

# Appendix

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## HOW TO TAKE THE PERSONALITY ASSESSMENT

**Step 1:** Answer each question under sections 1–4 by circling the number that best describes you. Allow yourself two to three minutes to complete this step before moving on to other steps.

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

**Step 3:** Identify the group with the highest totalled number and the second-highest totalled number to discover your dominant personality traits.

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

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

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

## HOW TO TAKE THE MOTIVATIONAL GIFT ASSESSMENT

**Step 1:** Respond to the motivational gifts statements on pages 47 to 50 by writing the number that indicates how each statement describes you in the corresponding blank on page 51.

- 1 – Never
- 2 – Sometimes
- 3 – Always

Allow yourself 6 minutes to answer all questions before moving on to other steps.

**Step 2:** Add the numbers in each line on page 51, from left to right and place the total in the TOTAL column.

**Step 3:** Fill in the letter A to N on each line in the GIFTS column.  
Identify your three highest scores in the TOTAL column with the corresponding letter and the motivational gift that it represents. (List on the pages 53 to 55)

**Step 4:** Note the top three gifts on page 52.  
Read about your gifts listed on the pages following the assessment.

**Step 5:** Connect with the Team or Small Group that:

- Complements your personality style and interest.
- Is your highest rated motivational gift.
- Suits your availability to serve.

## STATEMENT OF FAITH

1. We believe in the Scriptures of the Old and New Testaments, in their original writing, as fully inspired of God and accept them as the supreme and final authority for faith and life.
2. We believe in one God, eternally existing in three Persons – Father, Son and Holy Spirit.
3. We believe that Jesus Christ was begotten of the Father, conceived by the Holy Spirit, born of the Virgin Mary and is true God and true man.
4. We believe that God created man in His own image; that man sinned and thereby incurred the penalty of sin, which is death physically and spiritually; that all human beings inherit a sinful nature which issued (in the case of those who reach moral responsibility) in actual transgression involving personal guilt.
5. With regard to sexual behaviour, we believe in heterosexual relationships between a natural man and a natural woman within the confines of lawful matrimony. Adherence to this stated principle of sexual behaviour is an inherent requirement of membership of Christian Family Church International.
6. We believe that the Lord Jesus Christ died for our sins a substitutionary sacrifice according to the Scriptures and that all who believe in Him are justified on the grounds of His shed blood.
7. We believe in the bodily resurrection of the Lord Jesus, His ascension into Heaven, and His present life as our High Priest and Advocate.
8. We believe in the personal return of the Lord Jesus Christ.
9. We believe that all who repent of their sin and receive the Lord Jesus Christ by faith are born again of the Holy Spirit and thereby become children of God.
10. We believe in the baptism in the Holy Spirit, empowering and equipping believers for service, with the accompanying supernatural gifts of the Holy Spirit; and in fellowship with the Holy Spirit. We believe in the divinely ordained ministries of the Apostle, Prophet, Teacher, Pastor and Evangelist.
11. With regard to submission to authority, we believe in the principle of being in authority because you are under authority. As such, it is understood that Christian Family Church International membership shall be subject to submission to authority in matters pertaining to church governance, doctrine and personal behaviour.
12. We believe in the resurrection of both the just and the unjust, the eternal blessedness of the redeemed, and the eternal banishment of those who have rejected the offer of salvation.

13. We believe that the one true Church is the whole company of those who have been redeemed by Jesus Christ and regenerated by the Holy Spirit; that the local church on earth should take its character from this concept of the Church spiritual and therefore that the new birth and personal confession of Christ are essentials of church membership.
14. We believe that the Lord Jesus Christ appointed two ordinances – Baptism in water and the Lord’s Supper to be observed as acts of obedience and as perpetual witnesses to the cardinal facts of the Christian Faith, that Baptism is the immersion of the believer in water as a confession of identification with Christ in burial and resurrection and that the Lord’s Supper is the partaking of the emblems symbolic of the Saviour’s broken body and shed blood, in remembrance of His sacrificial death, until He comes.
15. We believe that divine healing was provided for in the Old and New Testament and is an integral part of the Gospel.
16. We believe that the Bible teaches that without holiness, no man can see the Lord. We believe in the doctrine of sanctification as a definite, yet progressive work of grace, commencing at the time of the new birth and continuing until the consummation of salvation.
17. We believe in obeying the statement made by Jesus found in Matthew 28 verse 19-20 which is “Go therefore and make disciples of all the nations, baptising them in the Name of the Father, and of the Son and the Holy Spirit, teaching them to observe all things that I have commanded you, and lo, I am with you always, even to the end of the age.” Amen
18. The fellowship is open to any further truth, which the Holy Spirit may illuminate from the Scriptures.

