

# NEXT STEPS

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*1. GET TO KNOW ECCLESIA*

1. LERNE DIE ECCLESIA KENNEN

*2. DISCOVER YOUR DESIGN*

2. ENTDECKE DEIN DESIGN

*3. DEVELOP YOUR POTENTIAL*

3. ENTWICKLE DEIN POTENTIAL

*4. JOIN THE TEAM*

4. WERDE TEIL DES TEAMS

NAME:

*»I have come that  
they may have life,  
and have it to the full.«*

**John 10,10**

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# Introduction

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We believe that everyone is uniquely made and gifted by God. We also believe that Jesus came to bring each person abundant life. The Next Steps Track guides you to discover your redemptive purpose and the life God created for you. Next Steps guides you on a path of developing your potential, as well as giving steps towards becoming a part of the Dream Team - what we believe will bring you an abundant and purposeful life.

## **STEP 1 – Get to know Ecclesia Church**

Explore the ministry of Ecclesia Church and find out how to connect with our church. Step one takes place the first Sunday of every month.

## **STEP 2 – Discover Your Design**

Dive into the details of your personality and discover the gifts God gave you. Step two takes place the second Sunday of every month.

## **STEP 3 – Develop Your Potential**

Learn how you can strengthen your character and gifting to fulfill your leadership potential. Step three takes place the third Sunday of every month.

## **STEP 4 – Join the Team**

Connect to the opportunities available at Ecclesia Church to serve others by using your God-given gifts. Step four takes place the fourth Sunday of every month.

The Bible quotations are mostly taken from the New International Version (NIV). Alternative translations are noted after the respective Bible passages.

# **STEP 1**

*GET TO KNOW ECCLESIA*

**SCHRITT 1**  
**LERNE DIE ECCLESIA KENNEN**

# The Story of Ecclesia Church

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God writes the best stories - ours as well.

Ecclesia Church was originally planted in the 1950s. Since 2010, our church has been under the leadership of Pastor Konstantin Kruse.

The dream of our pastor is to help build a church that leads people into a living and growing relationship with Jesus. The dream is to be a church that uses its' influence far beyond its own four walls to help people live out their God-given potential in order to make a difference in each sphere of society.

In the past few years, our church has seen consistent growth because of the life changing message of the gospel - bringing both a visible enthusiasm and joy to our services. None of this would be possible without our strong and passionate Dream Team.

Currently, our church serves several hundreds of people across multiple campuses - meeting together each Sunday to experience the faithfulness of God. We know that what we have already experienced is only the beginning of what he has in store for us.

We invite you to get to know our church and our simple, yet powerful vision - and that you find your place in our church family, as well as your unique role on our team. Together we believe we can make a greater difference.

# Our Prayer for You

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*»I ask the God of our Master, Jesus Christ, the God of glory - to make you intelligent and discerning in knowing Him personally, your eyes focused and clear, so that you can see exactly what it is He is calling you to do, grasp the immensity of this glorious way of life He has for His followers.«*

*Ephesians 1:17-19 MSG*

# The Vision of Ecclesia Church

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We believe our spiritual journey consists of four steps.

## 1. Know God

»[...] I pray... that you may know him better [personally]. «

*Ephesians 1:17-18*

» Not everyone who says to me, ,Lord, Lord, ' will enter the kingdom of heaven, but only he who does the will of my Father who is in heaven. Many will say to me on that day, ,Lord, Lord, die we not prophesy in Your name, and in Your name drive out demons and perform many miracles? The I will tell them plainly, ,I never knew you.' «

*Matthew 7:21-23*

## 2. Find Freedom

»[I pray]... that the eyes of your heart may be enlightened [focused and clear]. «

*Ephesians 1:17-18*

» Therefore confess your sins to each other and pray for each other so that you may be healed. «

*James 5:16*

### 3. Discover Purpose

»[I pray]... that you may know the hope to which He has called you.«

*Ephesians 1:17-18*

»We have different gifts according to the grace given us.«

*Romans 12:6*

»All of you together are Christ's body, and each of you is a part of it.«

*1. Corinthians 12:27 NLT*

### 4. Make a Difference

»[I pray]. that you may grasp the immensity of this glorious way of life He has for His followers [in his holy people].«

*Ephesians 1:17-18*

»This is to my Father's glory, that you bear much fruit, showing yourselves to be my disciples. I have told you this so that my joy may be in you and that your joy may be complete.«

*John 15:8,11*

»God has given gifts to each of you from His great variety of spiritual gifts. Use them well to serve one another.«

*1. Peter 4:10 NLT*

# 1. Know God

## Know God - Sunday Services

We consider reaching people who do not know God personally to be one of our greatest responsibilities. Our Sunday services are for people at all stages in their spiritual journey but are primarily designed for those who do not yet have a genuine relationship with God.

### The Sunday Services

## Our Sunday services focus on four values:

### They are ...

- A. ... a place of joy.

We believe church should be a place of joy.

*»I was glad when they said to me, ,Let us go into the house of the Lord.‘«*

*Psalm 122:1 NKJV*

*»But a time is coming and is already here when the true worshipers will worship the Father in spirit [from the heart, the inner self] and in truth; for the Father seeks such people to be His worshipers«*

*John 4:23*

- B. ... a place of God's presence.

We believe church should be a place where people can experience the presence of God.

*»But...when some unbelievers or ordinary people come in, they will be convinced of their sind by what they hear. They will be judged by all they hear, their secret thoughts will be brought into the open, and they will bow down and worship God, confessing, , Truly God is here among you!‘«*

*1 Corinthians 14:24-25 GNT*

- C. ... a place of preparation.

We believe church should be a place where people learn how the Bible applies to their daily lives.

## STEP 1

»So Christ Himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip His people for works of service, so that the body of Christ may be built.«

*Ephesians 4:11-12*

- D. ... a place of salvation.

We believe church should be a place where people can accept Jesus as their Lord and Saviour.

»'Everyone who calls on the name of the Lord will be saved.'. But how can they call on Him to save them unless they believe in Him? And how can they believe in Him if they have never heard about Him? And how can they hear about Him unless someone tells them?«

*Romans 10:13-14 NLT*

### How we share Christ with others?

- A. Accept the personal responsibility for your friends.
- B. Build a personal relationship.
- C. Share your personal story.
- D. Give a personal invitation.

### How can it become practical in my life?

- A. pray.
- B. give.
- C. go.

## The Baptism of Faith

Baptism is an important step in the life of every believer. It expresses our personal decision for Jesus Christ. In baptism we confess that our life belongs entirely to Jesus.

The Bible is very clear in this step of obedience as an answer to a change of life and course, which is also called "repentance":

*» Peter replied, "Repent and be baptized, every one of you, in the name of Jesus Christ for the forgiveness of your sins. And you will receive the gift of the Holy Spirit. «*

*Act 2:38*

*» Whoever believes and is baptized will be saved, but whoever does not believe will be condemned. «*

*Mark 16:16*

We practice baptism by immersion in water, according to the biblical description and example of Jesus. We believe that baptism is an image and seal that our old life died with Jesus and that we now live a new life with Him.

