

A decorative header consisting of a grid of colored squares. The top row has a dark blue square on the left and a white square on the right. The bottom row has a light blue square on the left, a medium blue square in the middle, and a green square on the right.

WALK Church

**JOIN THE
FAMILY**



Name: _____

Date: _____

“Therefore, as you
received Christ
Jesus the Lord,
so walk in him”

Colossians 2:6



Table of Contents

01	Introduction
02	Step One - Our Story
16	Step Two - Your Story
23	How to Take the Personality Assessment
38	Step Three - Family Expectations
43	Shared Beliefs
56	Shared Covenant
60	Appendix
62	Dream Team Descriptions
66	Dream Team Leadership Honor Code
68	Our Patterns (Our Calendar)
71	Culture Language





Join the Family

Our *Join the Family* Pathway invites you to get to know the story of WALK Church while also discovering God's unique purpose for your life and how to live the life that He has created for you in the context of our church family. *Join the Family* is made up of **three steps** that equip you to 1) Get to know our story, 2) Allow us to get to know your story and help you discover the strengths of your intentional design, and 3) Discover what it practically looks like to Join the Family at WALK Church.

Step One - Our Story

Get to know the journey of WALK Church by hearing Pastor Heiden and Neena's story and how the Lord has led them to plant WALK Church. **Step one** will also help you discover the mission, vision, values, and leadership structure of WALK Church. Step One takes place the **first Sunday** of every month.

Step Two - Your Story

You have a fascinating story marked by God's grace. He has wired and equipped you with gifts and passions to make a difference with your life. In Step Two you will dive into the details of your testimony, while also learning more of your personality and leadership style. **Step Two** takes place the **second Sunday** of every month.

Step Three - Family Expectations

Find out what it means to *Join the Family* and begin making a difference at WALK. In Step Three you will discover the expectations of being a family member at WALK Church. You will learn about our beliefs, shared commitments, and our church covenant. **Step Three** takes place the third Sunday of every month.

Step One: Our Story

Join the
Family



A word from Pastor Heiden and Neena

Welcome to *Join the Family!*

When we first set out to plant WALK Church, we knew our church would be more than an event people could attend, but rather a family to which people could belong.

We love seeing people from all walks of life come to know God, find community, discover purpose, and make a difference with the life God has given them. We believe when people live out these four actions steps they walk in freedom.

We're so glad you're on this journey with us and we pray the Lord would clarify over the next few weeks if we are the right family for you! (We pray so 😊)

Either way, know that we honor you, value you, and are for you and your walk with Jesus. Welcome to *Join the Family!*

Walking in Him,

Pastor Heiden and Neena

"He must increase, but I must decrease." - [John 3:30 ESV](#)



Step One: Our Story

¹⁶ “I do not cease to give thanks for you, remembering you in my prayers, ¹⁷ that the God of our Lord Jesus Christ, the Father of glory, may give you the Spirit of wisdom and of revelation in the knowledge of him, ¹⁸ having the eyes of your hearts enlightened, that you may know what is the hope to which he has called you, what are the riches of his glorious inheritance in the saints” [Ephesians 1:17-18](#)

Our story at WALK Church begins with a dream inside the heart of our Sr. Pastor, Heiden Ratner. When Pastor Heiden became a believer and follower of Jesus during his freshman year of college (James Madison University), he knew right away he wanted to make an impact on this world for Christ and specifically in his home town of Las Vegas, NV.

Because he didn't grow up in a church environment, he desired to be the change he wanted to see. This led him to start a Bible study in the Summer of 2008, where he would re-connect with his now wife, Neena. The two would cultivate a lasting friendship that would lead to them getting married in 2011, where Heiden was playing professional basketball in Israel.

Pastor Heiden and Neena quickly developed a shared passion for helping people far from God find freedom in Christ. This passion led them to discovering God's calling on their lives to plant WALK Church.



PASTOR HEIDEN AND NEENA

OUR STORY - SESSION 1

We invite you to take notes and fill in the blanks as you watch this video. All **Scriptures** referenced and **reality statements** are displayed below.



²¹ “Not everyone who says to me, ‘Lord, Lord,’ will enter the kingdom of heaven, but the one who does the will of my Father who is in heaven. ²² On that day many will say to me, ‘Lord, Lord, did we not prophesy in your name, and cast out demons in your name, and do many mighty works in your name?’ ²³ And then will I declare to them, ‘I never knew you; depart from me, you workers of lawlessness.’” - [Matthew 7:21-23 ESV](#)

- The primary calling on my life was never to do something for Jesus, but to have a _____ Jesus.