I, the undersigned, freely and voluntarily subscribe to the basic principles set out in this Statement of Faith and understand and consent to the fact that should I violate such principles, I may be required by the Leadership to either accept their counsel and discipline or forfeit my membership of Christian Family Church International.

If I ever have a dispute with the church that cannot be resolved through its own internal procedures, I agree to resolve the dispute according to Biblical principles such as those set forth in Matt. 5:23 -25, Matt 18:15-20 and 1 Cor. 6:1-8 by submitting the matter to Christian Mediation and if then necessary to Christian Arbitration. Such mediators or arbitrators must be in agreement with the Statement of Faith of this church and its government. I understand that arbitration is a legally binding process and that judgment upon any arbitration award may be entered in any court otherwise having jurisdiction.

## **DREAM TEAM DESCRIPTIONS**

### **A-TEAM (Administration)**

Our team uses our gift of administration to support CFC teams by using computer skills, data entry, and attention to details.

Requirements: Age: 18+, Background check.

### **BIBLE COLLEGE AND FOUNDATIONAL COURSES**

Our team facilitates the check-in process, distribution of material and attendance on all our foundational training courses.

### **CAMPUS HOST**

Our team create a warm and welcoming experience for those individuals who attend CFC for the first time and also for the members of the congregation by conversing with them, answering any possible questions, guiding them to their next steps and ultimately show that we love and care for them by building relationships.

### **CAR PARK TEAM**

- **HOST TEAM**  
Our team assists in the car park to help with your parking experience and ushers you to the entrance of the church by assisting with any baggage, prams, wheelchairs etc.
- **GOLF CARTS**  
Our team ushers you from your car to the entrance of the church from various parking areas.

Requirements: South African Driver's License.

### **DREAM TEAM AND CONNECTION CENTRE**

Our team brings a personal touch to our worship experience by hosting in the mall at coffee stations. It affords the team, the opportunity to encourage, motivate and uplift our fellow Dream Teamers.

### **DREAM TEAM CHECK-IN TEAM**

Our team serves all Dream Team members by assisting with check-in at the Dream Team Centre.

Requirements: Age: 18+ and computer literate.

## **EVANGELISTIC OUTREACHES**

Our team leads evangelistic events in the community and follow up on evangelistic salvations.

## **EVENTS TEAM**

Our team serves at conferences (Freedom, Celebration, Significance, Men's, Women's etc.) and all church events (Baptism, Baby Dedication and many more) by setting up venues and decorations, facilitating meals, snacks, ticket sales and any other event-related task.

## **FAMILY MINISTRY**

- **CHILDREN'S WORLD CHECK-IN TEAM**  
Our team facilitates the check-in process at our children's world counters to ensure that our children are able to learn and play safely and securely.  
  
Requirements: Age 18+; Screening process
- **CHILDREN'S MINISTRY**  
Our team invests in the lives of children through age-specific classes where they experience, Biblical teaching, fun video clips, group activities and crafts and playtime.  
These age groups are as follows:  
Moses crib (3 – 12 Months)  
Mary's room (1 – 2 Years)  
Samuel's room (3 – 4 Years)  
Joshua's room (5 – 6 Years)  
David's camp (7 – 12 Years)  
  
Requirements: Screening process
- **FAMILY ROOM**  
Our team hosts the families that wish to worship with the Children under 10 years of age as the children make their transition into Children's ministry.  
  
Requirements: Age 18+, Screening process
- **MOMMIES' LOUNGE**  
Our team Host the lounge where nursing mommies can still enjoy the worship service while having privacy to take care of their little ones.  
  
Requirements: Age 18+, Ladies only, a Screening process

## **FIRST RESPONDER**

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

Requirements: Medical certification, Background check.

## **GREETERS**

Our team welcomes people to CFC at all mall and auditorium doors.

## **GROWTH TRACK TEAM**

Our team hosts the Growth Track by hosting, welcoming our guests, providing materials and assistance to those discovering their next steps at CFCI.

## **HOSPITAL VISITATION TEAMS**

Our team does visitations to hospitals and hospice.

## **IN SERVICE TEAM (Weekend Services)**

- **HEADCOUNT**  
Our team assist with counting the people who are seated in the block to have a count of how many people attended church.
- **CLIPBOARDS**  
Our team assist with collecting and distributing the clipboard sheets during the service for the congregation to fill in and update their records.
- **OFFERING**  
Our team assist with the collection of the offering during the service once the Tithe & Offering message is done.

Requirements: One would need to fulfil certain criteria for this position.