(2. Corinthians 5:17)

*» We were therefore buried with him through baptism into death in order that, just as Christ was raised from the dead through the glory of the Father, we too may live a new life. «*

*Romans 6:4*

*Are you interested in baptism and would like to know more about it? We want to help you to take your next personal step here as well.*

*Simply contact your Next Steps team at the location for more information. Here you can get information about the time and place of the baptism and the baptismal seminar.*

## 2. Find freedom

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### Find freedom – Small Groups

We believe real life change happens in the context of authentic relationships, which is why Ecclesia Church is a church made up of Small Groups.

The bible tells us people worship God in the temple, but personal ministry happened „house to house.“

*» You know that I have not hesitated to preach anything that would be helpful to you but have taught you publicly and from house to house. «*

*Acts 20:20*

*» Therefore, confess your sins to each other and pray for each other so that you may be healed. The prayer of a righteous person is powerful and effective. «*

*James 5:16*

### Small Groups

### Small Groups provide three things ...

- A. A place to connect with others.

Ecclesia Church Small Groups should be a place where you can build deep relationships.

*» For where two or three are gathered together in my name, there am I in the midst of them. «*

*Matthew 18:20*

## STEP 1

B. A place to protect each other.

Ecclesia Church Small Groups should be a place where people stand up for each other needs.

*» Two are better than one; because they have a good reward for their labour. For if they fall, the one will lift up his fellow: but woe to him that is alone when he falleth; for he hath not another to help him up. Again, if two lie together, then they have heat: but how can one be warm alone? And if one prevail against him, two shall withstand him; and a threefold cord is not quickly broken. «*

*Ecclesiastes 4:9-12*

C. A place to grow together.

Ecclesia Church Small Groups should be a place where people can grow together.

*» As iron sharpens iron, so one person sharpens another. «*

*Proverbs 27:17*

## How Small Groups Work

A small group is an intentional gathering of people who meet regularly. This can look like connecting with people who share similar interests or are at the same stage in life as well as finding people who have experience in an area in which you want to grow. Small groups are also where we pray for each other and support each other.

## Four things you should know about small groups:

A. Our groups are “free market”

“Free market” simply means group leaders are free to use their gifts and interests to determine when and where their group meets and what they meet about. From soccer groups and lunch groups to Bible studies and coffee meet-ups, our groups are as varied as we are. Most groups fall into one of four categories:

Woman

Men

Students

Marriage and Family

**B. There are 2 semesters every year.**

In our lives we go through different phases. Therefore we want to make it easy for you to be in the right group at every stage of your life. This is why we have new groups that start and end twice a year. We call these sections "semesters", which are spread over the year as follows: **Autumn** (September to December) and **Spring/Summer** (January - July). So you have the choice to stay in your group to build deep relationships and/or to meet a new group after a break.

**C. You can join a group**

We would love for you to get connected in a small group. To find the right group for you, simply visit [www.kleingruppen.info](http://www.kleingruppen.info) to search our online directory of groups or visit the Information Center at your campus. Once you find a few groups that interest you, contact the leaders to learn more and make plans to check it out in person.

**D. You can lead a group.**

We believe that every human being has strengths and talents that do others good. This allows you to build long-term relationships by leading a small group. The first step to becoming a small group leader is to participate in the small group leader training. This takes place on the Sundays before the start of a semester and on every 4th Sunday of the month. The training will show you how easy it is to start a group. Because it is easier than you think.

## 3. Discover purpose

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### Discover Purpose – Next Steps

As Ecclesia Church, through Next Steps, we want to help you discover your gifts and live in the vocation that God has destined for you.

*»Let us move beyond the elementary teachings about Christ and be taken forward to maturity.«*

*Hebrews 6:1*

*»I have come that they may have life, and have it to the full.«*

*John 10:10*

### Next Steps Track Ecclesia Church

#### STEP 1 – Get to know Ecclesia Church

Explore the ministry of Ecclesia Church and find out how to connect with our church. Step one takes place the first Sunday of every month.

#### STEP 2 – Discover Your Design

Dive into the details of your personality and discover the gifts God gave you. Step two takes place the second Sunday of every month.

#### STEP 3– Develop Your Potential

Learn how you can strengthen your character and gifts to fulfill your leadership potential. Step three takes place the third Sunday of every month.

#### STEP 4 – Join the Team

Connect to the opportunities available at Ecclesia Church to serve others by using your God-given gifts. Step four takes place the fourth Sunday of every month.

## 4. Make a difference

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### Make a difference - Dream Teams

All of us were created by God to make a difference in the life of another person. You can use your talents and gifts to be part of one of our Dream Teams. God has a place for you where your unique abilities and passions can impact the lives of others. We believe your life will never make sense until you find, develop and fulfill that purpose.

*» For we are God's handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do. «*

*Ephesians 2:10*

*» Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms. «*

*1. Peter 4:10*

*» Now God gives us many kinds of special abilities... There are different kinds of service to God [ministry]... All of you together are the one body of Christ, and each one of you is a separate and necessary part of it. «*

*1. Corinthians 12:4-5:27 LB*

### Become a part of a Dream Team

- A. Visit STEP 4 from *Next Steps*.
- B. Serve in a Dream Team of your choice.

# Structure of Ecclesia Church

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We want people, who give their hearts, their time, their talents and their finances into Ecclesia Church, to be able to completely trust the leadership. Our structure, just as all decisions by leaders, should therefore be based on transparency, integrity and biblical values.

Ecclesia Church is led by the lead team. Members of the lead team watch over certain areas of Ecclesia, which are led by coordinators and Dream Team leaders. The head of the lead team is the lead pastor.

*» Now there are varieties of gifts, but the same Spirit; and there are varieties of service, but the same Lord; (...) Now you are the body of Christ and individually members of it.«*

*1 Corinthians 12:4-5;27*

# The Finances of Ecclesia Church

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At Ecclesia Church, we practice tithing for the support of Christ's body, the church, in order to support the local church, the building of God's Kingdom and missions. We recognize that giving 10% of our income is the Biblical standard for giving. We see tithing as an expression of thankfulness and the relation between God and the giver. Because God first gave to us, we want to give something back to him.

*»On the first day of every week, each of you is to put something aside and store it up, as he may prosper, so that there will be no collecting when I come.«*

*1 Corinthians 16:2*

*»Every tithe of the land, whether of the seed of the land or of the fruit of the trees, is the Lord's; it is holy to the Lord«*

*Leviticus 27:30*

*»Bring the full tithe into the storehouse, that there may be food in my house. And thereby put me to the test, says the Lord of hosts, if I will not open the windows of heaven for you and pour down for you a blessing until there is no more need.«*

*Malachi 3:10*

Giving is one of the central themes in the Bible. Jesus talked more about this subject than Heaven, Hell or prayer. To understand what it means to be a Christ-follower, we must also understand what it means to be a giver.

## Tithe

The tithe, or "first fruits" of our labor/income belong to God. We find this principle throughout God's Word. Tithing - giving God the first 10% of our income to the local church - is the primary, practical way we acknowledge that God is first.

*»Honor the Lord with all your wealth and with the first fruits of all your produce; then your barns will be filled with plenty, and your vats will be bursting with wine.«*

*Proverbs 3:9-10*

## Offerings

An offering is giving over and above the tithe. The Bible says that by giving generously, we are able to "take hold of the life that is truly life." You aren't really living unless you are freely giving.

