEPS TO SHARING THE GOSPEL:

1. Take \_\_\_\_\_ to share the Good News.
2. Develop a personal \_\_\_\_\_ with people far from God.
3. Share your \_\_\_\_\_ with others.
4. Give a personal \_\_\_\_\_.

*“Therefore, go and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit.”*

*- Matthew 28:19*



# CORE VALUE 6: GROWING PEOPLE CHANGE

Romans 12:2 tells us, “Don’t copy the behaviors and customs of this world but let God \_\_\_\_\_ you into a new person by changing the way you think. Then you will learn to know God’s will for you, which is good and pleasing and perfect.”

Therefore, the focus of every leader here at DL is to help people take their \_\_\_\_\_ in their relationship with Christ

*“And Jesus grew in wisdom and stature, and in favor with God and man.”  
- Luke 2:52*

## NEXT STEPS INCLUDE:

- Salvation
- Water Baptism
- Tithing
- Serving as a Legend
- Attending or Leading a Click
- Inviting someone to church
- Reading your Bible regularly

Philippians 3 says that we are called to forget what is behind and look forward to what lies ahead, and “press on to reach the end of the race and receive the heavenly prize for which God, through Christ Jesus, is calling us.”



# CORE VALUE 7: EXTRAVAGANT GENEROSITY

2 Corinthians says “Remember this: Whoever sows sparingly will also reap sparingly, and whoever sows generously will also reap generously. Everyone should give what he has decided in his heart to give, not out of regret or compulsion. For God loves a \_\_\_\_\_.

To understand what it means to be a Christ-follower, we must also understand what it means to be \_\_\_\_\_.

Proverbs 11:25 tells us, “The \_\_\_\_\_ will prosper; those who refresh others will themselves be \_\_\_\_\_.

We give of our \_\_\_\_\_, \_\_\_\_\_, and \_\_\_\_\_.

Giving of tithes and offerings is \_\_\_\_\_ and an expression of the relationship between the giver and the Lord. Giving is not just a business transaction, but an expression of our \_\_\_\_\_ toward God.





## TITHE

The tithe is the standard of giving. A tithe is the “\_\_\_\_\_” of our labor or income that belong to God.

*“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 so much blessing that there will not be room enough to store it.”  
- Malachi 3:10*

## OFFERING

An offering is giving over and \_\_\_\_\_ the tithe.

*“Tell them to use their money to do good. They should be rich in good works and generous to those in need, always being ready to share with others. By doing this they will be storing up their treasure as a good foundation for the future so that they may experience true life.”  
- 1 Timothy 6:18-19*

## THE GIFT OF GIVING

This gift expresses itself in a desire to serve God by \_\_\_\_\_ your material resources far beyond your tithe to further the work of the Kingdom.

For these individuals, they believe not only has God given them a supernatural ability to make income, but He has also given them the supernatural ability to be generous above and beyond their normal tithe.



## WHY DOES GOD WANT TO BLESS YOU?

1. He loves you.
2. He wants the blessings in your life to be a testimony to others.
3. So you can bless others.

*"Lord, give me more than I need so that I can make an eternal difference in the lives of others."*

## CORE VALUE 8: LOVE NEVER FAILS

John 13 says "A new commandment I give to you, that you love one another, even as I have loved you, that you also love one another. By this, all men will know that you are my disciples if you have love for one another."

1 Corinthians 13:4-8 "Love is patient, love is kind. It does not envy, it does not boast, it is not proud. It does not dishonor others, it is not self-seeking, it is not easily angered, it keeps no record of wrongs. Love does not not delight in evil but rejoices with the truth. It always protects, always trusts, always hopes, always perseveres. Love never fails..."





## APPENDIX

In this Appendix, you will find Frequently Asked Questions about serving, a more in-depth explanation of the DISC Profile, Spiritual Gifts, a Glossary of Legend Teams, Legends Honor Code, and DL's Abuse Policies.

### FREQUENTLY ASKED QUESTIONS

#### Why do we call our volunteers Legends?

- The word “volunteer” cannot quite fully describe all the hard work and commitment that our Legends have. We call people who serve “Legends” because we believe they are leaving behind a legacy as they serve to make a Kingdom Impact.

