



GROWTH TRACK

“I have come that
they may have life
and have it to the full.”

John 10:10

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theCrossroads Growth Track

TheCrossroads Growth Track guides you to discover God's unique purpose for your life and how to live the life that He has created for you. The Growth Track is made up of three steps that equip you to 1) connect to the church, 2) discover the strengths of your intentional design, and 3) use your God-given gifts to make a difference in the lives of others.

Step One – Become a Member

Connect with theCrossroads and discover the ins and outs of the church, learn details about beliefs, leadership and church government, how we handle money, and how we intentionally organize our church. You will also have the opportunity to become a member of theCrossroads. Step One takes place the first Sunday of every month.

Step Two – Discover Your Design

Dive into the details of your personality, discover your gifts, and begin the journey of discovering your purpose in life and how you can make a difference in the lives of others. Step Two takes place the second Sunday of every month.

Step Three – Join the Team

Find out what it means to make a difference with theCrossroads and connect to the opportunities available at theCrossroads to live out your purpose and serve others by using your God-given gifts. Step Three takes place the third Sunday of every month.

Step One: Become a Member

theCrossroads
Growth Track

Our Story

Pastor A.J. Dummitt was brought up in a ministry home and has always had a heart to do something great for God. After attending Indiana Bible College and marrying Cathy, they served as youth ministers in Louisville before coming to pastor in Radcliff, Kentucky - August, 2001. Building on the multi-cultural foundation of the three former pastors C.W. Shrum, J.B. Mills and Stanford Medlock, pastor A.J. has seen the church grow spiritually and numerically and train many leaders and ministers through the years.

In 2002, the church became “theCrossroads” and we have focused on reaching those who do not know God personally and building relationships through Small Groups. The life-giving message of the Gospel, the passion and joy of Sunday services, and the realness and transparency of theCrossroads members is what most people are attracted to. In 2012 Pastor followed the leading of God in his heart to plant a church in Louisville. It is the goal of Pastor and our leadership team to plant several more campuses in the years to come that will follow the same simplistic but powerful style of ministry we have at theCrossroads.

Today, people all over the world have been saved and set free and started on their journey with Jesus because of theCrossroads. Hundreds of people attend in person at our campuses or watch online services weekly. We invite you to see for yourself how exciting church can be when the focus is simple and people are free to seek Jesus with passion.

"Those who are planted in the house of the Lord shall flourish in the courts of our God."

[Psalm 92:13 NKJV](#)

Our Prayer for You

“I keep asking that the God of our Lord Jesus Christ, the glorious Father, may give you the Spirit of wisdom and revelation, so that you may know Him better. I pray that the eyes of your heart may be enlightened in order that you may know the hope to which He has called you, the riches of His glorious inheritance in His holy people.” [Ephesians 1:17–18](#)

Our spiritual journey consists of four steps:

1. _____.

“[I pray]...that you may know Him better [personally].”
[Ephesians 1:17–18](#)

“Some of these people have missed the most important thing in life—they don’t know God...”
[1 Timothy 6:21 TLB](#)

At theCrossroads, we help people know God through _____.

2. _____.

“[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](#)

At theCrossroads, we help people find freedom through _____.

3. _____.

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

[Ephesians 1:17–18](#)

“All the days ordained for me were written in Your book before one of them came to be.”

[Psalm 139:16](#)

“We have different gifts, according to the grace given us.”

[Romans 12:6](#)

At theCrossroads, we help people discover their purpose through the _____.

4. _____.

“[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 MSG](#)

“All of you together are Christ’s body, and each of you is a part of it.”

[1 Corinthians 12:27 NLT](#)

“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](#)

At theCrossroads, we help people use their gifts to make a difference on the _____.

theCrossroads Government

As you consider investing your heart, time, family, and finances into the life of a church, it is important for you to feel confident in church leadership. Our goal in sharing the details of theCrossroads government is that you can better understand that our church is structured to support the values of integrity, accountability, and spiritual authority.

Our church government is made up of three groups of elders.
We are:

1. Guided by_____.

The Pastoral Staff team is led by the Senior Pastor, A.J. Dummitt. This team oversees the day-to-day ministry and operations of the church. These pastors serve the congregation and are responsible for the development of the spiritual life of the church.

2. Protected by_____.

Our Trustees are four members of the congregation nominated by the Senior Pastor and approved by the membership to oversee the finances and provide counsel to the Pastoral Leadership Team regarding the major financial commitments of the church. The Trustees serve voluntarily without pay.