*» They are to do good, to be rich in good works, to be generous and ready to share, thus storing up treasure for themselves as a good foundation for the future, so that they may take hold of that which is truly life. «*

*1 Timothy 6:18-19*

## Gift of Giving

The gift of giving is a spiritual gift that God gives to some people. It is a Spirit-given capacity and desire to serve God by giving of your material resources, far beyond the tithe, to further the work of God. Our Legacy Team is for people who have the gift of giving and desire to build the Kingdom of God by using their finances .

*» Having gifts that differ according to the grace given to us, let us use them: if prophecy, in proportion to our faith; 7 if service, in our serving; the one who teaches, in his teaching; 8 the one who exhorts, in his exhortation; the one who contributes, in generosity; the one who leads, with zeal; the one who does acts of mercy, with cheerfulness. «*

*Romans 12:6-8*

Many people love to give to God and as they do, they want to feel confident in the organization through which they give. As Ecclesia Church, we want people to understand they are giving to God through the church, not to the church. As we openly share the honesty, integrity, and spiritual values that guide the financial practices of Ecclesia Church, we believe people can focus on what God is calling them to give and trust that He is leading our church to steward it well with transparency and integrity.

# The Creed of Faith of Ecclesia Church

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Our Creed of Faith is based solely on the doctrine of the Bible.

We believe that God is a wonderful father. He is the creator of heaven and earth. He loves every single person and wants everyone to be in an authentic relationship with him forever (Luke 15).

We also believe in His son, Jesus Christ, who came to the earth, in order to free all mankind from our distance from God and our own fallen state. Because of our sin, He died on the cross in our place. After three days, he was raised from the dead with over 500 witnesses testifying to seeing him. He then ascended into heaven, where He is now seated at the right hand of the throne of God and reigns all of the universe in eternity. Now He has all power in Heaven and on earth.

We believe in the Holy Spirit, who is our Helper, Counselor, and Comforter – who strengthens, inspires, and encourages us here on earth. He gives us wonderful gifts and changes our character (fruit of the Spirit). He empowers us to live a naturally-supernatural life in a world bent on temporal and materialistic thinking. He gives us new strength every day. The Holy Spirit makes the Word of God have impact, awakening faith in a person and enabling them to make a decision for a life in faith with God.

We believe, that Jesus is building his church on the earth (Matthew 16,18, and that we are a part of the Body of Christ, which is all over the world.

We believe wholeheartedly in the unity of those who believe in Jesus Christ and honor him.

We believe in the power and inspiration of the Holy Scripture, the Bible, which is a guideline for every aspect of our lives.

We believe in a life after death. For everyone, who decided in faith to follow Jesus, this is going to be unbelievably beautiful (paradise). We also believe in an eternal damnation for everyone, who were indifferent to Christ, and who did not receive his grace or salvation for their sins.

We believe that baptism is an external sign of an inward decision – seen through immersion in water (after the example of Jesus Christ) in the name of the Father, the Son and the Holy Spirit for everyone who repented and believes wholeheartedly in Jesus Christ as their Lord and Savior (Mark 16,16).

We believe a Christian seeks to live a sanctified life, through the delivering power of the God, which can be seen through the fruit of the Spirit as Galatians 5:22 describes.

## STEP 1

We believe in the return of Jesus Christ as King and Lord of everyone, leading those who have faith in his name to salvation and eternal life in heaven with God.

We believe in an eternal judgement for all who rejected the love of God.

### **Ecclesia Church Affiliation**

I want to belong to Ecclesia Church. In doing so, I make the following commitment to God and my fellow church members:

#### **1. I will protect the unity of the church.**

I will interact with others in a way that shows the love of God.  
I will choose not to gossip about the church and other members of it.  
I will honor others and the leadership.

#### **2. I will share the responsibility of my church.**

I will pray.  
I will invite guests to give them an opportunity to get to know God.  
I will warmly welcome those who visit.

#### **3. I will serve the ministry of my church.**

I will use my gifts and talents.  
I will let the leaders equip me.  
I will develop a serving heart.

#### **4. I will support the testimony of my church.**

I will attend Sunday Services and Small Groups.  
I will seek to live a godly life.  
I will give.

# YOUR NEXT STEPS

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We see membership in Ecclesia Church as something personal, which is expressed by sharing and living the vision of the church and by having a relationship and communion with other members of the church.

## 1. Join a Small Group.

If you want to have more information about Small Groups, go to our homepage and visit [www.kleingruppen.info](http://www.kleingruppen.info).

## 2. Complete all four steps of *Next Steps*.

# STEP 2

*DISCOVER YOUR DESIGN*

SCHRITT 2  
ENTDECKE DEIN DESIGN

# Our Hope for You

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God has a specific plan for your life and has made you in a unique way.  
We want to help you to discover and live out your personality and gifts.

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

*Ephesians 2:10*

# Discover your Gifts

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By getting to know your personality and your unique gifts, by developing them and by starting to use them, you will discover God's plan for your life.

God made you -           personality          

*» I praise you, for I am fearfully and wonderfully made.  
Wonderful are your works; my soul knows it very well. «*

*Psalms 139:14*

He gave you a lot -           gifts and passions          

*» But grace was given to each one of us according to the measure of Christ's gift. «*

*Ephesians 4:7*

He called you -           Sphere of influence          

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

*Ephesians 2:10*

*» Therefore, brothers, be all the more diligent to confirm your calling and election, for if you practice these qualities you will never fall. «*

*2. Peter 1:10*

We serve God by serving people.

1.           Discover           your gifts.
2.           Develop           your gifts.
3.           Use           your gifts.

STEP 2

my personality/ leadership style:

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1. Total points: \_\_\_\_\_

Never Rarely Sometimes Often Always

I am assertive, demanding and determined.	1	2	3	4	5
I enjoy doing multiple tasks at once.	1	2	3	4	5
I thrive in a challenge-based environment	1	2	3	4	5
I think about tasks more than others or myself.	1	2	3	4	5
I am motivated by accomplishment and authority.	1	2	3	4	5

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2. Total points: \_\_\_\_\_

Never Rarely Sometimes Often Always

I enjoy influencing and inspiring other people.	1	2	3	4	5
I am optimistic about others.	1	2	3	4	5
I tend to be the life of the party.	1	2	3	4	5
I think about motivating people.	1	2	3	4	5
I am motivated by recognition.	1	2	3	4	5