#### When should I arrive to serve?

- We ask that you arrive one hour before your serve experience. This is to ensure you are prepared with all materials and are ready to serve. We will also have a Team Prayer 45 minutes before the worship experience where we will pray over the Sunday together and give you updates on testimonies, events, and more before we get ready to serve!

#### What is “Attend One, Serve One?”

- Our model for Legends is that you would attend one experience and serve one experience. We want you to be able to engage in worship, hear the message, and sit with guests or family, and we also want to see you use your gifts and abilities to make an impact!



### How often can I serve?

- We encourage our Legends to serve on a schedule that works for them. Our team leads will ask your scheduling preferences which can range from once per week, bi-weekly, or monthly.

### Is there a dress code for Legends?

- The dress code is casual at Discover Life. However, please keep in mind that we are ambassadors of Christ. We ask that you dress in a way that would not be a distraction to guests. Some teams have a required dress code (i.e., DL Worship, DL Kids, etc.).

### Is food provided during my serve?

- Yes! We want you to feel cared for as you serve, so light snacks and beverages will be provided in our Legends Headquarters (LHQ).

### Is childcare provided during my serve?

- Our incredible DL Kids Team is ready to take care of your kids! After your children have attended a DL Kids experience, they will be invited to stay in the Legends Room where games, snacks, and fun activities are provided.

### Where should I park when I serve?

- We encourage all our Legends to park in overflow parking. This is one additional way we can serve our guests at Discover Life.

### Who do I contact when I am unable to serve?

- In the event of an illness or emergency and you are unable to serve at your scheduled time, we ask that you contact your team lead and let them know so that we can be praying for you and find a replacement for your serve that day.

### What if I need to take some time off from serving?

- We all need breaks from time to time. We understand there are certain seasons in life that will make it difficult for you to serve. If you are needing to step away, we ask that you sit down and discuss this with your team lead so that we can be praying for you and help you find a way to stay connected to life-giving community while you take a break from serving.



## PERSONALITY STYLES EXPLAINED

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

**D/I** **Curious concluders** who place emphasis on the bottom line and work hard to reach their goals. They are more determined than they are inspirational, yet their high expectations and standards for themselves and those around them typically cause them to make quite an impact, motivating others to follow them. They have an array of interests and can become distracted by taking on too many projects. They often need to focus, prioritize, and simply slow down. Because “D/I”s thrive on activity and forward motion, they like to accomplish tasks through a large number of people. [Joshua (Joshua 1), Noah (Genesis 6-9), Sarah (Genesis 16, 1 Peter 3:6)]

**D/S** **Achievers** with an ability to persevere. They are more active than passive, but they possess a kind of calm sensitivity and steadiness that makes them good leaders. They seem to be people-oriented but can easily be dominant and decisive when it comes to tasks and project planning. They strive to accomplish goals with fierce determination that comes from strong internal drive, but they could benefit from contemplative and conservative thinking as well as spending more time focusing on relationships. [Daniel (Daniel 1-6), Job (Job 1:5, James 5:11), Martha (Luke 10:38-42)]

**D/C** **Challengers** can either be determined students or defiant critics. Being in charge is important to them, yet they care little about what others think as long as they get the job done. They have a great deal of foresight and examine every avenue to find the best solution. They prefer to work alone. Though they fear failure and the lack of influence, they are motivated by challenges and can often be excellent administrators. They can benefit from learning to relax and paying more attention to people. [Malachi (Malachi 4), Nathan (2 Samuel 12:1-13), Nahum (Nahum 1-3)]



**I** **Inspiring and impressive.** Enthusiastic, optimistic, impulsive, and emotional—they tend to be creative problem solvers and excellent encouragers. They often have a large number of friends, but they can become more concerned with approval and popularity than with getting results. An “I”’s greatest fear is rejection, but they thrive when it comes to motivating others. Their positive sense of humor helps them negotiate conflicts. Though they can be inattentive to details and poor listeners, they can be great peacemakers and effective teammates when they control their feelings and minimize their urge to entertain and be the center of attention. They value lots of human touch and connection.