3. Strengthened by_____.

The Overseers are three former pastors of respected congregations and ministries who love theCrossroads and its Senior Pastor and provide spiritual protection to the church. They may be called upon to help in accountability matters relating to the Senior Pastor if requested to do so by the Pastoral Staff or Trustees. The Overseers serve as Apostolic Elders.

Church Finances

At theCrossroads, we believe in the principle of tithing. We recognize that giving 10% of our income is the biblical standard for giving, and we practice tithing for the support of Christ's body, the Church, as God commands.

"Honor the Lord with your wealth, with the first fruits of all your crops; then your barn will be filled to overflowing, and your vats will brim over with new wine."

[Proverbs 3:9-10](#)

"Bring the whole tithe into the storehouse, that there may be food in my house. Test me in this,' says the Lord Almighty, 'and see if I will not throw open the floodgates of heaven and pour out so much blessing that there will not be room enough to store it.'"

[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.

1. Tithe

The tithe, or "first fruits," of our labor/income belong to God. We find this principle all through 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 (Proverbs 3:9-10).

2. 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" (1 Timothy 6:18-19).

3. The Gift of Giving

The gift of giving is a spiritual gift that God gives to some people (Romans 12:8). 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. Those who want to use their gift of giving to help accelerate the vision of theCrossroads serve on the Legacy Team.

Many people love to give to God and want to feel confident in the organization through

which they give. At theCrossroads, 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 theCrossroads, 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.

The giving of tithes and offerings is worship to Jesus. Giving is not considered a business transaction but an act of worship and an expression of gratitude to God.

Next Steps

1. _____ of theCrossroads.

Membership at theCrossroads is not about adding your name to a roster; it's about connecting with the people and the vision of the church. We would love for you to be a part of our church family.

2. _____ a Small Group.

Browse our online Small Groups directory at <https://thecrossrds.com/small-groups>. Once you find a few groups that interest you, contact the leaders to learn more and make plans to check out the group(s) in person.

3. _____ the Growth Track.

Step One - Become a Member
Step Two - Discover Your Design
Step Three - Join the Team

4. _____ on the Dream Team.

You're invited to be a part of the team! Find a serve opportunity that fits your gifts, and get ready to make a difference in the lives of others.



Becoming a Member

theCrossroads Membership Covenant

Having received the gift of the Holy Spirit, being baptized in water in the name of Jesus Christ, and being in agreement with the values and ideas presented in Step One of the Growth Track, I now feel led by the Holy Spirit to unite with theCrossroads family. In doing so, I make the following commitment to God and my fellow church members:

1. I will protect the unity of my church by:

- Acting in love toward other members.
- Refusing to gossip.
- Following the leaders.

“So then, let us aim for harmony in the church and try to build each other up.”

[Romans 14:19 NLT](#)

“May God, who gives this patience and encouragement, help you live in complete harmony with each other, as is fitting for followers of Christ Jesus.”

[Romans 15:5 NLT](#)

“Now that you have purified yourselves by obeying the truth so that you have sincere love for each other, love one another deeply, from the heart.”

[1 Peter 1:22](#)

“Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs.”

[Ephesians 4:29](#)

“Have confidence in your leaders and submit to their authority, because they keep watch over you as those who must give an account. Do this so that their work will be a joy, not a burden, for that would be of no benefit to you.”

[Hebrews 13:17](#)

2. I will share the responsibility of my church by:

- Praying for its growth and health.
- Inviting the unchurched to attend.
- Warmly welcoming those who visit.

“To the church...we always thank God for all of you and continually mention you in our prayers.”

[1 Thessalonians 1:1-2](#)

“Go out into the country...and urge anyone you find to come in, so that the house will be full.”

[Luke 14:23 TLB](#)

“So, warmly welcome each other into the church, just as Christ has warmly welcomed you; then God will be glorified.”

[Romans 15:7 TLB](#)

3. I will serve the ministry of my church by:

- Discovering my gifts and talents.
- Using my God-given gifts to make a difference in the lives of others.
- Developing a servant's heart.

“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](#)

“So Christ Himself gave...pastors and teachers, to equip His people for works of service, so that the body of Christ may be built up.”

[Ephesians 4:11-12](#)

“Let each of you look out not only for his own interests, but also for the interests of others. Let this mind be in you which was also in Christ Jesus...taking the form of a bondservant...”