- **CATCHERS**  
Our team assist by catching those people who are being prayed for during a prayer line to prevent them from getting hurt if / when they fall under the anointing of the Lord.
- **STAGE & PULPIT**  
Our team assist by placing the pulpit and water on the auditorium platform for the weekend speaker.

## **IT TEAM**

Our team assist with any related IT requirements, for example; WI-FI connection, software/hardware challenges, downloading the church app, accessing the church website etc.

## **NEXT STEPS INFORMATION TEAM**

Our team helps people identify their next steps by providing resources and information about Weekend Services, Small Groups, Growth Track, Dream Team and events.

## **ONLINE COMMUNITY TEAM**

Our team connects with guests of CFC from around the world through our Online Weekend, Conference and Event experiences with prayer and online conversations.

## **PRODUCTION TEAM**

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

## **SALVATION TEAM**

- **HOST TEAM**  
Our team hosts the Salvation sessions by hosting, welcoming our guests, providing materials and assistance to those who are making a new commitment and starting their spiritual journey at CFCI.
- **IN SERVICE TEAM**  
Every Dream Teamer is “knighted” to participate in this critical role by placing their hand on the shoulder of a Salvation guest, taking the next steps with them to the Salvation room and completing the experience with them in the Salvation Room.

## **SECURITY TEAM**

These are members of the church that operate as undercover security officials to help us identify any security risks and alert us in a diplomatic way.

## **USHERS AND DEACONS**

Our team assist people to their seats; they help facilitate first-time visitors, holy communion, prayer lines, tithes & offerings and help maintain a distraction-free service environment.

## **WORSHIP TEAM**

These are a group of professional musicians and vocalists, that after a careful selection, orientation and training lead worship on a weekly basis in Main and Family Ministry services.

## **YOUTH MINISTRY**

Our team helps the youth (13 – 19 years) get connected through serving at the age-specific Sunday morning services, Synergy nights, Youth groups and everything you would expect in an exciting Youth Ministry. These include:

- WELCOME AND GREETING TEAM
- IN SERVICE TEAM
- PRODUCTION TEAM
- GROUP FACILITATORS TEAM

## **SMALL GROUPS**

We encourage you to take your next step and feel free to:

### **JOIN A SMALL GROUP**

This is where you experience the **shepherding** and **caring** side of CFC by belonging to a Small Group. They are attended outside of the church, as close to a person's area of residence as possible. These likeminded Groups meet during the week to build relationships, have fun together, study the Bible, enjoy the same interest or to pray together.

After every step of Growth Track, you are invited to complete the clipboard at the Small Groups table located at the top auditorium doors. Our Pastors will connect with you and assist you further.

After stepFour of Growth Track, you will be invited to have a conversation with our Pastors located at the Small Groups Department. Here you can discover which Small Group is best suited for you. Our Coordinating Pastors will connect you to your Small Group Leader.

### **LEAD A SMALL GROUP**

Leading a Small Group isn't about being perfect; it's about serving others by giving them a place to connect. Hosting a group is simple—choose a topic from our approved content that interests you for Host & Bible Study Small Groups and select a time and location to meet with others to share it.

We give you essential tools to make your Small Group successful through Leader Training and a directory where you can register your Small Group so others can find it easily. Visit the Groups department after stepFour of Growth Track to view Small Groups where you will find out more about the Leadership Training and types of Small Groups that you can start. We believe people's lives are changed one meeting at a time by moving one step toward Christ, and as a Small Group leader, you get to play an important role in that process.

### **SMALL GROUPS LEADERSHIP TRAINING HOST TEAM**

Our team serves at Group Leadership Training by assisting with new potential Leaders, the check-in process, those wanting to join a Small Group, venue preparation for Group Leadership Training sessions and interviews to list but a few.

## **SMALL GROUPS INFORMATION COUNTERS' TEAM**

Our team serves at the Small Group Counters in the Mall offering information concerning Groups to members and visitors, assisting Small Group Leaders with bags, attendance submission, creating g-mail accounts for new Small Group Leaders who do not have an email address, connecting people wanting to join their preferred Small Group and answering any Small Group related questions.

## **SMALL GROUPS PASTORAL CARE CALL TEAM**

These are a dedicated group of people who assist with after hours or during office hours with care calls to the those who are not involved but attend church, who need guidance and help with their next steps, or direct those who need to obtain Freedom to attend Freedom Groups. The after-hour calls happen within our Pastoral Care HUB in the Small Groups Department. We need those with caring hearts.

## **SMALL GROUP DESCRIPTIONS**

### **BIBLE STUDY GROUPS**

Small Groups meet weekly in the evenings in the various suburbs to discuss the Word taught at the previous weekend services or to work through a dynamic, impacting curriculum.