**I/D** **Persuaders** who are outgoing and energetic. They enjoy large groups and use their power of influence to attain respect and convince people to follow their lead. Sometimes they can be viewed as fidgety and nervous, but it comes from their need to be a part of challenges that have variety, freedom, and mobility. “I/D”s could benefit from learning to look before they leap and spending more time being studious and still. They make inspiring leaders and know how to get results from and through people. [John the Baptist (Luke 3), Peter (Matthew 16 and 26, Acts 3), Rebekah (Genesis 24)]

**I/S** **Influential counselors** who love people, and it’s no surprise that people love them. They live to please and serve, and they tend to be good listeners. Looking good and encouraging others is important to them, as is following through and being obedient. They often lack in the area of organization and can be more concerned with the people involved than they are with the task at hand. However, they can be center stage or behind the scenes with equal effectiveness, and they shine when it comes to influencing and helping others. [Barnabas (Acts 4, 9, 11-15), Elisha (1 Kings 19, 2 Kings 2-3), Nicodemus (John 3, 7, 19)]

**I/C** **Inspiring yet cautious** assessors who are excellent communicators through the combination of concerned awareness and appreciation of people. They excel in determining ways to improve production. They tend to be impatient and critical, and they can also be overly persuasive and too consumed by the desire to win. “I/C”s like to work inside the box, and they could benefit from trying new things and caring less about what others think. This personality type often possesses a gift for teaching; they are generally dependable when it comes to paying attention to details and getting the job done. [Miriam (Exodus 15-21), Ezra (Ezra 7-8), Shunammite Woman (2 Kings 4:8-37)]

# S

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

# S/D

**Quiet leaders** who can be counted on to get the job done. They perform better in small groups and do not enjoy speaking in front of crowds. Though they can be soft- and hard-hearted at the same time, they enjoy close relationships with people, being careful not to dominate them. Challenges motivate them, especially ones that allow them to take a systematic approach. “S/D”s tend to be determined, persevering through time and struggles. They benefit from encouragement and positive relationships. [Martha (Luke 10:38-42), Job (Job 1:5, James 5:11)]

# S/I

**Inspirational counselors** who exhibit warmth and sensitivity. Tolerant and forgiving, they have many friends because they accept and represent others well. Their social nature and desire to be likable and flexible make them inclined to be overly tolerant and non-confrontational. “S/I”s will benefit from being more task-oriented and paying more attention to detail. Kind and considerate, they include others and inspire people to follow them. Words of affirmation go a long way with this personality type, and with the right motivation, they can be excellent team players. Mary Magdalene (Luke 7:36-47), Barnabas [Acts 4, 9, 11-15], Elisha (1 Kings 19, 2 Kings 2-13)]

# S/C

**Diplomatic and steady,** as well as detail-oriented. Stable and contemplative, they like to weigh the evidence and discover the facts to come to a logical conclusion. More deliberate, they prefer to take their time, especially when the decision involves others. Possible weaknesses include being highly sensitive and unable to handle criticism, and they also need to be aware of the way they treat others. Operating best in precise and cause-worthy projects, the “S/C” can be a peacemaker; this makes them a loyal team member and friend. [Moses (Exodus 3, 4, 20, 32), John (John 19:26-27), Eliezer (Genesis 24)]



C

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

C/I

**Attentive to the details.** They tend to impress others by doing things right and stabilizing situations. Not considered aggressive or pushy, they enjoy both large and small crowds. Though they work well with people, they are sometimes too sensitive to what others think about them and their work. They could benefit from being more assertive and self-motivated. Often excellent judges of character, they easily trust those who meet their standards. They are moved by genuine and enthusiastic approval as well as concise and logical explanations. [Miriam (Exodus 15-21, Numbers 12:1-15), Ezra (Ezra 7, 8)]

C/S

**Systematic and stable.** They tend to do one thing at a time—and do it right. Reserved and cautious, they would rather work behind the scenes to stay on track; however, they seldom take risks or try new things and naturally dislike sudden changes in their environments. Precisionists to the letter, they painstakingly require accuracy and fear criticism, which they equate to failure. Diligent workers, their motivation comes from serving others. [Esther (Esther 4), Zechariah (Luke 1), Joseph (Matthew 1:1-23)]