[Philippians 2:4-5, 7 NKJV](#)

4. I will support the testimony of my church by:

- Attending church and Small Groups faithfully.
- Living a godly life.
- Giving regularly.

“They devoted themselves to the apostles’ teaching and to fellowship, to the breaking of bread and to prayer.”

[Acts 2:42](#)

“Let us not neglect our meeting together...but encourage one another.”

[Hebrews 10:25 NLT](#)

“But whatever happens, make sure that your everyday life is worthy of the Gospel of Christ.”

[Philippians 1:27 Phillips](#)

To read through our full Statement of Faith, see Appendix page 54 or visit - <https://thecrossroads.com/what-we-believe>

Step Two: Discover Your Design

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Growth Track

Discovering Your Gifts

1. Your _____.

“We have different gifts, according to the grace given to each of us. If your gift is prophesying, then prophesy in accordance with your faith; if it is serving, then serve; if it is teaching, then teach; if it is to encourage, then give encouragement; if it is giving, then give generously; if it is to lead, do it diligently; if it is to show mercy, do it cheerfully.”

[Romans 12:6–8](#)

2. Your _____.

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

[Romans 12:1 MSG](#)

3. Your _____.

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

[2 Corinthians 1:3–4 NLT](#)

Design Reveals Destiny

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

[Psalm 139:13–14 NLT](#)

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 totaled number and the second highest totaled number to discover your dominant personality traits.

personalityBox 1 = “D”

personalityBox 2 = “I”

personalityBox 3 = “S”

personalityBox 4 = “C”

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.).

Scan the QR code to access the D.I.S.C.
and Spiritual Gifts Assessment online or visit [https://
thecrossrds.com/growth-track](https://thecrossrds.com/growth-track)



My Personality/Leadership Style _____

1. Total _____

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

2. Total _____

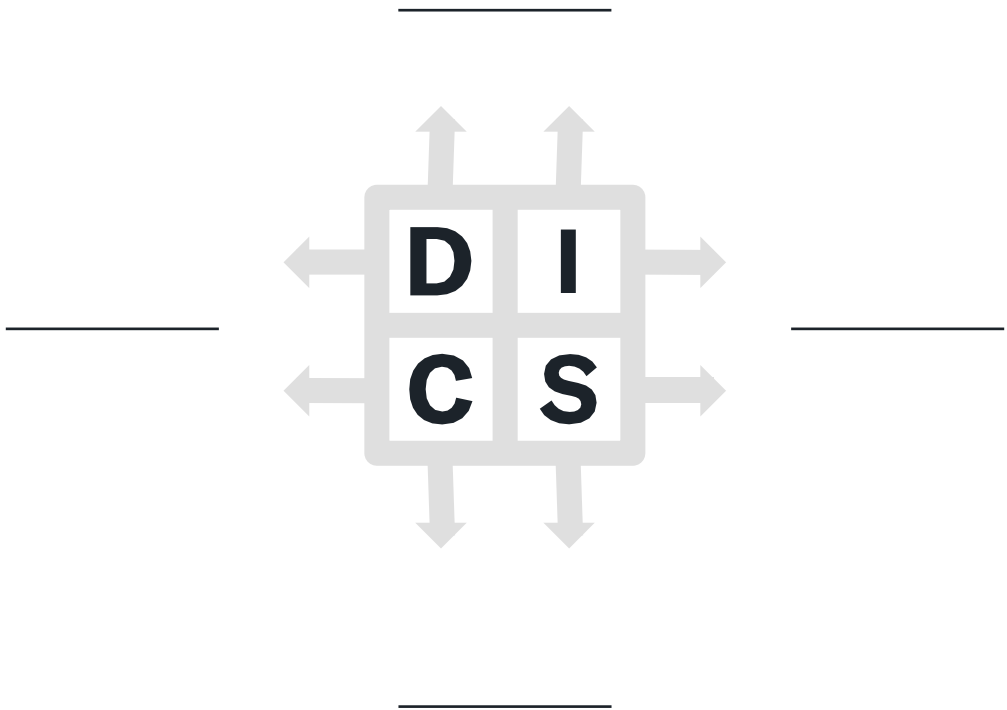
	Never	Rarely	Someti mes	Often	Alway s
I enjoy influencing and inspiring other people.	1	2	3	4	5
I am optimistic about others.	1	2	3	4	5
I tend to be the life of the party.	1	2	3	4	5
I think about motivating people.	1	2	3	4	5
I am motivated by recognition and approval.	1	2	3	4	5