⁵ “...a time to embrace, and a time to refrain from embracing” - [Ecclesiastes 3:5b ESV](#)

²³ “Whatever you do, work heartily, as for the Lord and not for men...” - [Colossians 3:23 ESV](#)

⁶ “Therefore, as you received Christ Jesus the Lord, so walk in him,” - [Colossians 2:6 ESV](#)

- The journey of following Jesus is not a sprint.

It’s _____ at a time.

¹ “For freedom Christ has set us free; stand firm therefore, and do not submit again to a yoke of slavery.” - [Galatians 5:1 ESV](#)

²⁸ “Come to me, all who labor and are heavy laden, and I will give you rest. ²⁹ Take my yoke upon you, and learn from me, for I am gentle and lowly in heart, and you will find rest for your souls. ³⁰ For my yoke is easy, and my burden is light.” - [Matthew 11:28-30 ESV](#)

¹⁷ “Now the Lord is the Spirit, and where the Spirit of the Lord is, there is freedom.” - [2 Corinthians 3:17 ESV](#)

⁸ “Indeed, I count everything as loss because of the surpassing worth of knowing Christ Jesus my Lord. For his sake I have suffered the loss of all things and count them as rubbish, in order that I may gain Christ...” - [Philippians 3:8 ESV](#)

¹² “Don’t let anyone look down on you because you are young, but set an example for the believers in speech, in conduct, in love, in faith and in purity.” - [1 Timothy 4:12 NIV](#)

- Our church is going to be a _____, and not a _____.

OUR MISSION

Why We Exist

Freeing people to _____

The mission of our church is the same mission Jesus left to His disciples in **Matthew 28:19-20**.

¹⁹ “Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, ²⁰ teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age.” - [Matthew 28:19-20 ESV](#)

We define a **disciple** as someone who has been set free by the gospel of Jesus and is now walking in the Spirit and person of Jesus. We believe the Christian life is not us living for Jesus, rather, it is Him living in and through us.

²⁰ “I have been crucified with Christ. It is no longer I who live, but Christ who lives in me. And the life I now live in the flesh I live by faith in the Son of God, who loved me and gave himself for me.” - [Galatians 2:20 ESV](#)

“The Christian life is the life that He lived then, lived now by Him in you.”
- [Major Ian Thomas, *The Indwelling Life of Christ*](#)



OUR VISION

What We Want To See

Our mission becomes our reality when we help people live out these **four steps**:

1. _____ God

³ “And this is eternal life, that they know you, the only true God, and Jesus Christ whom you have sent.” - [John 17:3 ESV](#)

²³ This is what the LORD says: “Don’t let the wise boast in their wisdom, or the powerful boast in their power, or the rich boast in their riches. ²⁴ But those who wish to boast should boast in this alone: that they truly know me and understand that I am the LORD who demonstrates unfailing love and who brings justice and righteousness to the earth, and that I delight in these things. I, the LORD, have spoken! - [Jeremiah 9:23-24 NLT](#)

The first step of walking in _____

is _____.

At WALK, we help people know God through our **Gatherings.**

2. Find _____

¹⁸ Then the LORD God said, “It is not good that the man should be alone; I will make him a helper fit for him.” - [Genesis 2:18 ESV](#)

²⁴ “And let us consider how to stir up one another to love and good works, ²⁵ not neglecting to meet together, as is the habit of some, but encouraging one another, and all the more as you see the Day drawing near.” - [Hebrews 10:24-25 ESV](#)

At WALK, we help people find community through **Charge Groups.**

3. _____ Purpose

¹⁰ “God has given each of you a gift from his great variety of spiritual gifts. Use them well to serve one another.” - [1 Peter 4:10 NLT](#)

⁶ “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; ⁷ if it is serving, then serve; if it is teaching, then teach; ⁸ 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 NIV](#)

I GOT _____!

At WALK, we help people discover their purpose through Join the Family.

4. Make a _____

¹⁹ “Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, ²⁰ teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age.” - [Matthew 28:19-20 ESV](#)

¹² “Truly, truly, I say to you, whoever believes in me will also do the works that I do; and greater works than these will he do, because I am going to the Father.” - [John 14:12 ESV](#)

¹⁰ “For we are God’s masterpiece. He has created us anew in Christ Jesus, so we can do the good things he planned for us long ago.” - [Ephesians 2:10 NLT](#)

At WALK, we help people use their gifts to make a difference on the Dream Team.

OUR VALUES

Values Create Culture

We have **6 Core Values** at WALK Church. We believe our values drive our decisions and **create a culture** where our mission and vision can thrive.

1. God _____

We are completely reliant upon Christ, His Word, and His Presence.

⁵ “I am the vine; you are the branches. Whoever abides in me and I in him, he it is that bears much fruit, for apart from me you can do nothing.” - [John 15:5 ESV](#)

2. Authentic _____

We are a diverse and transparent family that believes we are better together.