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3. Total points: \_\_\_\_\_

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

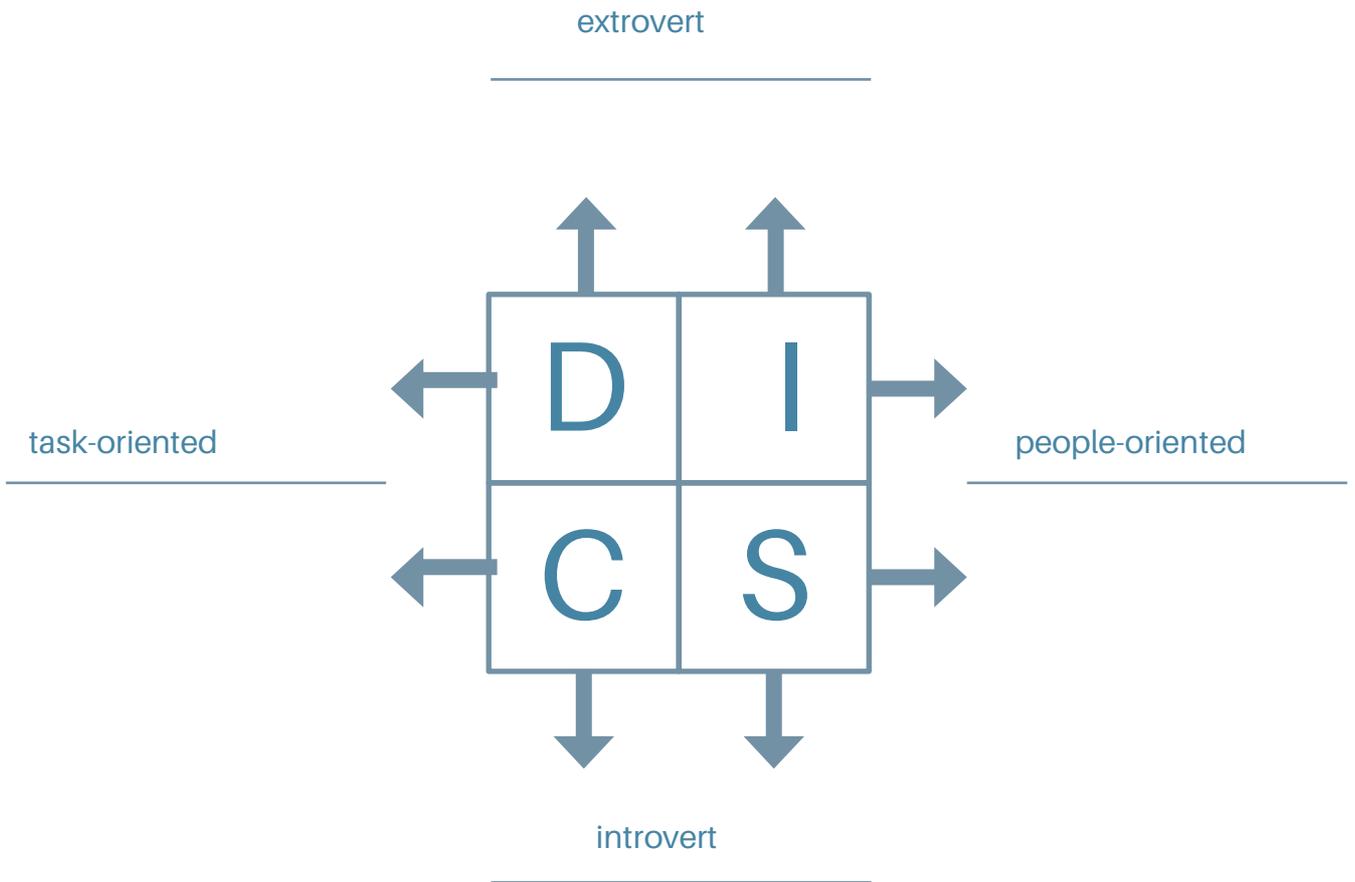
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4. Total points: \_\_\_\_\_

Never Rarely Sometimes Often Always

I typically do not take big risks.	1	2	3	4	5
I love tasks, order, and details.	1	2	3	4	5
I am right most of the time.	1	2	3	4	5
I comply with clearly defined rules.	1	2	3	4	5
I am motivated by quality and correctness.	1	2	3	4	5

STEP 2



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

*Psalm 139:14*

## STEP 2

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

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

[Biblical examples: Joshua \(Joshua 1\), Noah \(Genesis 6-9\), Sarah \(Genesis 16, 1 Peter 3:6\)](#)

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

[Biblical examples: Daniel \(Daniel 1-6\), Job \(Job 1:5, James 5:11\), Martha \(Luke 10:38-42\)](#)

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

[Biblical examples: Malachi \(Malachi 4\), Nathan \(2 Samuel 12:1-13\), Nahum \(Nahum 1-3\)](#)

## STEP 2

- I** We are inspiring and impressive. Enthusiastic, optimistic, impulsive, and emotional—we tend to be creative problem solvers and excellent encouragers. We often have a large number of friends, but we can become more concerned with approval and popularity than with getting results. Our greatest fear is rejection, but we thrive when it comes to motivating others. Our positive sense of humor helps us negotiate conflicts. Though we can be inattentive to details and poor listeners, we can be great peacemakers and effective teammates when we control our feelings and minimize our urge to entertain and be the center of attention. We value lots of human touch and connection.
- I/D** We are persuaders who are outgoing and energetic. We enjoy large groups and use our power of influence to attain respect and convince people to follow our lead. Sometimes we can be viewed as fidgety and nervous, but it comes from our need to be a part of challenges that have variety, freedom, and mobility. We could benefit from learning to look before we leap and spending more time being studious and still. We make inspiring leaders and know how to get results from and through people.
- Biblical examples:** John the Baptist (Luke 3), Peter (Matthew 16 and 26, Acts 3), Rebekah (Genesis 24)
- I/S** We are influential counselors who love people, and it's no surprise that people love us. We live to please and serve, and tend to be good listeners. Looking good and encouraging others is important to us, as is following through and being obedient. We often lack in the area of organization and can be more concerned with the people involved than we are with the task at hand. However, we can be center stage or behind the scenes with equal effectiveness, and we shine when it comes to influencing and helping others.
- Biblical examples:** Barnabas (Acts 4, 9, 11-15), Elisha (1 Kings 19, 2 Kings 2-3), Nicodemus (John 3, 7, 19)
- I/C** We are inspiring yet cautious assessors who are excellent communicators through the combination of concerned awareness and appreciation of people. We excel in determining ways to improve production. We tend to be impatient and critical, and can also be overly persuasive and too consumed by the desire to win. We like to work inside the box, and we could benefit from trying new things and caring less about what others think. This personality type often possesses a gift for teaching; we are generally dependable when it comes to paying attention to details and getting the job done.
- Biblical examples:** Miriam (Exodus 15-21), Ezra (Ezra 7-8), Shunammite Woman (2 Kings 4:8-37)

## STEP 2

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

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

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

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

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

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

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

## STEP 2

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

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

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

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

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

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

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

# Develop your Personality

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

- Listen without interrupting
- View objections of others as chances
- Don’t start fights just to convince others
- Support other team members and treat them as partners
- Work with others who excel at working as a team
- Invest in personal relationships

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

- Be aware of tasks that need to be accomplished
- Be aware of deadlines
- Be objective when coming to a conclusion
- Face objections in a direct way
- Work with others who are better organized
- Listen to others more often
- Train self-control, especially when it comes to emotions, words and actions

## STEP 2

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

- Stay in control, even under pressure
- Confront irresponsible people
- Take initiative, don't just always react to events and people
- Don't understate your own abilities and what you're capable of
- Be open for new things
- Be aware that change can be positive

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

- Start new relationships
- Be able to tolerate conflicts
- Be decisive when necessary
- Be aware that not all problems are difficult, especially in less important areas
- Work with others who are better at starting and keeping relationships
- Learn to be spontaneous

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

Ephesians 2:10

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# Discovering your Spiritual Gifts

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»As each has received a gift, use it to serve one another, as good stewards of God's varied grace.«

*1 Peter 4:10*

## 1. What are you passionate about?

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## 2. Which gifts and strengths do you have?