C/D

**Cautious and determined** designers who are consistently task-oriented and very aware of problems. Sometimes viewed as insensitive, they do care about individual people but have a difficult time showing it. They often feel they are the only ones who can do the job the way it needs to be done, but because of their administrative skills, they can bring plans for change and improvements to fruition. “C/D”s tend to be serious and could benefit from being more optimistic and enthusiastic. Despite their natural drive to achieve, they should concentrate on developing healthy relationships and simply loving people. [Bezalel (Exodus 35:30-36, 8, 37:1-9), Jochebed (Exodus 1:22-2:4), Jethro (Exodus 2, 18)]

# LEADERSHIP STYLES

Now that you know your personality style letter, match the letters below, and learn about things you will need to work on so that you can improve your relationships and your effectiveness with others.

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

- 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, people-oriented**

- 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**

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

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

- 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
- Respond to helping others accomplish their goals



# OVERVIEW OF SPIRITUAL GIFTS

Now that you have identified your primary spiritual gifts, we want to help you use those gifts to live out God's purpose for your life.

On the following pages, you will find definitions of each spiritual gift and supporting Scriptures that will help you understand more about your gifts. We believe God has a place for every person in ministry, so you will also find a list of Teams that are a recommended fit for your spiritual gift.

## 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)

(Every team needs some team members with this talent)

## B. APOSTLESHIP

The gift of apostleship is the divine strength or ability to pioneer new churches and ministries through planting, overseeing, and training.

(1 Corinthians 12:28; 2 Corinthians 12:12; Acts 15:22-35; Galatians 2:7-10; Ephesians 4:11-14)

(Click Leaders, DL Student Click Leaders, DL Worship, Grow Team, DL Kids Team, Next Steps 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)

(Creative Team, Facilities, Production)

## 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.

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

(Click Leaders, DL Student Click Leaders, Grow Team, DL Kids Team)

## E. EVANGELISM

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

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

(Click Leaders, DL Student Click Leaders, Grow Team, Next Steps 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.

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

(Click Leaders, DL Student Click Leaders, DL Worship Team, Grow Team, DL Kids Team, Next Steps Team)





## **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. (Romans 4:18-21; 1 Corinthians 12:9; Hebrews 11)  
(All Teams)

## **H. GIVING**

The gift of giving is the divine strength or ability to produce wealth and to give by tithes and offerings for the purpose of advancing the Kingdom of God on earth.  
(Mark 12:41-44; Romans 12:8; 2 Corinthians 8:1-7, 9:2-7)  
(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. (1 Corinthians 12:9, 28; Acts 3:1-10, 9:32-35, 28:7-10)  
(Click Leaders, DL Students Click Leaders, Next Steps Team, Prayer Team)

## **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)  
(Baptism Team, Creative Team, Facilities, LHQ, DL Kids Check-In Team, DL Kids Team, Office, Parking Lot Team, Photography Team, Security, Production Team, Welcome Team, Ushers, Info Team, Fast Team)

## **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)  
(Creative Team, Grow Team, LHQ Team, Info Team, Welcome Team, DL Kids Check-in)

## **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)  
(Click Leaders, DL Students Click Leaders, Next Steps Team, Prayer 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)  
(Click Leaders, DL Students Click Leaders, Grow Team, DL Kids Team, Next Steps Team, Security, Prayer Team)

## **N. LEADERSHIP**

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



## **O. MERCY/COMPASSION**

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  
(Click Leaders, DL Student Click Leaders, Next Steps Team, Security)

## **P. MIRACLES**

The gift of miracles is the divine strength or ability to alter the natural outcomes of life supernaturally 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)  
(Prayer Team)

## **Q. MISSIONARY**

The missionary gift is the divine strength or ability to reach others outside of your culture and nationality, while in most cases living in that culture or nation.  
(Acts 8:4, 13:2-3, 22:21; Romans 10:15)  
(Click Leaders, Missions)

## **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)  
(DL Worship, DL Kids Team)

## **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)  
(Click Leaders, DL Students Click Leaders, Grow Team, DL Kids Team, Next Steps Team Team)