¹⁷ “As iron sharpens iron, so a friend sharpens a friend.” - [Proverbs 27:17 NLT](#)

3. Generous _____

We live to make a difference with our time, talents, and treasure.

²⁴ “One gives freely, yet grows all the richer; another withholds what he should give, and only suffers want.” - [Proverbs 11:24 ESV](#)

4. Life-Giving _____

We value creating friendly, safe, and excellent environments that people can enjoy and connect with God and one another.

¹ “I was glad when they said to me, “Let us go to the house of the LORD!” - [Psalm 122:1 ESV](#)

5. Intentional _____

We honor up, down, and all around. Honor is our calling and commitment.

¹⁰ “Love one another with brotherly affection. Outdo one another in showing honor.” - [Romans 12:10 ESV](#)

6. Kingdom _____

We value collaboration with leaders in our city, Nation, and the world for the purpose of expanding God’s Kingdom and making disciples of all Nations.

³³ “But seek first the kingdom of God and his righteousness, and all these things will be added to you.” - [Matthew 6:33 ESV](#)

MISSIONAL COOPERATION

How We Advance The Mission

We voluntarily cooperate with the Southern Baptist Convention (SBC). The SBC is a body of like-minded local churches cooperating together to reach the world with the Good News of Jesus Christ.



Primary Reasons behind our Affiliation with the SBC:

1. **Shared Mission** - Advancing the Great Commission both locally and globally (Matthew 28:18-21)

SBC Quick Facts (2021)

- Total Churches: 47,614. New Churches Planted: 588. Baptisms: 154,701
- US Missionaries: 2,218. International Missionaries: 3,597
- Relief Dollars Spent Globally: \$20,761,828
- Seminary Students Enrolled: 25,530. Graduating Seminary Students: 3,517

2. **Shared Theology** - Baptist Faith & Message 2000 (We will share more about our Theology in Step 3)

We are a part of a church planting Network called the **Send Network**



We believe the New Testament model for reaching cities with the gospel is churches planting churches






ORGANIZATIONAL STRUCTURE

We Are Better Together

As you consider investing your heart, time, family, and finances into the life of our church, it is important for you to feel confident in church leadership. Our goal in sharing the details of WALK Church's Organizational Structure is that you can better understand that our church is built to support the biblical values of **integrity, accountability, and spiritual authority**.



Our Church Body is *led* by our **Elder Pastors**

Our Elder Pastors are led by the Senior Pastor, Heiden Ratner. The Elder Pastors Team is responsible for providing spiritual oversight and direction for the church and the various ministry teams.

Our Church Body is *served* by our **Pastors, Staff & Ministry Directors**

Our Pastors, Staff & Ministry Directors oversee the day-to-day ministry and operations of the church. These pastors and leaders serve the congregation and are responsible for the development of the spiritual life of the church.

Our Church Body is *powered* by our **Dream Team of Volunteers**

Our Dream Team consists of committed volunteers that make the dream of WALK Church come alive every week.

Our Elders are *accountable* to our **Stewardship Team**

Our Stewardship Team are members of WALK Church that serve a 3-year rotation providing counsel, wisdom, and accountability for the elders of WALK Church. Our Stewardship Team serves under the authority of our elders; however, our elders have chosen to submit to them in Christ-like humility in the areas of Finance, Personnel, and Development.

"We put no stumbling block in anyone's path, so that our ministry will not be discredited." - 2 Corinthians 6:3 NIV

WHERE WE'RE HEADED

We Are Building A Home

By God's grace and provision, we have purchased a 4-acre piece of land near the intersection of Spencer and Robindale.

We plan to build a permanent facility we can one day call home. Our vision is to utilize this facility to engage the city, make disciples, plant churches, and reach the Nations.

Land Address: 7572 Spencer St. Las Vegas, NV 89123

Future Home of WALK Church Rendering



Next Steps

1. Scan the QR Code to fill out the form for Step 1. You can also visit walkchurch.com/step1
2. Attend Step 2: Your Story happening on the Second Sunday of every month
3. Learn more about the Baptist Faith and Message 2000 (BF&M 2000) and the Send Network. Scan the QR Codes Below
4. Visit the sermon content from our “Level Up” series which walks through out Mission, Vision, and Values at a next level.

STEP 1: QR CODE



BF&M 2000



LEVEL UP SERIES



SEND NETWORK



Step Two: Your Story

Join the
Family



Discovering Your Design

Welcome to **Step 2** of Join the Family: **Your Story**.

In Step 1 you got to know more about our story, and **today we want to know more of yours!** This session is designed for us to learn more about your testimony of faith and help you discover your God-given design. We believe every individual is **created on purpose and for a purpose** and we want to help you discover more of what that is the context of family!