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## 3. What problems would you like to see fixed?

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# Serve with the Help of the Holy Spirit

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*While Apollos was at Corinth, Paul took the road through the interior and arrived at Ephesus. There he found some disciples and asked them, »Did you receive the Holy Spirit when[a] you believed?« They answered, »No, we have not even heard that there is a Holy Spirit. «*

*Acts 19, 1-2*

## Who is the Holy Spirit?

He is a person.

He is God.

He wants to be your best friend.

»Pursue love, and earnestly desire the spiritual gifts, (...) So with yourselves, since you are eager for manifestations of the Spirit, strive to excel in building up the church.«

*2. Corinthians 14:1;12*

## God-given Gifts

The Holy Spirit distributes God-given gifts for them to be used for the church. Through love, the usage of those gifts serves the edification of the whole body. Spiritual gifts are no character trait. Neither are they a title or a position, nor a medal for extraordinary Christians. They are a gift, which the Holy Spirit is giving, in order to equip us in a supernatural way for ministry.

## Spiritual Gifts in the Bible

The Word of God gives us a list of Spiritual Gifts, but this list is not meant to be complete. Rather it shows us, that the Holy Spirit wants to operate through us, in order to encourage and strengthen other people. Our natural talents are often connected with our Spiritual Gifts.

In the New Testament there are several lists about the gifts of the Holy Spirit. Those are in Romans 12:6-8; 1 Corinthians 12:8-10; 12:28-31, Ephesians 4:7;11 and 1 Peter 4:9-11.

## STEP 2

### How to receive the gifts of the Holy Spirit:

1. Everything starts with you making Jesus the Lord of your life.
2. Reach out for the Baptism/Fulfillment of the Holy Spirit through personal prayer or laying on of hands.
3. Learn more about Spiritual Gifts through the Word of God.

## A Selection of Gifts

### A. APOSTLESHIP

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

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

### B. DISCERNMENT

The gift of discernment is the divine strength or ability to spiritually identify falsehood and to distinguish between right and wrong motives and situations.

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

### C. EVANGELISM

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

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

### D. EXHORTATION

The gift of exhortation is the divine strength or ability to encourage others through the written or spoken word and Biblical truth.

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

### E. FAITH

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

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

## STEP 2

### F. 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*

### G. HEALING

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

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

### H. 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*

### I. 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*

### J. 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*

### K. 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*

## STEP 2

### L. 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*

### M. MERCY

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

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

### N. MIRACLES

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

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

### O. 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*

### P. 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*

### Q. 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*

### R. 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.

## STEP 2

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

### S. 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*

### T. 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*

### U. 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*

### V. WISDOM

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

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

### W. ORGANISATION

The God-given ability to understand how an organization works and to plan and execute procedures to achieve set goals.

*Luke 14:28-30/ Acts 6:1-7*

### X. HANDCRAFT / ART

The God-given ability to design, make, or repair things that are practical to use.

*Exodus 31:3; 35, 31-35 / Acts 9:36-39 / 2 Kings 22:5-6*

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*»Serve the Lord with gladness«*

Psalm 100:2

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# YOUR NEXT STEPS

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## 1. Discover your God-given design.

- A. Your gifts may have a direct connection to your personality. Both are given to you by the same God, who made you a person.
- B. Know your potential weaknesses and strengths.
- C. Your gifts will confirm themselves.

MY DISC-Result:        -----        -----

My style of leadership :    people-oriented       task-oriented

## 2. Search for opportunities to use your gifts.

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- B. How can I use my gifts at home or at work?
- C. Become a part of a Dream Team.
- D. Complete all steps of *Next Steps*.

# **STEP 3**

*DEVELOP YOUR POTENTIAL*

**SCHRITT 3**

**ENTWICKLE DEIN POTENTIAL**

# Our Hope for You

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God has a calling for everyone and he has put something unique into every single person. We are allowed to develop this potential in order to make a difference with our personality and our gifts in other people's lives.

»...so as to walk in a manner worthy of the Lord, fully pleasing to him: bearing fruit in every good work and increasing in the knowledge of God.«

*Colossians 1:10*

# Develop your Potential

---

»God has given each of you a gift from His great variety of spiritual gifts. Use them well to serve one another«

*1 Peter:10*

Leadership is influence - nothing more and nothing less. It is about influencing others in a worthwhile cause. It is not dependent on titles or positions. It is dependent on people discovering their gifts and passions and then using them to make a difference in the lives of others.

## What stands in the way?

»But Moses said to God, 'Who am I, that I should go to Pharaoh and bring the Israelites out of Egypt?' And God said, 'I will be with you. And this will be the sign to you that it is I who have sent you: When you have brought the people out of Egypt, you will worship God on this mountain.'«

*Exodus:11-12*

1. „Who am I?“ \_\_\_\_\_ **Insecurity** \_\_\_\_\_ .
2. „What if they?“ \_\_\_\_\_ **Fear** \_\_\_\_\_ .
3. „I have never.“ \_\_\_\_\_ **Inadequacy** \_\_\_\_\_ .
4. „Use someone else.“ \_\_\_\_\_ **Reluctance** \_\_\_\_\_ .

»But you are a chosen generation, a royal priesthood, a holy nation, His own special people, that you may proclaim the praises of Him who called you out of darkness into His marvelous light.«

*2. Peter 2:9*

## Qualities of a Good Leader

»It pleased Darius to appoint 120 satraps to rule throughout the kingdom, with three administrators over them, one of whom was Daniel. The satraps were made accountable to them so that the king might not suffer loss. Now Daniel so distinguished himself among the administrators and the satraps by his exceptional qualities that the king planned to set him over the whole kingdom.«

*Daniel 6:1-3*

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

»When they saw the courage of Peter and John and realized that they were unschooled, ordinary men, they were astonished and they took note that these men had been with Jesus.«

*Acts 4:13*

Develop your \_\_\_\_\_ closeness with God \_\_\_\_\_ .

Develop your \_\_\_\_\_ character \_\_\_\_\_ .

Develop your \_\_\_\_\_ calling \_\_\_\_\_ .

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

» Jesus called them together and said, 'You know that those who are regarded as rulers of the Gentiles lord it over them, and their high officials exercise authority over them. Not so with you. Instead, whoever wants to become great among you must be your servant, and whoever wants to be first must be slave of all. For even the Son of Man did not come to be served, but to serve, and to give His life as a ransom for many.' «

*Mark 10:42-45*

Be a \_\_\_\_\_ servant \_\_\_\_\_ .

Be a \_\_\_\_\_ team player \_\_\_\_\_ .

Be a \_\_\_\_\_ real \_\_\_\_\_ .

STEP 4

3. We pursue                     excellence / we give our best                    .

» People were overwhelmed with amazement. 'He has done everything well,' they said.«

*Mark 7:37*

Do                     things well                    .