3. Total _____

	Never	Rarely	Someti mes	Often	Alway s
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

4. Total _____

	Never	Rarely	Someti mes	Often	Alway s
I typically avoid big risks.	1	2	3	4	5
I love tasks, order, and details.	1	2	3	4	5
I am right most of the time.	1	2	3	4	5
I comply with clearly defined rules.	1	2	3	4	5
I am motivated by quality and correctness.	1	2	3	4	5



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

Psalm 139:14

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

D/I We are curious conclusers who place emphasis on the bottom line and work hard to reach our goals. We are more determined than we are inspirational, yet our high expectations and standards for ourselves and those around us typically cause us to make quite an impact, motivating others to follow us. We have an array of interests and can become distracted by taking on too many projects.

We often need to focus, prioritize, and simply slow down. Because we thrive on activity and forward motion, we like to accomplish tasks through a large number of people.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

[Martha \(Luke 10:38-42\)](#), [Job \(Job 1:5; James 5:11\)](#)

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

[Mary Magdalene \(Luke 7:36-47\)](#), [Barnabas \(Acts 4, 9, 11-15\)](#), [Elisha \(1 Kings 19; 2 Kings 2-13\)](#)

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

[Moses \(Exodus 3, 4, 20, 32\)](#), [John \(John 19:26-27\)](#), [Eliezer \(Genesis 24\)](#)

C We are compliant and analytical. Careful and logical lines of thinking drive us forward, and accuracy is a top priority. We hold high standards and value systematic approaches to problem-solving. Though we thrive when given opportunities to find solutions, we tend to ignore the feelings of others and can often be critical and 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 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 motivated by genuine and enthusiastic approval as well as concise and logical explanations.
[Miriam \(Exodus 15:21; Numbers 12:1-15\), Ezra \(Ezra 7, 8\)](#)

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

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

Making the Most of Your Personality

“For we are His workmanship, created in Christ Jesus for good works...”

[Ephesians 2:10 NASB](#)

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

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

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

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

- Be aware of tasks that need to be accomplished.
- Balance your emotions, words, and actions.
- Remember to consider details and facts.
- Slow down your pace for others when necessary.
- Listen attentively to others instead of only talking.
- Choose thoughtful over impulsive decision-making.

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

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

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

- Be decisive when necessary.
- Cultivate personal relationships.
- Be open to others’ ideas and methods.
- Balance your focus between facts and people.
- Focus on doing the right things, not just doing things right.
- Help others accomplish their goals.

Discovering Your Spiritual Gifts

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

[John 14:12](#)

How to Take the Spiritual Gifts Assessment

Step 1: Respond to the spiritual gifts statements on pages 34-35 by writing the number that indicates how each statement describes you in the blanks on page 36:

- 1 - Almost never
- 2 - Sometimes
- 3 - Almost always

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

Step 2: Add each line on page 36 left to right and place the totaled number in the total column.

Step 3: Identify your three highest totaled numbers with the corresponding letter and the spiritual gift it represents (listed on the pages following the assessment).

Step 4: Read about your gifts.

Connect with a team that complements your personality, highest rated spiritual gifts, and availability to serve.

Scan the QR code to access the D.I.S.C.
and Spiritual Gifts Assessment online or visit [https://
thecrossrds.com/growth-track](https://thecrossrds.com/growth-track)



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

39. I'm very sensitive to sad stories.
40. Miracles often happen when I'm nearby.
41. The idea of living in another country to benefit the Gospel is exciting to me.
42. I desire to serve the church through worship.
43. I enjoy connecting, caring for, and coaching others.
44. Confronting someone about a sin in their life is important to me.
45. It bothers me when people sit around and do nothing.
46. I share biblical truth with others to help them grow.
47. I pray in tongues daily.
48. When I study Scripture, I receive unique insights from God.
49. Creating a task list is easy and enjoyable for me.
50. I am attracted to ministries that start new churches.
51. Building something with my hands is very satisfying to me.
52. I can pinpoint issues or problems quickly.
53. Sharing the Gospel with someone I do not know is exciting and natural for me.
54. I look for ways to encourage other people.
55. I trust that God has my back in every situation.
56. I want to make more money so that I can give more.
57. God has used me to bring healing to those who are sick.
58. Being a part of the process is fulfilling to me.
59. I tend to make total strangers feel at home.
60. People often ask me to pray for them.
61. I enjoy knowing biblical details and helping others understand them too.
62. I delegate responsibilities to accomplish tasks.
63. I am motivated to help people in need.
64. I have a constant hunger to see God's miraculous power.
65. I focus a lot on reaching the world for Christ.
66. I gain my deepest satisfaction through leading others in vocal or instrumental worship.
67. I enjoy helping people who are going through a difficult time.
68. I enjoy hearing passionate and clear preaching of God's Word.
69. I like to do small things that others overlook.
70. I prefer to teach and study the Bible topically rather than verse by verse.
71. Praying in tongues is encouraging and important to me.
72. When faced with difficulty, I tend to make wise decisions.