## **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)  
(Click Leaders, DL Student Click Leaders, Prayer Team)

## **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)  
(Baptism Team, Creative Team, Facilities, DL Kids Check-in Team, LHQ Team, Office, Parking Lot Team, Photography Team, Security, Production Team, Ushers, Welcome Team, Special Events)

## **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)  
(Click Leaders, DL Students Click Leaders, Grow Team, Next Steps Team, Fresh Start Leaders)



## 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)

(Prayer Team)

## X. WISDOM

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

(Acts 6:3, 10; 1 Corinthians 2:6-13, 12:8)

(Click Leaders, DL Students Click Leaders, DL Worship, Next Steps Team, Prayer, Grow Team, Fresh Start Team)

# LEGENDS TEAMS

## FIRST IMPRESSION TEAMS

**Welcome Team:** This team loves people and makes them feel at home. They welcome guests at the door with a smile and help new guests navigate their first visit with us.

**LHQ Team:** This team provides hospitality to all our Legends by serving them food and refreshments when they serve on the weekend.

**Parking Team:** This team is our guests' first impression. They manage the flow of the parking lot for weekend experiences and events, making parking easy and efficient.

**Security:** This team has one goal in mind: to ensure everyone is meeting together in a safe environment. They ensure our DL Kids areas are secure and help us maintain safety in all areas of our weekend experiences.

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

**Welcome Center Team:** This team welcomes new guests on the weekends at the Info Center and provides them with information about how they can get connected.

**Fast Team:** This team helps to make sure our lobby and restrooms are cleaned before every experience.

**Prep Team:** This team helps with the setting up and breaking down of our campuses.

**VIP Team:** This team welcomes first time guests to ensure their experience at Discover Life is loving and heartfelt.



## DL WORSHIP TEAMS

**DL Worship Team:** This dynamic team prepares the way for our guests to encounter the presence of God through vocals and instruments.

**Creative Team:** This team celebrates those who are given the gift of creativity through the arts. They create artistic elements for our weekend experiences and special events.

**Photography Team:** This team helps us tell our DL stories through photography and videography both on the weekends and throughout the week.

**Production Team:** This diverse team works behind the scenes to ensure the Word is delivered with excellence during our experiences through audio engineering, sound, lighting, and other visual elements.

## DL KIDS TEAMS

**DL Kids Team:** This team creates an environment in our kids' worship experiences 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, games, and more.

**DL Kids Check-in Team:** This team welcomes families as they arrive at our DL Kids areas and facilitates the check-in process, ensuring children are cared for effectively and efficiently.

**DL Kids Teacher:** You have the wonderful privilege of sharing and imparting God's Word in the hearts of all the children.

**DL Kids Assistant:** Help the Teacher, as necessary. This could also include leading a small group (Click) during the worship experience.

## NEXT STEPS TEAMS

**Next Steps Experience Team:** This team helps new believers take their next steps in discovering the purpose God has for their lives. Team members use their gifts to welcome individuals who commit their lives to Christ, assist them by answering questions, and connecting them to Grow, Fresh Start, and Clicks.

**Baptism Team:** This team facilitates baptisms from beginning to end. They provide special care to all who are getting baptized and their designated guests.

**Prayer Team:** This intercessory prayer team prays over our Sunday worship experiences. They cover Legends, guests, and our DL Staff in prayer.



## GROW

**Grow Host:** This team is responsible for hosting all Grow attendees, leading the Grow class at our weekend experiences, and helping guests discover their spiritual gifts. They answer questions about DL and help attendees determine what teams they can serve on.

**Grow Administrator:** This team connects with guests who have completed or ready to start Grow. They input data into our systems and follow up with attendees about their experience.

## CLICKS

**Click Leaders:** This team hosts Clicks, offering a place for people to find life-giving community. These leaders host groups based on topics or activities they are passionate about.

**Click Coaches:** Your main role is to provide a support system for the group you have been assigned to by covering leaders in prayer, developing a relationship with them, and serving as a resource. You will help strengthen leaders and the powerful ministry of Clicks.

**DL Students Click Leaders:** This team builds the next generation by investing their time with middle and high school students through weekly Click meetings.

**Fresh Start Leader:** These leaders provide a warm and welcoming environment and lead the discussion of our Fresh Start Curriculum.