¹⁰ “For we are God’s masterpiece. He has created us anew in Christ Jesus, so we can do the good things he planned for us long ago.” - [Ephesians 2:10 NLT](#)

¹³ “For you formed my inward parts; you knitted me together in my mother’s womb. ¹⁴ I praise you, for I am fearfully and wonderfully made. Wonderful are your works; my soul knows it very well.” - [Psalm 139:13-14 ESV](#)

Action Item 1

Spiritual Gift Survey

Scan the QR code below by opening up your camera on your phone and aiming it at the square image. Once the link pops up on your screen, select it and it will take you directly to the form. [You can also go to walkchurch.com/gifts](https://walkchurch.com/gifts)

ONLINE 
YOUR GIFTS



GIFTS SURVEY:

Survey Length: **108 Questions**

No wrong answers

Results Provided at
Conclusion of Survey

Take your time 😊



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. 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

(Outreach, Greeters, Hospitality, Charge Groups, Love Strong, Prayer Gatherings)

B. Teaching

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

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

(4Twelve Kids Ministry, Nursery/Preschool, Charge Groups, Prayer Gatherings, Teaching Team)

C. Shepherding

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

(Join the Family Host, 4Twelve Kids Ministry, WLK YTH Student Ministry, Charge Groups, Teaching Team, Hospitality, WALK Worship)

D. Serving

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

(Set Up and Tear Down Team, Parking, Baptism, Events, 4Twelve Kids Ministry, Production, Outreach)

E. 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 Gatherings, Charge Groups, WALK Worship, Teaching 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

(Greeters, Hospitality, Growth Track Host, 4Twelve Kids Ministry, WLK YTH Student Ministry, Parking, Charge Groups, First Impressions)

G. Mercy-Showing

The gift of mercy-showing 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

(Love Strong, Outreach, Greeters, Hospitality, First Impressions, Events)

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

(Stewardship Team, Hospitality, Merch, Love Strong)

I) Administration

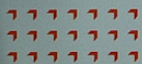
The gift of administration is the divine strength or ability to organize multiple tasks and groups of people to accomplish these tasks.

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

(Dream Team Check-in, Events, Kids Check-in, Production, Assimilation, Set Up and Tear Down Team, Charge Groups)

L
E
A
D

Learners
Excellent
Aware
Disciplined



How to Take the Personality Assessment

Action Item 2

DISC Personality Assessment

The **DISC Personality Assessment** helps you understand your personality and leadership style. The assessment also helps with identifying areas of growth as an individual and leader.

Step 1: (Pg. 24) 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.

Write your predominant personality trait sequence in the top right-hand corner (D, I, S, C)

Step 4: (Pg. 25) List your added scores for the coupled letters as displayed on the diagram. For example, add your combined scores for D+I and write the total at the top.

Step 5: 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.).

My Personality/Leadership Style _____

(Highest Score)

D

1. Total _____

Never Rarely Sometimes Often Always

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

I

2. Total _____

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 and approval.	1	2	3	4	5

S

3. Total _____

Never Rarely Sometimes Often Always

I thrive in consistent environments.	1	2	3	4	5
I prefer specifics over generalizations.	1	2	3	4	5
I enjoy small groups of people.	1	2	3	4	5
I prefer being a member of a team.	1	2	3	4	5
I am motivated by stability and support.	1	2	3	4	5