1 Almost Never

2 Sometimes

3 Almost Always

Gift

1. _____	25. _____	49. _____	_____	A. _____
2. _____	26. _____	50. _____	_____	B. _____
3. _____	27. _____	51. _____	_____	C. _____
4. _____	28. _____	52. _____	_____	D. _____
5. _____	29. _____	53. _____	_____	E. _____
6. _____	30. _____	54. _____	_____	F. _____
7. _____	31. _____	55. _____	_____	G. _____
8. _____	32. _____	56. _____	_____	H. _____
9. _____	33. _____	57. _____	_____	I. _____
10. _____	34. _____	58. _____	_____	J. _____
11. _____	35. _____	59. _____	_____	K. _____
12. _____	36. _____	60. _____	_____	L. _____
13. _____	37. _____	61. _____	_____	M. _____
14. _____	38. _____	62. _____	_____	N. _____
15. _____	39. _____	63. _____	_____	O. _____
16. _____	40. _____	64. _____	_____	P. _____
17. _____	41. _____	65. _____	_____	Q. _____
18. _____	42. _____	66. _____	_____	R. _____
19. _____	43. _____	67. _____	_____	S. _____
20. _____	44. _____	68. _____	_____	T. _____
21. _____	45. _____	69. _____	_____	U. _____
22. _____	46. _____	70. _____	_____	V. _____
23. _____	47. _____	71. _____	_____	W. _____
24. _____	48. _____	72. _____	_____	X. _____

Using Your Spiritual Gifts

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

On the following pages, you can learn about your spiritual gifts and find out more about how you can use your gifts to serve God and others as part of a team.

A. Administration

The gift of administration is the divine strength or ability to organize multiple tasks and groups of people to accomplish these tasks.

Luke 14:28-30; Acts 6:1-7; 1 Corinthians 12:28

(A-Team, Dream Team Check-in, Events, Kids Check-in, Production, Resource, Set-up/Take-down)

B. 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

(Purpose Institute, Growth Track Host, Campus Outreach, Small Groups)

C. Craftsmanship

The gift of craftsmanship is the divine strength or ability to plan, build, and work with your hands in construction environments to accomplish multiple ministry applications.

Exodus 30:22, 31:3-11; 2 Chronicles 34:9-13; Acts 18:2-3

(Campus Support/Facilities, Kings Kids, Ablaze Students, Campus Outreach, Production, Set-up/Take-down)

D. Discernment

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

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

(Missions Team, Growth Track Host, Kids Check-in, Prayer, Small Groups, Ushers)

E. 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, 26-40, 14:21; 21:8; Ephesians 4:11-14

(Ablaze Students, Campus Outreach, Purpose Institute, Prayer, Small Groups, Missions Team)

F. Exhortation

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

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

(Campus Host, Missions Team, Dream Team Check-in, Dream Team Host, Events, Greeters, Growth Track Host, Kings Kids, Ablaze Students, Information, Kids Check-in, Nursery, Parking, Small Groups, Ushers)

G. Faith

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

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

(All Teams)

H. Giving

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

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

(Legacy)

I. Healing

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

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

(First Responders, Missions Team, Campus Outreach, Prayer)

J. Helps

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

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

(A-Team, Campus Host, Campus Support/Facilities, Missions Team, Dream Team Host, Events, First Responders, Information, Campus Outreach, Resource)

K. Hospitality

The gift of hospitality is the divine strength or ability to create warm, welcoming environments for others in places such as your home, office, or church.

