

step**FOUR**

Join the
Team

Make A Difference

1. _____ make a difference.

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

2 TIMOTHY 1:9 (MSG)

2. _____ that makes a difference.

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

1 CORINTHIANS 3:12–15

3. _____ who want to make a difference.

*“**Two are better than one**, because they have a good return for their labour.”*

ECCLESIASTES 4:9



To Begin Serving

1. Attend an orientation session in the ministry area of your choice to learn how to get involved.
2. Complete the Dream Team application.
3. Participate in a one-on-one conversation with one of our team members at your orientation session to make a personal connection to the team.
4. Submit your application at the check-out counter.

Next Steps

1. You will be contacted by a Team Leader soon with your next steps to begin serving with your team.
2. Congratulations on the completion of your Growth Track journey! You now have the tools you need to take your next steps on your journey to know God, find freedom, discover purpose, and make a difference.
As you connect with the community in Dream Team and Small Groups and impact the lives of others by serving in your area of gifting, you will see your relationship with God and your perspective on life grow and change in amazing ways.
We are excited for all that God is about to do in and through you!

Appendix

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 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 Testaments 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

Our team uses our gift of administration to support CFC teams with our computer skills, data entry, and attention to detail.

Requirements: Age 18+, Background check.

Baby Dedication Team

Our team hosts and celebrate all the mommies and daddies and their new addition to the family by arranging a special baby dedication to our Lord Jesus Christ. We also assist with the registration and handing out gift packs to each baby that is dedicated.

Requirements: Age 18+

Baptism Team

Our team hosts and celebrate all those who made a choice to be baptised by being fully immersed underwater as an outward declaration of their faith in Jesus Christ. This is a life-changing event for every believer in Jesus Christ.

Requirements: Age 18+

Bible College and Foundational Courses Team

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

Requirements: Age 18+

Campus Host Team

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

Requirements: Age 18+

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: Age 18+, South African Driver's License.

Children's World Team

- **CHECK-IN TEAM**
Our check-in team is primarily responsible for the safety of each child that attends Children's World and is therefore responsible for providing a secure and efficient check-in and check-out process for all services and events.
Requirements: Age 18+, Screening process
- **CHILDREN'S MINISTRY TEAM**
Our team invests in the lives of children through age-specific classes where they experience Biblical teaching (online & in-person), group activities, playtime and crafts.

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: Age 13+; Screening process

- **FAMILY ROOM TEAM**
Our team hosts the families that wish to worship with their children under 10 years of age as their children make their transition into Children's ministry.
Requirements: Age 18+, Screening process
- **MOMMIES' LOUNGE TEAM**
Our team hosts the lounge where nursing mommies can still enjoy the worship service while having the privacy to take care of their little ones.
Requirements: Age 18+, Ladies only, a Screening process

Connection Centre Team

Our team brings a personal touch to the worship experience of every person that attends CFC for the very first time and those individuals who choose to dedicate their lives to Jesus by accepting Him as their personal Lord and Saviour. We offer them coffee and talk about the next steps that they can take.

Requirements: Age 18+

Check-in Team

Our team serves at the various events that require a check-in, for example, the checking-in of Dream Teamers, Congregation members, and Conference attendees.

Requirements: Age 18+ and computer literate.

Dream Team Centre

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

Requirements: Age 18+

Evangelistic Outreaches Team

Our team leads evangelistic outreaches in the community and guides those who dedicate their hearts to the Lord to pursue their next steps.

Requirements: Age 18+

Events Team

Our team serves at all church-related events and conferences, for example, Freedom, Celebration, Significance, Men's, Women's and other conferences. We set up venues and decorations; facilitate meals, snacks, ticket sales, check-ins and any other event-related tasks.

Requirements: Age 18+

First Responder Team

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

Requirements: Age 18+, Medical certification, Background check.