Do them                     before you've asked                    .

Do                     more than is expected                    .

4. We choose                     joy / we have a good attitude                    .

»...sorrowful, yet always rejoicing; poor, yet making many rich; having nothing, and yet possessing everything.«

*2 Corinthians 6:10*

Be                     enjoyable                    .

Be                     positive                    .

Be                     loyal                    .

# YOUR NEXT STEPS

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## **1. Complete all 4 steps of *Next Steps*.**

In step 2 of *Next Steps*, you discovered your unique design and in step 3 you learned how to develop your leadership skills.

In step 4 you will have the opportunity to choose a Dream Team that fits your personality and interests during an orientation session.

## **2. Develop your talents based on our core values.**

Because we, as a part of a Dream Team, influence people, we see every Dream Team member as a person who takes on a leading function and therefore has an exemplary character. That's why we want to invite you to join us in shaping and living the fundamental values of Ecclesia Church.

A large blue triangle is positioned in the bottom-left corner of the page, pointing towards the center.

# **STEP 4**

## *JOIN THE TEAM*

**SCHRITT 4**  
**WERDE TEIL DES TEAMS**

# Our Hope for you

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Our hope is to show you how to become part of a Dream Team through the next steps. In a Dream Team you can use your gifts and talents to serve others.

# Make a difference

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## 1. \_\_\_\_\_ I want to \_\_\_\_\_ 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

## 2. I want to do something 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. \_\_\_\_\_ With people \_\_\_\_\_ who want to make a difference.

»Two are better than one, because they have a good return for their labor.«

Ecclesiastes 4:9

## Our Principles

As a part of a Dream Team we want to:

**1. We love God**

»You shall love the LORD your God with all your heart and with all your soul and with all your might.«

*Deuteronomy 6:5*

**2. We love people**

»You shall love your neighbor as yourself.«

*Romans 13:9*

**3. We pursue excellence /We give our best**

»Ascribe to the LORD the glory due his name;«

*Psalms 29:2*

**4. We choose joy/ We have a good attitude**

»Serve the LORD with gladness!  
Come into his presence with singing! «

*Psalms 100:2*

## Our Code of Ethics

Being a Dream Team member at Ecclesia Church is something special.

It requires something from us and at the same time it is a very great privilege. It means serving God practically and reflecting His character. For some people, we are the only Bible they read.

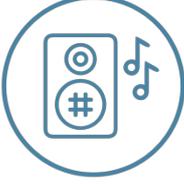
All the more we want to live a life that reflects God in our thinking, speaking and doing. This means that we treat every person with love and appreciation.

Our inner attitude shapes this church as much as our external behavior. For this reason, we refrain from influences that harm our inner self, such as negative speech, addictions of all kinds (nicotine, drugs, alcohol, pornography) and unbiblical sexuality.

We believe that God has the best plan for our lives.

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Signature

<p><b>Administration</b></p>  <p><i>Human Resources Administration Small Groups Support Building &amp; Properties Management Location Kasualien/special occasions IT Team</i></p>	<p><b>Next Generation</b></p>  <p><i>Kids 404 Collect Momentum College</i></p>	<p><b>Pastoral Teams</b></p>  <p><i>Gebet/Prayer Nacharbeit/Follow-up Next Steps Flüchtlingsdienst/Refugee Ministry Kleingruppenleiter/Small group leaders</i></p>
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## Become part of a team

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1. \_\_\_\_\_ **Choose** \_\_\_\_\_ a service area.
2. \_\_\_\_\_ **Meet** \_\_\_\_\_ with the leader of a Dream Team  
for your next steps.

# Dream Teams

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## ADMINISTRATION

### Human Resources

In this team you will be responsible for everything related to the management and development of staff, recruitment and trainee support. Administrative tasks are the main focus.

### Administration

This team supports the most diverse areas of the community. It creates structures and relieves the Dream Teams and their leaders in organizational and administrative issues. As a team we love it when tasks within the church become easier and faster - and we would be happy if you also support our team!

### Small Group Support

The heart of this team is that people experience freedom through small groups and build life-changing relationships in our church. It ensures in the background that small group leaders can concentrate fully on their task and serve them in an administrative, creative and theological way (planning, coordination, technical support or content-practical resources). Do you love small groups? Then our team is the right place for you!

### Building & Properties Management

This team includes the administration of our community centre and rented apartments as well as rented real estate. If administration and administration are your strengths, we invite you to take a closer look at this team.

### Location

This team is characterized by its pioneering spirit and administrative strength. The Location Team is concerned with finding and identifying possible properties, industrial halls and office complexes for sale or rent. The aim is to provide suitable space for all the present and future locations of the Ecclesia Church for our worship services.

### Kasualien

This team is responsible for ensuring that our Ecclesians receive a small present and a warm greeting at special events such as births, weddings, etc. The ministry takes place during the week.

## STEP 4

### IT Team

This team takes care of digital processes, creates opportunities to build churches across locations and supports the community with sophisticated hardware solutions. You are a technology enthusiast and are interested in IT - then make digital progress with us and build God's kingdom with Bit & Bytes.

## NEXT GENERATION

### Kids

This enthusiastic team loves to inspire children for Jesus. In different age groups they get to know God better through worship, theatre and games. If you have a heart for the young generation, you will make a difference in this team.

### 404 Collect

The heart of 404 Collect is to help young people take their next steps in faith in Jesus. This team creates the monthly youth event - 404 Night - starts small groups for young people and helps them grow into deeper friendships with 404 Connect.

### Momentum College

This team supports Momentum College with prayers and practical services. We would love to have you with us and find out individually how you can invest in Momentum College and the students. For various events you will help put everything into action and be there when the students come to their individual destiny.

## PASTORALE TEAMS

### Prayer

This team is a real blessing to the Church. During the services they pray that guests get to know God and serve people after the service through prayer. They also organize the Sundays when communion is celebrated and take care of "Pray First" as well as the "21 Days of Prayer" event. If you are a passionate praying person and prayer is on your heart, you will love to serve in this team.

### Follow-up

This administrative and people-oriented team takes care of all guests who have filled out a

## STEP 4

contact card during the services. The passion of the team is to see that guests feel welcome and that our visitors are provided with all the important information about Next Steps or baptisms.

This valuable team also gives a welcome package and a Bible to all worshipers who have chosen Jesus for the first time. If you want to help make it easy for guests to arrive and find their home in the Ecclesia, we look forward to your support.

### Next Steps

This team wants to help guests take the next step in faith through Next Steps. Because the heart of the church is that people find their calling. If you are open-minded and conscientious and have a heart for people discovering their destiny, you can make a valuable contribution to this team.

### Refugee Ministry

This ministry is for every person who has a heart for refugees and wants to show them the love of God in many ways. We offer German courses, the Kontakt Café, prayer and evangelism (e.g. in Arabic and Persian). We are happy if you bring in your talent!

## STAGE & MUSIC

### Beamer

This team ensures that the right content is shown at the right time on Sundays and at events. It ensures that every guest can follow the service by displaying and playing screens, videos, sermon slides or lyrics.

### Lights

Through the creative use of lighting technology and visual elements, this team creates an atmosphere in which people can encounter God.