## LEGENDS HONOR CODE

As an essential part of the Discover Life Church Leadership family, you have a responsibility to develop and exhibit mature Christian behavior. This should be the basic premise of your desire to serve in a Servant/Leader position.

While serving the Body of Christ as a Leader at Discover Life 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 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, Discover Life Church's leaders are to maintain a disciplined life of Bible reading, prayer, and fasting.

### You must also refrain from things such as:

- Profanity
- Gambling
- Indulging in much wine or other alcoholic beverages
- Dishonest gain
- Illegal drugs
- Pornography
- Sexual immorality
- All behaviors which might cause Christ to grieve and 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 of the Discover Life Church family. We should regard it as an essential part of our development, not as an imposition or restriction.

## LEADERSHIP COMMITMENT

The same goes for those who want to be servants in the church: serious, not deceitful, not too free with the bottle, not in it for what they can get out of it. They must be reverent before the mystery of the faith, not using their position to try to run things. Let them prove themselves first. If they show they can do it, take them on. No exceptions are to be made for women—same qualifications: serious, dependable, not sharp-tongued, not overfond of wine. Servants in the church are to be committed to their spouses, attentive to their own children, and diligent in looking after their own affairs. Those who do this servant work will come to be highly respected, a real credit to this Jesus-faith. **1 TIMOTHY 3:8-10 MSG**





# DISCOVER LIFE CHURCH

## ABUSE POLICY

- Any verbal or non-verbal sexual interaction with a child is inappropriate. Children must be physically respected. Appropriate signs of affection and touching should be limited to handshakes, high-fives, brief hugs, or a brief touch on the shoulders
- As much as possible, use the buddy system when working with individual youth or children. Let another adult know where you are. One on one interaction should only be male-male and female-female only and must be in a public/open setting.
- If you must be alone with a child, leave the door open so others can see into the room. For example, do not ever counsel a student alone in the church or in his or her home where no one else is around – particularly if the student is of the opposite sex. Find a meeting place where you can maintain privacy but have others nearby.

### Abuse Reporting

- Reporting child abuse or even suspected child abuse is the law. You can be held responsible in the future if a victim informs anyone of authority that you were aware of the abuse and did not report it. If you need to report proven or suspected abuse, notify your supervisor immediately. He or she will do it with you or for you. The report must be made within 24 hours after you receive knowledge of the abuse.
- Note: Never promise a child you will keep a secret if they confide in you. In matters of legal or immoral situations, all Legends are required to report to a DL Staff member immediately. Confidentiality is not about absolute silence, but leadership using the information for the betterment of the person involved at a high level of discretion.

### Types of Abuse

- **Physical:** Bruises, welts, burns, scratches, or bite marks, which are often explained away as accidental. Marks will appear in peculiar clusters, such as patterns consistent with teeth or fingernails. Wounds may appear in various stages of healing. There may be reluctance on the part of the child to discuss the “suspected” abuse and tendency will be to hide the marks that are a result of the abuse.
- **Emotional and Psychological:** Symptoms are less obvious than those of physical abuse. Symptoms are usually observed in the behavior of the child. The child may seem unusually adult or juvenile, hard to get along with in general, or even unusually submissive. (It is important to note that these behaviors either separately or simultaneously do not always indicate abuse. Some signs may occur as part of the maturation process of the child or the result of a different problem).
- **Neglect:** Child may be emotionally, psychologically, or physically developmentally impaired. Medical and dental needs may be unmet. Child may be inappropriately dressed for the weather or activities. The child may have the ongoing condition of being unclean, tired or in trouble at school. Often the student may be a “loner,” may steal, or beg.
- **Sexual:** Sexual abuse consists of any sexual exploitation of children under the age of 18 by an adult or a person 4 years older than the victim even if the child seems to be consenting. This form of abuse includes fondling, incest, rape, murder, assault, oral stimulation, genital or anal stimulation or non-violent sexual stimulation. Child sexual abuse can be inflicted in ways other than the physical assaults listed above. It can take such forms as witnessing adult sexual relations, indecent exposure, verbal sexual stimulation, peeping toms, exhibitionism, or obscene phone calls. Involving children in pornography or prostitution are also forms of child sexual abuse.