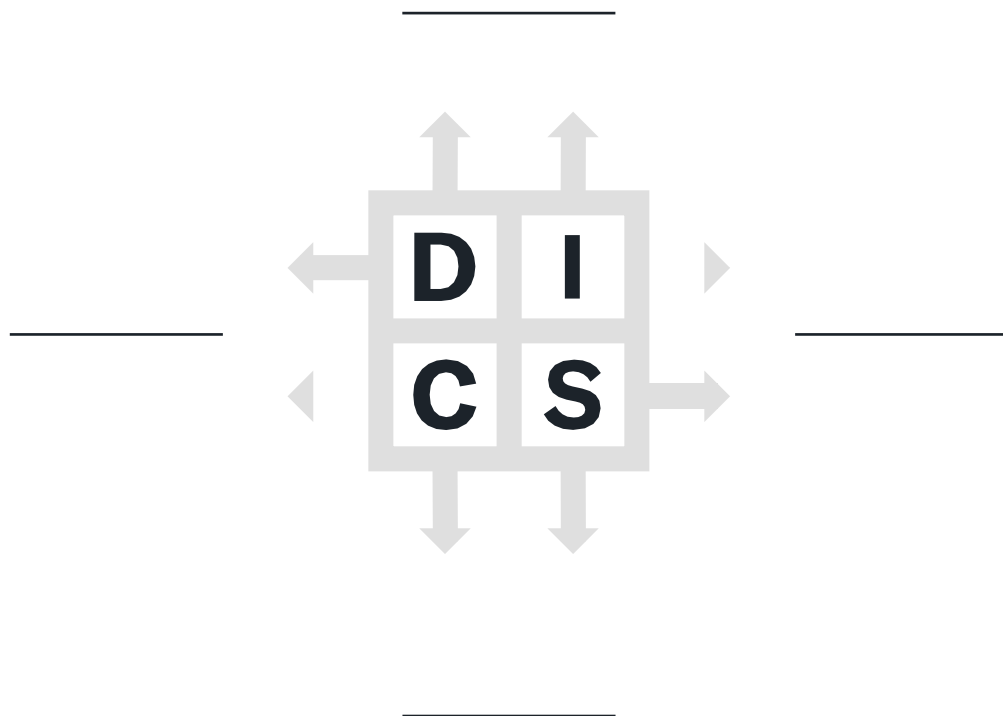
C

4. Total _____

Never Rarely Sometimes Often Always

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

Using the DISC diagram below, list your combined scores for the coupled letters as displayed. For example, add your combined scores for **D** + **I** and write the total at the top.



⁴ “For as in one body we have many members, and the members do not all have the same function, ⁵ so we, though many, are one body in Christ, and individually members one of another.”

Romans 12:4-5 ESV

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/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)

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/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/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.

Your Story Matters

Action Item 3

Your Story

You can access the form by scanning the QR Code with your camera on your phone below, or by logging onto walkchurch.com/mystory



MY STORY DETAILS:

- Family Dynamic
- Testimony of Faith
- Baptism Story
- Creative Passion

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.





Next Steps

1. Complete the My Story form by scanning the QR Code below or by visiting walkchurch.com/mystory
2. Attend Step Three of the Join the Family.
3. Pray and ask God to strengthen the gifts and passions inside of you.
4. **Join the Dream Team.** See a list of the various teams that make up our Dream Team by scanning the QR Code below or visiting walkchurch.com/dreamteam. You can also read about these teams on Pg. 62

Now that you've discovered your God-given gifts and have shared your story, we invite you to find a team where you can use those strengths to make a difference in the lives of others.

Dream Team QR Code



My Story QR Code



Step Three: Family Expectations

Join the
Family



Family Expectations



Welcome to **Step 3** of Join the Family! In this final session, we will unpack our **family expectations** by answering two primary questions:

1. What you can expect from us as a church family.
2. What we expect from you as a family member.

At the conclusion of this session, we will walk through our **Family Covenant** and create space for any additional questions or feedback.

Let's jump in!

What You Can Expect From Us

Our Commitment



When it comes to joining our family, we want you to know there are **5 Family Commitments** you can expect from us. As a potential family member, we ask you to consider embracing these commitments with us.

1. **Genuine Love**

We commit, as a family of faith, to love each other the way Christ has loved us (John 13:34.) We strive to live out every sense of the Greek word, “agape,” which means “unconditional love,” as described in 1 Corinthians 13:4-8. We commit to loving people as they are, not the person we wish them to be. We put the needs of others above our own (Philippians 2:3-4.) We are committed to self-sacrificially loving people for their benefit. Genuine love nourishes and instructs from the teaching of God’s Word, and it admonishes one going down a dangerous path.

2. **Transparent Leadership**

We lead with honesty and integrity. We commit to seeking the best interest of our family, at all times, with transparent leadership. We commit to speaking the truth in love by holding family members accountable, and caring for their spiritual health, as it says in Ephesians 4:15 and Hebrews 13:17. We believe honesty is the best policy. We don’t sweep things under the rug, nor are we callous to pain and problems. We commit to always keeping it real with you, seeking to understand before seeking to be understood. We are committed to your best interest, even when that looks like having

a difficult conversation. We show no partiality toward anyone. Each family member is a loved son, daughter, brother, and sister in the Lord, and that alone speaks to each one's intrinsic value.

In the event where there is an offense resulting in the need for reconciliation, we will draw from Jesus' instruction found in Matthew 5:24 and Matthew 18:15-20 to guide our attempts toward Biblical reconciliation and peace with all (Romans 12:12.)

And finally, we commit to serving the way Jesus instructed us to, as servant-leaders.

3. Gospel Centrality

We prioritize the gospel above all. We believe it's the good news of Jesus Christ that saves us and sustains us. We are a family of individuals who have been radically transformed by the gospel. We commit to keeping the gospel central. The gospel (good news) of Jesus Christ is our message, theme, and life. We are one big family built upon the grace, mercy, and power of the gospel. We are gospel people, not religious people. We believe methods come and go, yet our message remains the same. We, as a family, are committed to keeping the gospel at the center of our life, family, teaching, and church. (Romans 1:16)

4. Evangelistic Zeal

We are passionate about reaching the lost and inviting them into God's family. We commit to keeping disciple-making as our top priority (Matt 28:19.) We are passionate about reaching people from all walks of life. We join with Jesus in His mission to seek and save the lost. (Luke 19:10) We make no apologies for being specifically focused on reaching those far away from God and continuously inviting new people into our church and lives. We are not a cliquey church. We are a family of loved sons and daughters on mission to reach those who are in desperate need of the love and grace we share in.