### Audio

No matter if speaker, video, band or singer - this team provides an excellent mix. If you like good sound, you can make a valuable contribution to this team.

### Live-Video

This team brings the sermon live to the screens. Always on the lookout for the best perspective, they provide a grandiose livestream at all our locations and also online. This team serves at the location in Nuremberg.

### Worship

This passionate team serves the guests during the services through music. Whether with your

## STEP 4

voice or on the instrument - if it is your heart's desire to lead people into the presence of God, you can use your gifts and talents in this area.

## GUEST TEAMS

### Bistro

This dedicated team provides guests with good coffee, delicious pastries and other delicacies. It creates an atmosphere in which you can get to know each other before and after the service with a hot drink and delicious snacks and exchange ideas in a cosy setting. If you love to give guests a friendly smile and make them feel good, you will like being part of this team.

### Welcome

This friendly team loves people and enjoys welcoming every single guest to the Ecclesia. If you are open-minded and humorous and have a heart for guests, this is the right team for you.

### Service

The service team is a great team that ensures that guests can enjoy the service in a pleasant and orderly atmosphere. They prepare the hall, welcome people and help them find a place. During the service they ensure an undisturbed flow, collect the offering and check the number of visitors. If you are conscientious and guest friendly, this team will inspire you.

### Info

This helpful team provides guests with information and tries to help with any questions guests may have. It receives all contact cards, gives information on questions and has all important information on events and church services. If you are friendly, conscientious and open-minded, this team is just the right thing for you!

### Translation

The translation team is a team that brings the worship service and especially the sermon closer to our visitors and dream team members in their own language. Our goal is that as many people as possible can participate in our service. That is why this team translates live every Sunday into Arabic, English, Persian and Russian. If you speak other languages yourself, if you already have experience with translating or if you are simply interested, we look forward to getting to know you!

### Home Team

This serving team provides a feel-good atmosphere and cleanliness in our rooms, so that guests feel at home before, during and after the services. It also takes care of our Dream Team members and supplies them with snacks and drinks. If you love people, are creative and hospitable, as part of this team you can help make guests and Dream Teams feel at home.

## CREATIVE

### Ecclesia News

This team ensures that our church and all worshipers are provided with important information. It consists of the smiling people you see Sunday after Sunday in the News video. If you also want to become part of the Ecclesia News, let us know.

### Photo

This team is responsible for taking pictures of the services and events of our church. If you are interested in the photo section, we would love to get to know you.

### Graphic Design

This creative team communicates the vision of Ecclesia in a creative way by designing digital and print items with Photoshop & Co. If Adobe and PSDs are not foreign words to you, we would like to get to know you.

### Social Media

This team takes care of the communication of Church activities via social networks. If you love writing texts and creating a creative feed, you've come to the right place.

### Video

The passion of this team is to film, cut and edit Hollywood-ready videos. If your heart beats for videos, premieres and more, you've come to the right place.

## FINANCES

### Bookkeeping

Our accounting team ensures that all the finances we deal with as a church are managed wisely and transparently. The tasks range from archiving invoices to processing Excel spreadsheets and evaluations to checking tax issues. If you love dealing with numbers and finances, we look forward to getting to know you.

### Consulting & Legal

Through project-related, sometimes complex, questions, the Consulting & Legal Team is involved in shaping the administrative and legal basis of the Ecclesia Church. Are you a lawyer, tax consultant, real estate expert or an expert in another field? Then you have come to the right place.

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### Legacy

This strategic team is for people who have the gift of generosity and giving and build the Kingdom of God with their finances. It focuses on uniting people who are called to leave a legacy through their generosity. If entrepreneurial thinking, finance, reporting, prayer and the love of giving are your heartfelt concerns, then we rejoice to serve with you in this team.

### Reporting

This team is for anyone who loves organization, planning and strategy. Budgeting & Reporting focuses on keeping an eye on important key figures of the Ecclesia Church, evaluating them meaningfully and strategically supporting our leaders with their analysis and recommendations for action.

## HANDCRAFT

### CLEAN TEAM

This great team ensures excellence and cleanliness during the week. They ensure that guests find clean premises on Sundays. It is an essential service that makes guests feel comfortable and happy to return. We are looking for serving and passionate people with a heart for the house, who would like to devote 2-3 hours approximately every 6 weeks to the Ecclesia Church.

### Handwerker

The craftsman team serves the people within the church in practical activities. We carry out work on our church building in Nuremberg, support other dream teams with home-made things and give creative ideas a form. For this we meet individually, according to availability and as a whole team regularly on every second Saturday in the month to the craftsman employment. Between 10 a.m. and 2 p.m. we work in the Siebenkeesstraße in Nuremberg and work on the upcoming projects around the Ecclesia Church.

### Setup

This significant team is responsible for the construction of all important elements, such as technology, signs or equipment for the Kids Team and the guest teams, so that visitors can find prepared rooms on Sundays and enjoy the service. If you enjoy getting involved and would like to support or coordinate the logistical and practical setup for our services, we look forward to your active support.

### Decoration

This creative team is responsible for the construction, design and setting of our premises. If you love to create a feel-good atmosphere and you have an eye for details, you will be right in this team.

## EVENT

### Catering

This caring team is loved by everyone in our community. Because they take care of the physical well-being of the guests and prepare delicious food for next steps, but also for many other events. If you love cooking or baking and you want to live out your culinary talents, you should choose exactly this team.

### Baptism

Baptism is an important step in the life of every believing Christian. This team ensures that the baptized feel completely at home on this day and serves them from the first decision to the baptism certificate. We organize and conduct the baptism seminar, answer all questions about baptism and serve in the practical implementation (e.g. construction and dismantling etc.). If you are open, friendly and committed, this team with its varied activities is just right for you.

### Event Team

This team plans and organizes various events, which we organize as Ecclesia Church. It works closely together with the other Dream Teams and creates coherent concepts, suitable for the respective event.

# Statement of Faith of Ecclesia Church

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## Holy Bible

The Holy Bible, and only the Bible, is the authoritative Word of God. It alone is the final authority in determining all doctrinal truths. In its original writing, it is inspired, infallible, and inerrant.

*2 Timothy 3:16; 2 Peter 1:20-21; Proverbs 30:5;  
Romans 16:25-26*

## Trinity

There is one God, eternally existent in three persons: Father, Son, and Holy Spirit. These three are coequal and co-eternal.

*1 John 5:7; Genesis 1:26; Matthew 3:16-17, 28:19;  
Luke 1:35; Isaiah 9:6; Hebrews 3:7-11*

## Jesus Christ

Jesus Christ is God the Son, the second person of the Trinity. On earth, Jesus was 100% God and 100% man. He is the only man ever to have lived a sinless life. He was born of a virgin, performed miracles, died on the cross for mankind, and thus atoned for our sins through the shedding of His blood. He rose from the dead on the third day according to the Scriptures, ascended to the right hand of the Father, and will return again in power and glory.

*John 1:1, 14, 20:28; 1 Timothy 3:16; Isaiah 9:6; Philippians  
2:5-6; 1 Timothy 2:5*

## Virgin Birth

Jesus Christ was conceived by God the Father, through the Holy Spirit (the third person of the Trinity) in the virgin Mary's womb; therefore, He is the Son of God.