Greeters Team

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

Requirements: Age 18+

Growth Track Team

Our team hosts the Growth Track by welcoming our guests, providing materials and assistance to those discovering their next steps at CFC. The following are some of the positions created to allow you to serve in an area that is best suited for you: Check-In, Hosts, Refreshments station, Audio Visual aspects and more.

Requirements: Age 18+

Hospital Visitations Team

Our team does visitations to hospitals, hospices and nursing homes where we pray, minister and encourage those that find themselves in a time of need.

Requirements: Age 18+

In-Service Team (Weekend Services)

- **CATCHERS**
Our team assists by 'catching' those who respond to a prayer call during a Church service. Our aim is to prevent possible injury as they 'fall' under the anointing of the Lord.
- **HEADCOUNT**
Our team assists with an accurate count of attendees at each Church service and in every auditorium.
- **OFFERING**
Our team assists with the collection of the offering during the service.
Requirements: Age 18+, Additional specific criteria applicable to the above positions.

I.T. Team

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

Requirements: Age 18+ and relevant I.T. experience

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 any other related church events.

Requirements: Age 18+

Production Team

Our Production Team consist of two components, namely, Production Media and Production Technical.

Media Team

- **ONLINE COMMUNITY**
Our team engages with, connects and directs the conversations between the church and the online community during our services.
- **SOCIAL MEDIA**
This team creates and curates content for our social media platforms by taking photos, creating graphics and much more.
- **SOUND DESK**
Our team operates and produces all of our In-Person services.

- **Technical Team**

Our team assists in the production of the overall worship experience, using lights, cameras, audio (online and in-person) and other technical elements.
Requirements: Age 18+

Salvation Team

- **HOST TEAM**

Our team hosts the Salvation sessions, welcoming our guests, providing materials and assistance to those who are making a commitment to follow Jesus and starting their spiritual journey at CFC. Our team also assists in connecting with every believer through home visits and calls to ensure they pursue their God-given purpose.

- **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 or Connection Centre and completing the experience with them.
Requirements: Age 18+

Security Team

Our team serves as security officials to help us identify any security risks to alert us in a discreet manner.

Requirements: Age 18+

Ushers and Deacons Team

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

Requirements: Age 18+

Worship Team

These professional musicians and vocalists lead worship during our Weekend Services and other events. The professionals go through a careful selection process followed by an orientation and continuous training.

Requirements: Age 18+, Professional Musical Training (vocal and instruments)

Young Adults Connection Team

The Young Adults Connection Team provide an exciting connection experience for our Young Adults at every Weekend Service. We help them find significance as they take their next steps in Small Group life or start their Growth Track journey. We also enjoy a time of fellowship at our monthly events.

Youth Team

Our team creates a fun environment for our Youth, aged 13 to 19, to grow in their relationship with God as well as serve at our vibrant Sunday services, Synergy nights and Conferences. The following are some of the positions created to allow you to serve in an area that is best suited for you: Greeters, Hosts, Productions, Worship, In-service duties, School Outreaches and more.

Requirements: Ages 13-25

Small Groups Opportunities

We encourage you to take your **next step** and feel free to Join or Lead a Small Group

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 in a suburb near to you, depending on which Group you choose. These like-minded Groups meet during the week to be part of a family, have fun together, study the Bible, enjoy the same interests, pray together and be there for each other.

You are invited to simply complete the clipboard at the Small Groups silver table located at the top auditorium doors, and our Coordinating Pastors, LTM's or Coaches will connect with you and assist you further.

After stepFour of Growth Track, you will be invited to have a conversation with the Coordinating Pastors of our Small Groups Department. Here you can discover which Small Group is best suited for you and will ensure you are connected, so even if you serve in the Dream Team on a Sunday, it's wonderful to be part of a Small Group in the week.

Lead a Small Group

Leading a Small Group isn't about being perfect, but it's about serving others by giving them a place to connect. It's simple — you choose a topic from our approved content that interests you for either hosting a curriculum or partaking in a Bible Study Small Group where they dig deeper into the weekend message. There are also Groups that gather around your interests called Free-market Groups, or you can lead a Prayer Group. Lead a Freedom Group designed to help people Find Freedom and walk in victory. Lastly, you can lead a Welfare Group with the purpose of serving our communities.