5. Content, but not Complacent

We are content with what the Lord, in his kindness, has entrusted to us. But we will not be complacent with what we have. Our hands are open and ready to receive whatever the Lord has for us. We pray for more ministry and opportunities to reach people for Christ. Because growing ministries require growing leaders, we commit to continually looking for ways to grow and get better (2 Pet 1:5-8.)



What We Can Expect From You

Your Commitment

When it comes to joining our family, we want you to know there are **5 Family Commitments** we expect from you. We encourage you to consider embracing these commitments with us.

1. Shared Beliefs and Shared Mission

We believe that **the Baptist Faith and Message 2000** is a valuable summary of biblical teachings that is faithful to the Bible. It is conservative enough to accurately represent what the Bible teaches about important topics (like Christ, Humanity, Salvation, and the Church,) and yet, it is broad enough that Christians everywhere can come into agreement with it (more on our non-negotiable beliefs below.)

And **our mission** comes directly from the Lord in Matthew 28:19, where Jesus commanded us to make disciples of all nations, baptizing them, and teaching them to obey the Lord. In our context, we interpret that to mean *freeing people to walk in Jesus*. That is why we exist. To that end, we will always be working to make disciples, and to plant new churches with a biblical mission and biblical values in new communities.

2. Shared Community

We believe in a family who sees each other and prays for each other regularly and makes a difference in this world together. Family members regularly attend Sunday services, participate in Charge Groups, and serve on the Dream Team.

Additionally, family members live out our core value of *authentic community*, taking responsibility for one another, confessing sins to one another, praying for one another, speaking the truth to one another, bearing one another's burdens, and holding one another accountable (Js 5:16; Eph 4:25; Gal 6:2, Heb 13:18.)

3. Shared Generosity

We believe family members live out our core value of *generous living*. **It's our conviction that the first step of generous living is honoring the Lord with the first 10% of whatever He has given to us.** When the Lord is pleased to give us increase, it pleases us to give a minimum of 10% back to him. Although God does not, in any way, need our money, in his divine wisdom, he has chosen to advance his kingdom and his mission through the voluntary generosity of his redeemed sons and daughters.

Family members willingly, and joyfully make the mission of WALK Church possible through giving back what the Lord has given to them. We realize that our life, our breath, our possessions, and our money all belong to the Lord. We joyfully trust Him by giving back a portion to his church, through faith. We keep a loose grip on what the Lord has given us, including our time, out talents, and our money.

4. Shared Culture

We want you to be a culture carrier. As family members of WALK Church, we want to represent the family, well. As family representatives, we realize that everything we do speaks, whether at home, at work, in our various domains (the gym, coffee shops, entertainment venues, hobbies,) or at church. As such, we carry the family culture everywhere we go. We are not self-reliant; we are *God Dependent*. We don't act the way we think people want us to act; we are an *Authentic Community*. We don't live with our fists closed; our pattern is *Generous Living*. We don't drain energy; we are *Life Giving*. We do not intentionally or unintentionally dishonor people; our pattern is *Intentional Honor*. Finally, we are not building our empire; we are expanding His Kingdom through *Kingdom Collaboration*.

5. Shared Covenant

Joining the WALK Church family is made official through a covenant agreement. We will take a look at that in just a moment, but first, let's take a look at our non-negotiable beliefs. Then, we will present our Family Covenant.



Freedom is our Culture



Shared Beliefs

Theologians have helpfully tried to categorize the necessary elements required for a person to be saved into two parts. **First**, there are teachings (called doctrines) in the Bible that must be affirmed. And **second**, there are teachings in the Bible that must not be denied.

1) Doctrines that must be affirmed

- One's personal guilt before God because of sin
- Jesus died to save sinners

2) Doctrines that must *not* be denied

- Jesus' virgin birth
- Jesus is the only way to salvation
- The full deity and humanity of Christ
- The death, burial, and resurrection of Christ (The Gospel)
- Salvation by grace through faith in Christ
- Monotheism (There is only one God)
- The Trinity (God eternally exists in three persons; Father, Son, and Holy Spirit)

Non-Negotiables

It is important to affirm that no insignificant doctrines are revealed in the Bible. Furthermore, God's truth must be defended at every point and detail. Still, every church must determine which issues deserve first-rank attention. We call these truths "WALK Church Non-Negotiables."

What do we believe about THE BIBLE?

We believe that the Bible is God's inspired, inerrant, and authoritative Word. It is our only rule for faith and practice.