*Matthew 1:18, 25; Luke 1:35; Isaiah 7:14; Luke 1:27-35*

## Redemption

Man was created good and upright, but by voluntary transgression he fell; his only hope of redemption is in Jesus Christ, the Son of God.

*Genesis 1:26-31, 3:1-7; Romans 5:12-21*

## Regeneration

For anyone to know God, regeneration by the Holy Spirit is absolutely essential.

*John 6:44, 65; Matthew 19:28; Titus 3:5*

## Salvation

We are saved by grace through faith in Jesus Christ: His death, burial, and resurrection. Salvation is a gift from God, not a result of our good works or of any human efforts.

*Ephesians 2:8-9; Galatians 2:16, 3:8; Titus 3:5;  
Romans 10:9-10; Acts 16:31; Hebrews 9:22*

## Repentance

Repentance is the commitment to turn away from sin in every area of our lives and to follow Christ, which allows us to receive His redemption and to be regenerated by the Holy Spirit. Thus, through repentance we receive forgiveness of sins and appropriate salvation.

*Acts 2:21, 3:19; 1 John 1:9*

## Sanctification

Sanctification is the ongoing process of yielding to God's Word and His Spirit in order to complete the development of Christ's character in us. It is through the present ministry of the Holy Spirit and the Word of God that the Christian is enabled to live a Godly life.

*1 Thessalonians 4:3, 5:23; 2 Corinthians 3:18, 6:14-18, 2  
Thessalonians 2:1-3, Romans 8:29, 12:1-2, Hebrews 2:11*

## Jesus' Blood

The Blood that Jesus Christ shed on the Cross of Calvary was sinless and is 100% sufficient to cleanse mankind of all sin. Jesus allowed Himself to be punished for both our sinfulness and our sins, enabling all those who believe to be free from the penalty of sin, which is death.

*1 John 1:7; Revelation 1:5, 5:9; Colossians 1:20; Romans  
3:10-12, 23, 5:9; John 1:29*

## Jesus Christ Indwells All Believers

Christians are people who have invited the Lord Jesus Christ to come and live inside them by His Holy Spirit. They relinquish the authority of their lives over to Him thus making Jesus the Lord of their life as well as Savior. They put their trust in what Jesus accomplished for them when He died, was buried, and rose again from the dead.

*John 1:12; John 14:17, 23; John 15:4; Romans 8:11;  
Revelation 3:20*

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### Baptism in the Holy Spirit

Given at Pentecost, it is the promise of the Father, sent by Jesus after His Ascension, to empower the Church to preach the Gospel throughout the whole earth.

*Joel 2:28-29; Matthew 3:11; Mark 16:17; Acts 1:5, 2:1-4, 17, 38-39, 8:14-17, 10:38, 44-47, 11:15-17, 19:1-6*

### The Gifts of the Holy Spirit

The Holy Spirit is manifested through a variety of spiritual gifts to build and sanctify the church, demonstrate the validity of the resurrection, and confirm the power of the Gospel. The Bible's lists of these gifts are not necessarily exhaustive, and the gifts may occur in various combinations. All believers are commanded to earnestly desire the manifestation of the gifts in their lives. These gifts always operate in harmony with the Scriptures and should never be used in violation of Biblical parameters.

*Hebrews 2:4; Romans 1:11, 12:4-8; Ephesians 4:16; 1 Timothy 4:14; 2 Timothy 1:6-7; 1 Corinthians 12:1-31, 14:1-40; 1 Peter 4:10*

### The Church

The Church is the Body of Christ, the habitation of God through the Spirit, with divine appointments for the fulfillment of Jesus' Great Commission. Every person who is born of the Spirit is an integral part of the Church as a member of the body of believers. There is a spiritual unity of all believers in our Lord Jesus Christ.

*Ephesians 1:22, 2:19-22; Hebrews 12:23; John 17:11,20-23*

### Water Baptism

Following faith in the Lord Jesus Christ, the new convert is commanded by the Word of God to be baptized in water in the Name of the Father and of the Son and of the Holy Spirit.

*Matthew 28:19; Acts 2:38; Mark 16:16; Acts 8:12, 36-38; 10:47-48*

### The Lord's Supper

A unique time of communion in the presence of God when the elements of bread and grape juice (the Body and Blood of the Lord Jesus Christ) are taken in remembrance of Jesus' sacrifice on the Cross.

*Matthew 26:26-29; 1 Corinthians 10:16, 11:23-25*

## STEP 4

### Marriage

We believe marriage is defined in the Bible as a covenant, a sacred bond between one man and one woman, instituted by and publicly entered into before God.

*Matthew 19:4-6*

### Healing of the Sick

Healing of the sick is illustrated in the life and ministry of Jesus and included in the commission of Jesus to His disciples. It is given as a sign, which is to follow believers. It is also a part of Jesus' work on the cross and one of the gifts of the Spirit.

*Psalm 103:2-3; Isaiah 53:5; Matthew 8:16-17; Mark 16:17-18; Acts 8:6-7; James 5:14-16; 1 Corinthians 12:9, 28; Romans 11:29*

### God's Will for Provision

It is the Father's will for believers to become whole, healthy, and successful in all areas of life. Because of the fall, many may not receive the full benefits of God's will while on Earth, but that fact should never prevent all believers from seeking the full benefits of Christ's provision in order to better serve others.

- Spiritual *John 3:3-11; 2 Corinthians 5:17-21; Romans 10:9-10*
- Mental and Emotional *2 Timothy 1:7, 2:11; Philippians 4:7-8; Romans 12:2; Isaiah 26:3*
- Physical *Isaiah 53:4,5; Matthew 8:17; 1 Peter 2:24*
- Financial *Joshua 1:8; Malachi 3:10-11; Luke 6:38; 2 Corinthians 9:6-10; Deuteronomy 28:1-14; Psalm 34:10, 84:11; Philippians 4:19*

### Resurrection

Jesus Christ was physically resurrected from the dead in a glorified body three days after His death on the cross. In addition, both the saved and the lost will be resurrected; those that are saved to the resurrection of life and those that are lost to the resurrection of eternal damnation.

*Luke 24:16, 36, 39; John 2:19-21, 20:26-28, 21:4; Acts 24:15; 1 Corinthians 15:42, 44; Philippians 1:21-23, 3:21*

### Heaven

Heaven is the eternal dwelling place for all believers in the Gospel of Jesus Christ.

*Matthew 5:3, 12, 20, 6:20, 19:21, 25:34; John 17:24; 2 Corinthians 5:1; Hebrews 11:16; 1 Peter 1:4*

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### Hell

After living one life on earth, the unbelievers will be judged by God and sent to Hell where they will be eternally tormented with the Devil and the Fallen Angels.

*Matthew 25:41; Mark 9:43-48; Hebrews 9:27;  
Revelation 14:9-11, 20:12-15, 21:8*

### Second Coming

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

*Matthew 24:30, 26:63-64; Acts 1:9-11; 1 Thessalonians 4:15-17; 2 Thessalonians 1:7-8; Revelation 1:7*



**Live a life in fullness!**