Acts 16:14-15; Romans 12:13, 16:23; Hebrews 13:1-2; 1 Peter 4:9

(Baptism, Campus Host, Dream Team Host, Events, Greeters, Growth Track Host, Ablaze Students, Guest Information, Kids Check-in, Parking, Small Groups, Ushers)

L. Intercession

The gift of intercession is the divine strength or ability to stand in the gap in prayer for someone, something, or somewhere believing for profound results.

Hebrews 7:25; Colossians 1:9-12, 4:12-13; James 5:14-16

(Prayer, Small Groups)

M. Knowledge

The gift of knowledge is the divine strength or ability to understand and 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

(First Responders, Online Campus, Prayer, Production, Small Groups, Ushers)

N. Leadership

The gift of leadership is the divine strength or ability to influence people at their level while directing and focusing them on the big picture, vision, or idea.

Romans 12:8; 1 Timothy 3:1-13, 5:17; Hebrews 13:17

(Small Groups, All Teams)

O. 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

(Missions Team, First Responders, Campus Outreach, Small Groups, Member Care)

P. Miracles

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

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

(First Responders, Prayer)

Q. Missionary

The missionary gift is the divine strength or ability to reach others outside of your culture and nationality, while in most cases living in that culture or nation.

Acts 8:4, 13:2-3, 22:21; Romans 10:15

(Missions Team, Online Campus, Campus Outreach, Small Groups)

R. Music/Worship

The gift of music/worship is the divine strength or ability to sing, dance, or play an instrument primarily for the purpose of helping others worship God.

Deuteronomy 31:22; 1 Samuel 16:16; 1 Chronicles 16:41-42; 2 Chronicles 5:12-13, 34:12;

Psalms 150

(Kings Kids, Ablaze Students, Worship, Nursery, Small Groups)

S. Pastor/Shepherd

The gift of pastor/shepherd is the divine strength or ability to care for the personal needs of others by nurturing and mending life issues.

John 10:1-18; Ephesians 4:11-14; 1 Timothy 3:1-7; 1 Peter 5:1-3

(Purpose Institute, Missions Team, Growth Track Host, Kings Kids, Ablaze Students, Campus Outreach, Online Campus, Small Groups, Ushers)

T. Prophecy

The gift of prophecy is the divine strength or ability to boldly speak and bring clarity to scriptural and doctrinal truth, in some cases foretelling God's plan.

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

(Prayer, Small Groups)

U. Service

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

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

(A-Team, Baptism, Missions Team, Dream Team Check-in, Dream Team Host, Events, Kids Check-in, Nursery, Parking, Campus Outreach, Production, Resource, Set-up/Take-down)

V. Teaching

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

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

(Kings Kids, Nursery, Small Groups)

W. Tongues & Interpretation

The gift of tongues is the divine strength or ability to pray in a heavenly language to encourage your spirit and to commune with God. The gift of tongues is often accompanied by interpretation and should be used appropriately.

Acts 2:1-13; 1 Corinthians 12:10, 14:1-14

(Prayer)

X. 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

(Purpose Institute, Missions Team, Worship Team, Campus Outreach, Prayer, Small Groups, Ushers)

Next Steps

1. **Attend Step Three of the Growth Track.**
2. **Pray and ask God to strengthen the gifts and passions inside of you.**
3. **Join the Dream Team.**

Now that you've discovered your God-given gifts, find a team where you can use those strengths to make a difference in the lives of others. For a comprehensive list of teams, see page 55.



Step Three: Join the Team

theCrossroads
Growth Track

Dream Team Core Values

1. We love _____.

“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 _____.

Develop your _____.

Develop your _____.

2. We love _____.

“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 the 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 _____.

Be a _____.

Be _____.

3. We pursue _____.

“People were overwhelmed with amazement. ‘He has done everything well,’ they said.”

Mark 7:37

Do things _____.

Do them _____.

Do _____ than is _____.

4. We choose _____.

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

2 Corinthians 6:10

Be _____.

Be _____.

Be _____.

To Begin Serving:

1. Complete your Step Three card.
2. Attend an orientation in the serve area of your choice.
3. Have a conversation with one of our team members at your orientation for a personal connection to the team and to receive your next steps.

Next Steps

1. You will be contacted by a team leader soon with your next steps.
2. Congratulations on your completion of the Growth Track! 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 community in 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

theCrossroads
Growth Track

Statement of Faith

You can find our Statement of Faith online at thecrossrds.com/what-we-believe or scan the QR code below.