The 66 books of the Bible were given by the inspiration of the Holy Spirit and are not the product of human creativity or ingenuity (2Pt 1:20-21). Every word of the Bible is truthful in all it affirms, and without error, in its original manuscripts (Jn 17:17; Ps 19:7; Prov 30:5.)

The Bible is the only authoritative guide for faith and practice (2Tim 3:16; 1Cor 4:6; Mk 7:6-9.)

What do we believe about GOD?

We believe that there is only one God, who eternally exists in three persons, the Father, the Son, and the Holy Spirit.

There is only one true and living God. The triune God exists eternally as Father, Son, and Holy Spirit, with distinct personal attributes, but without division of nature, essence, or being. (Deut 6:4; Is 45:5-7; 1Cor 8:4; Mt 28:19; 2Cor 13:14).

What do we believe about GOD THE FATHER?

God as Father reigns with providential care over His universe, His creation, and the flow of the stream of human history according to the purposes of His grace. God is Father in truth to those who become children of God through faith in Jesus Christ.

God the Father reigns with providential care over His universe, His creatures, and the flow of the stream of human history according to the purposes of His grace. God is Father in truth to those who become children of God through faith in Jesus Christ. God is sovereign (Ps 115:3), eternal (Is 44:6), all-knowing (Ps 139:4), all-powerful (Job 42:2), holy (Is 6:1-7), unchanging (Mal 3:6), just (Ps 97:2), and loving (1 Jn 4:8).

What do we believe about JESUS CHRIST?

We believe that the eternal second person of the Godhead became a man in the person of Jesus Christ. He was conceived of the Holy Spirit and born of the virgin Mary. He fulfilled the requirements of God's Law by living a sinless and perfect life. He willingly gave his life for sinners by dying on the cross as a substitute for all who turn from their sin and trust in Him. He was resurrected on the third day, ascended to the Father, and he is coming back for his bride, the church.

Jesus Christ is the eternal Son of God who, in his very essence, pre-existed as God in all his glory before his incarnation in time and space ([Jn 8:57-58](#); [Phil 2:6-7](#)). In His incarnation, He was conceived of the Holy Spirit and born of the virgin Mary ([Mt 1:23](#)). In his incarnation, he accepted all the essential characteristics of humanity without violating or detracting from His divine essence ([Heb 2:14-15](#); [Phil 2:5-8](#)). By His personal obedience and His substitutionary death on the cross, He made provision for the redemption of men from sin ([Jn 10:15](#); [Rom 5:8](#); [1 Pet 2:24](#)), was physically raised from the dead ([Rom 1:4](#); [1Cor 15:16-20](#)), ascended to the Father ([Acts 1:9](#); [Rom 8:34](#)), and will return to receive his church ([Acts 1:9-11](#); [1Thes 4:13-17](#)).

What do we believe about THE HOLY SPIRIT?

We believe that the Holy Spirit is co-equal with the Father and the Son, possessing all the attributes of God. The Holy Spirit is a person, not a force. He loves, helps, leads, and directs our lives from a place of Scriptural truth, not feelings. He personally applies the saving work of Christ to the lives of all who trust in Christ. He equips them for the work of ministry, and empowers them to overcome sin and live the Christian life.

The Holy Spirit is co-equal with the Father and the Son ([Mt 28:19](#); [Acts 5:3-4](#), [28:25-26](#); [1Cor 12:4-6](#); [2Cor 13:14](#)). The Holy Spirit regenerates the Christian at conversion ([Tit 3:5-7](#); [Jn 3:3-8](#)), places the Christian into the body of Christ at conversion ([1Cor 12:13](#)), indwells the Christian at conversion ([1Cor 6:19](#)), is the guarantee of the Christian's redemption ([Eph 1:13-14](#)), and leads the Christian on a daily basis as they submit to His leadership ([Gal 5:16-25](#); [Eph 5:18](#); [Rom 8:14](#)). The Holy Spirit enlightens and empowers the believer and the church in worship, evangelism, and service ([1Cor 12:7-11](#)).

What do we believe about PEOPLE?

We believe that all human beings, male and female, are made in the image of God. Because of the Fall, everyone is born in sin, separated from God, and expresses their sinfulness through various sinful acts. Those sinful acts incur God's judgment and reinforce their inability to be acceptable to God through their own merit. Although humanity is a fallen race, every person of every age and ethnicity possesses dignity and is worthy of respect and Christian love.