After Leadership Training, the Groups department will give you essential tools to make your Small Group successful as well as make a directory available to you, where we register your Small Group so others can find it easily, also accessible from our Website. You also receive a Facilitator Guide with easy steps to follow. After stepFour of Growth Track, visit the Groups department to view Small Groups, where you will find out more about 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 teams serve 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, as well as one on one interviews, to list but a few.

Small Groups Information Counters

Our team serves at the Small Groups Counter in the CFC 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. All the above with the use of a tablet.

Small Groups Descriptions



Bible Study Groups

These Small Groups meet weekly in the evenings in the various suburbs (with certain Groups running online) to discuss the Word taught at the previous weekend services or to work through a dynamic, impacting curriculum.

Freedom Groups

These Small Groups equip people to live a victorious and abundant life in Christ and are available online and in-person. We also have a Freedom Groups curriculum that takes you even deeper into removing the obstacles that hinder your intimacy with God. We run this curriculum in two semesters a year, and to end it off, we host an awesome Freedom Conference. The Freedom Conference focuses on solidifying what you learned in Freedom Small Groups, where you come and experience the powerful presence of God and various Pastors speaking on various topics. It's a jam-packed, powerful day. After the Conference, people are encouraged to join any other Small Group of their choice to settle in. Freedom Groups also host many other dynamic curriculums. Pop up to the Groups Department 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 a meaningful community. Each of these Small Group Leaders hosts a group based on their passions and interests. We do not determine the activity, day or location for these Small Groups, which can run on any day from a Monday to a Saturday, except a Sunday. For us, it's about people finding genuine relationships within the local church in Group settings while enjoying what they have in common.

Prayer Groups

If you want to learn more about prayer or foster a lifestyle of prayer, join a Prayer Small Group. Whether you are just learning to pray or wanting to lead a Prayer Group, it's a great way to connect with others and see God work through Prayer. These Groups receive prayer points from our Groups Directors, from our Senior Pastors to issues plaguing the country. They pray for our staff, members, leadership etc. Join or start a Prayer Small Group by attending Leadership Training after stepFour of the Growth Track.

Welfare groups

These Small Groups do community work such as feeding the hungry, assisting orphans, the aged and teenagers. We also support abused women and children. In our annual Serve our City event, we maintain selected Parks and embark on various Community Projects. These Groups are exciting and extremely rewarding.

Age-Appropriate Small Groups

Children's World Groups (Ages 5-12)

These Small Groups cater for young children. They meet weekly on Sundays during the services. It is a wonderful and safe environment for children to have fun, fellowship and become familiar with Small Group life at an early age.

Youth Groups (Ages 13-19)

These Small Groups cater for Youth. They meet during the week in certain suburbs and on Sundays during the second service in the Theatre. The Youth Band leads praise and worship. The Youth enjoy the teaching of the Word and break up into various Small Groups. It's a great way to meet people your age and build friendships.

Young Adult Groups (Ages 20-35)

These Small Groups cater for Young Adults. They meet during the week in various suburbs. All the Groups then collectively get together once a month on a Friday night at CFC for an amazing time of fun, friendship, activity, fellowship and the Word. These events differ each month & are very enjoyable.

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 12: Know God.
- Page 13: Find Freedom; Discover Purpose.
- Page 14: Make a difference.
- Page 15: Weekend Services; Celebration.
- Page 16: Inspiration; Preparation; Salvation.
- Page 18: responsibility; relationship; story; invitation; our cities.
- Page 19: our nation; our world.
- Page 20: Pray; Give; Go.
- Page 21: Small Groups.
- Page 22: connect; protect; grow.
- Page 26: Growth Track
- Page 27: Become a Member; Discover My Design;
Develop My Leadership; Join the Team.
- Page 28: 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.