The BIBLE is God's Word

The Blueprint at theCrossroads, we believe the Bible to be the inspired truth without error even to the very words, and that it is therefore the inspired word of God.

GOD

We believe that the one God, who revealed Himself in the Old Testament as Jehovah, revealed himself in His Son, Jesus Christ. Thus, Jesus Christ was and is God. In other words, Jesus is the one true God manifested in flesh, for in Him dwells all the fullness of the Godhead bodily. (John 1:1-14; I Timothy 3:16; Colossians 2:9)

While fully God, Jesus was also fully man, possessing a full and true humanity. He was both God and man. Moreover, the Holy Spirit is God with us and in us. Thus God is manifested as Father in creation and as the Father of the Son, in the Son for our redemption, and as the Holy Spirit in our regeneration.

Salvation

We believe that the one God, who revealed Himself in the Old Testament as Jehovah, revealed himself in His Son, Jesus Christ. Thus, Jesus Christ was and is God. In other words, Jesus is the one true God manifested in flesh, for in Him dwells all the fullness of the Godhead bodily. (John 1:1-14; I Timothy 3:16; Colossians 2:9)

While fully God, Jesus was also fully man, possessing a full and true humanity. He was both God and man. Moreover, the Holy Spirit is God with us and in us. Thus God is manifested as Father in creation and as the Father of the Son, in the Son for our redemption, and as the Holy Spirit in our regeneration.

Daily Living

We believe that God, who is holy, calls each of us into relationship with Him. This relationship with Him manifests itself in every aspect of our lives, including our families. As such, theCrossroads stresses and supports the family unit as God's primary institution. With the knowledge of His plan for salvation, the revelation of who He is, and the blessing of the life He equips us to lead, we believe in covenanting the Spirit -- anticipating the soon return of the Lord Jesus Christ.

Dream Team Descriptions

56 Host Teams

A-Team
Baptism
Campus Host
Campus Support/
Facilities
Dream Team
Check-in

Dream Team
HostEvents
First
Responders
Greeter
Growth Track
HostInformation

Online Campus
Parking
Prayer
Resource
Set-up/Take-down
Usher

60 King's Kids Teams

Check-in
King's Kids

JV Dream Team
Nursery

62 Ablaze Students Teams

Ablaze Students
Hyphen

64 Missions Team

Missions Team (GO)
Online Campus
Weeknight Classes

Campus Outreach
Feeding America

66 Small Groups Team

66 theCrossroads Worship Team

66 Production Team

66 Legacy Team

Host Teams

Host Teams are an essential part of church life and make theCrossroads feel like home to every person who walks through our doors. The environment we create goes far beyond big smiles, a friendly greeting, and hot coffee - God uses host teams to set the stage to reach more people and change lives.

A-Team

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

Age: 18+, Background Check

Baptism Team

Our team facilitates and hosts theCrossroads baptism experience.

Campus Host Team

Our team brings a personal touch to our worship experiences by engaging everyone, whether in the lobby or the auditorium.

Campus Support/Facilities Team

Our team works behind the scenes to maintain and support every area of our church, including baptism, conferences, and special events.

Background Check

Dream Team Check-in Team

Our team serves all Dream Team members by assisting with Check-in at services, conferences, and outreach events.

Age: 18+, Background Check

Dream Team Host Team

Our team hosts our Dream Team members in Dream Team Central by providing food and encouragement during services, conferences, and special events.

Events Team

Our team serves at conferences and church-wide events by facilitating excellent environments and creating memorable experiences through food, giveaways, and more.

First Responders Team

Our team of health care volunteers serve by providing basic medical care or direction in the event of an accident or emergency.

Current Medical Certification, Background Check

Greeter Team

Our team welcomes people to theCrossroads as they enter the building and hands out service resources at the entrance to the auditorium.

Growth Track Host Team

Our team serves as the hosts of the Growth Track, greeting guests and providing materials and assistance to those discovering their next steps at theCrossroads.

Information Team

Our team helps people identify their next steps by providing resources and information about weekend services, Small Groups, Growth Track, conferences, and events.

Online Campus Team

Our team connects with guests of theCrossroads from near and far through our Online Campus experience. We serve people in a live chat environment by warmly welcoming them to church, helping them find their next step, and praying over their needs.

Parking Team

Our team serves as the first impression for those coming to theCrossroads by welcoming people on and off the property and by providing a safe and efficient parking experience.

Age: 15+

Prayer Team

Our team provides prayer covering for services, teams, and ministries at theCrossroads.