### **FREEDOM GROUPS**

These Small Groups equip you to live a victorious and abundant life in Christ. We also have a 12-week Freedom Groups curriculum that takes you even deeper into removing the obstacles that hinder your intimacy with God. We run this curriculum two semesters a year in homes and to end it off, we host an awesome Freedom Conference that every Freedom Small Group member attends to complete their steps in Freedom. Our Freedom Conference focuses on solidifying what you learned in Freedom Small Groups by helping you take the next steps to overcome your past and lay a foundation for walking in daily freedom. After the Conference, people are welcome to join any other Small Group of their choice. There is also the option to get involved in leading a Freedom Small Group to help others or to lead another type of Small Group. Pop onto Leadership Training for more information.

## **FREE MARKET GROUPS**

We believe true life -change happens in the context of authentic relationships. Our Small Groups within the suburbs are the way we make sure our people are cared for and connected in meaningful community. CFC Small Groups are designed to be “free market.” This means each Small Group Leader can host a group based on their passions and interests; we do not determine the activity, day or location for these Small Groups. For us, it’s less about what they do when they meet and more about people finding genuine relationships within the local church.

## **PRAYER GROUPS**

If you want to learn more about prayer or foster a lifestyle of prayer in your life, join a prayer Small Group. Whether you are just learning to pray, or if you feel called to prayer ministry, Prayer Small Groups are a great way to connect with others and see God work through prayer. These groups pray for everything from our Senior Pastors to issues plaguing the country and our members. Join or Start a Prayer Small Group by attending Leadership Training after stepFour of Growth Track.

## **PRISON MINISTRY**

These are dedicated people who have a heart for Prisoners. This team is changing our communities by what they do. We highly encourage you to join this dynamic Small Group if you have a passion for seeing the lives of inmates changed and healed.

## **WELFARE GROUPS**

These Small Groups do community work such as feeding the hungry, assisting with orphans, the aged, teenagers, the abused, babies and families as well as maintenance of Welfare facilities around the city.

## **YOUNG ADULTS GROUPS (Ages 20-28)**

These Small Groups cater for Young Adults. They meet during the week in various suburbs as well as all the Groups getting together once a month at CFC for an amazing time of fun, friendship, fellowship and the Word (events are different each month).

## **YOUTH GROUPS (Ages 13-19)**

These Small Groups cater for Youth. They meet during the week in certain suburbs. Those aged 13-19 also meet on Sundays during the first service in the Theatre to be led in Worship by the Youth Band, enjoy the Word and then break up into various small Groups during the first service.

## ABUSE POLICY

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

- **Physical:** a physical act directed at a child or a 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 behavioural, 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 Dream Team, I agree to comply with this policy and report any suspected abuse to the staff person who oversees the area in which I serve.

## LEADERSHIP HONOUR CODE

As an essential part of the Christian Family Church International Leadership family, you have a responsibility to develop and exhibit mature Christian behaviour.

This should be the basic premise of your desire to participate in a servant-leader position here at Christian Family Church International.

While serving the Body of Christ as a servant-leader at Christian Family Church International, you pledge to present a good appearance at all times. In both attire and behaviour, 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, Christian Family Church International's 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:
  - o Fornication is sex before marriage.
  - o Adultery is sex outside of marriage.
- All behaviours 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 in the Christian Family Church International family. We should regard it as an essential part of our development, not as an imposition or restriction.

## **ANSWER KEY**

### **stepONE – Become a Member**

- Page 10: Know God.
- Page 11: Find Freedom; Discover Purpose.
- Page 12: Make a difference.
- Page 13: Weekend Services; Celebration.
- Page 14: Inspiration; Preparation; Salvation.
- Page 16: responsibility; relationship; story; invitation; our cities.
- Page 17: our nation; our world.
- Page 18: Pray; Give; Go.
- Page 19: Small Groups.
- Page 20: connect; protect; grow.
- Page 24: Growth Track
- Page 25: Become a Member; Discover My Design; Develop My Leadership; Join the Team.
- Page 26: Dream Team.
- Page 29: Pastors; Financial Advisory Committee; Leadership Board.

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

- Page 38: gifts and passions; life experience; pain.
- Page 39: Discover; Develop; Use; serve God; serving others.
- Page 41: TOP LINE: Extrovert. BOTTOM LINE: Introvert.  
LEFT LINE: Task-oriented. RIGHT LINE: People-oriented.

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

- Page 58: Insecurity; Fear; Inadequacy; Reluctance.
- Page 59: love God; closeness with God; character; calling.
- Page 60: love people; servant; team-player; real; excellence; things well; before you're asked; more than is expected.
- Page 61: joy; enjoyable; positive; loyal.

### **stepFOUR – Join the Team**

- Page 66: I want to; Doing something; With people.