Resource Team

Our team enhances the worship experience by preparing service resources, communion elements, coffee station supplies, and providing other products or materials.

Set-up/Take-down Team

Our team facilitates the theCrossroads experience when we have portable campuses by setting up before service and taking down after service.

Usher Team

Our team of men assists people to their seats, facilitates the offering, and helps maintain a distraction-free service environment.

King's Kids Teams

King's Kids is one team with four areas. Our team helps kids have a genuine relationship with God, build a biblical foundation for their lives, grow with friends and leaders, and love being at church.

Check-in Team

Our team creates a welcoming environment and assists families with checking in, dropping off, and picking up children in our elementary and nursery/preschool areas.

Age: 18+, Background Check

King's Kids Team

Our team invests in the lives of children who are ages four to eleven by giving them the opportunity to discover and develop a passion for God through Bible teaching, worship, Small Groups, prayer, and games.

Background Check

JV Dream Team

The JV Dream Team is a leadership development opportunity for students in 6th-8th grade, led by our King's Kids and Ablaze Students teams. Middle school students can serve without a parent as they learn to serve and lead in King's Kids.

Nursery Team

Our team serves children 6 weeks through three years old and offers them the opportunity to hear the life-giving message of Jesus through Bible stories, worship, prayer, and hands-on activities.

Background Check

Ablaze Students Teams

The Ablaze Students Team helps middle school, high school, and college students feel welcome and known by creating environments where they connect with God, can experience Him, and take their next steps.

Ablaze Students Team

Our team helps middle school, high school, and college students get connected to theCrossroads Students ministry through youth services, rallies, Small Groups, retreats, conferences, and serving at the Ablaze Students area.

Background Check

Hyphen Team

Our team helps students get connected to our Hyphen ministry through our meetings, Small Groups, outreaches, retreats, and conferences. There are weekly serve opportunities on our experience team.

Age: 18+

Missions Team

Missions is one team with five areas. Our team serves others by showing God's love in practical ways through meeting the needs within our communities and spheres of influence.

GO (Missions) Team

Our team facilitates mission trips to various places around the world. We plan and prepare for impact and then we GO to make it happen as we partner with missionaries to meet their current needs.

Age: 18+, Background Check

Feeding America Team

Our team serves the Kentucky area by helping at the Feeding America warehouse in Elizabethtown. We schedule times to go, and they assign projects for us to complete.

Permission Form / Covid Waiver

Online Campus

Our team facilitates various opportunities for people to be involved in reaching people online and through our church app. We make sure that what people experience online is a similar experience to what they can expect in-person. Engaging people through services online, social media, and other forms of communication.

Campus Outreach Team

Our local Outreach Team helps meet the practical and spiritual needs of our communities by leading and supporting outreach initiatives like Serve Days, Special Outreach, Giving Hope, and more.

Background Check

Community Classes Team

Our team partners with other worthy organizations to provide education and encouragement in our local communities for things like; family (parenting/ marriage/mental health) strengthening, freedom (addiction recovery and support), learning to speak English, and leadership. These classes will be offered at our ministry center that is occupied by Apostoli Coffee.

Background Check

Small Groups Team

Our team is trained to facilitate Small Groups by creating environments where people can experience community, find freedom, and grow in their relationship with Jesus.

Background Check (Groups with Unaccompanied Minors)

theCrossroads Worship Team

Our team facilitates a powerful, on-stage worship experience through utilizing the skills of vocalists and instrumentalists.

Development Training Process, Background Check

Production Team

Our team facilitates a powerful, distraction-free worship experience through the use of lighting, video technology, and audio engineering.

Development Training Process, Background Check

Legacy Team

Our team is called and equipped to finance the Kingdom of God and to leave a legacy through our gift of giving.

Abuse Policy

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

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

Leadership Honor Code

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

While serving the Body of Christ as a servant-leader with theCrossroads, you pledge to always present a modest and Godly appearance. In both attire and behavior, you should strive to demonstrate biblical standards in all situations.

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

Exemplifying the highest moral commitment, leaders of theCrossroads 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 wine or other alcoholic beverages
- Dishonest gain
- Illicit drugs
- Pornography
- Sexual immorality (sexual activity outside of marriage)
- All behaviors which might cause Christ to grieve and 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 theCrossroads Church Leadership family. We should regard it as an essential part of our development, not as an imposition or restriction.