The human race began by God's direct and instantaneous creation ([Gen 1:26-27](#)). Men and women are created in God's image ([Gen 1:26-27](#)) and exist to glorify God ([Is 43:7](#)). However, people forfeited their intended fellowship with God ([Is 59:2](#)), incurred the penalty of spiritual and physical death ([Gen 2:16-17](#); [Rom 5:12](#)), became subject to the wrath of God ([Jn 3:36](#)), and lost the ability to be independently acceptable to God ([Rom 5:6-10](#)) through Adam's one act of disobedience ([Rom 5:12](#)). As a result, people exist relationally separated from God and express that sinfulness in a variety of sinful

acts ([Is 59:2](#); [Rom 3:10-18](#)). Though humanity is a fallen race, the sacredness of the human personality is evident in that God created man in His own image, and in that Christ died for man; therefore, every person of every race possesses dignity and is worthy of respect and Christian love.

What do we believe about MARRIAGE?

We believe that marriage is an institution of God's created order. Therefore, marriage may be defined as the voluntary uniting of one man and one woman for life to the exclusion of all others.

The term "marriage" has only one meaning: the uniting of *one man and one woman* in a single, exclusive union, as delineated in Scripture. ([Gen 2:18-25](#); [Mt 19:5-6](#).) God intends sexual intimacy to occur only between a man and a woman who are married to each other ([1Cor 6:18](#); [7:2-5](#); [Heb 13:4](#).) God has commanded that no intimate sexual activity is to be engaged in outside of marriage; and that between a man and a woman, only.

What do we believe about GENDER AND SEXUALITY?

We believe that God creates each person as male or female. These two genders are distinct and complementary. By complementary, we mean they are different in their roles but equal in their value and worth. Together they reflect the image and nature of God. Sex is a good gift from a good God and should be appropriately enjoyed within the context of marriage. However, any sexual activity outside of marriage is immoral, including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and the use of pornography.

God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God ([Gen 1:26-27](#).) Rejection of one's biological sex is a rejection of the image of God within that person. Sexual activity is blessed by God when enjoyed in its proper context between one man and one woman in the context of marriage ([Heb 13:4](#).) Still, any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and use of pornography) is sinful and offensive to God. ([Lev 18:22](#); [20:13](#), [Mt 15:18-20](#); [1Cor 6:9-10](#).)

What do we believe about SALVATION?

Salvation is available to every person who turns from their sin and trusts in Christ and His finished work on the cross. It comes to us freely through faith in Christ, which means we can do nothing to earn it. At the moment of salvation, we are declared to be in right standing with God through his Son, Jesus. The Holy Spirit takes up residence in our

lives and begins to make us look more and more like Jesus until the day we go to be with him. Finally, when we see him face to face, we will be completely free of the presence of all sin in glory.

Salvation involves the redemption of the whole person and is offered freely to all who accept Jesus Christ as Lord and Savior, who obtained eternal redemption for the believer by His own blood. The salvation of individuals is wholly carried out by God's grace, based on the redemptive work of Jesus on the cross, and is in no way contributed to or accomplished by the merit or work of the individual ([Eph 1:7](#); [2:8-10](#); [1Pt 1:18-19](#)). Those who genuinely turn from sin toward God and put their trust in Jesus as the provision for their sinful condition ([Mk 1:15](#); [Lk 24:46-47](#); [Ac 3:19](#); [11:18](#); [20:21](#)) are declared righteous by God ([Rom 3:21-22](#); [8:33](#)). From a human perspective, one is saved after hearing the message of the gospel ([Rom 10:14](#)), being convicted by the Holy Spirit of sin ([Jn 16:8-9](#)), turning from sin to God ([2Cor 7:9-11](#)), and placing one's trust in Jesus as the complete and sole payment for sin ([Jn 3:14-15](#)). God's Spirit indwells the individual ([Rom 8:9](#)), resulting in a new spiritual birth ([Jn 3:3](#)), which is often referred to as conversion ([Mt 18:3](#); [Acts 15:3](#); [Rom 16:5](#)). God grants each step in the process of salvation, including repentance and faith ([Acts 11:18](#); [Eph 2:8](#)). The converted individual then naturally bears fruit in keeping with the internal transformation that has taken place ([2Cor 5:17](#); [Mt 3:8](#); [7:17-23](#); [Jn 3:36](#)). Glorification is the culmination of salvation and is the final blessed and abiding state of the redeemed for eternity ([Rev 21:1-22:5](#)).

What do we believe about THE CHURCH?

The *universal* church is made up of all believers for all time. That universal church is composed of localized groups of believers in communities across the globe called the *local* church (like WALK Church). The purpose of the church is to glorify God by making disciples of Jesus, edifying believers, and making Christ known to a lost and dying world. The church is commanded to celebrate the Lord's Supper regularly and baptize the followers of Jesus.

The universal church is composed of the community of all true believers for all time and is considered the complete body of Christ ([Eph 5:22-33](#); [Mt 16:18](#); [Jn 1:12-13](#)). Christians gathered in geographical locations around the world with a biblical purpose ([Ac 2:42-47](#); [Phil 3:3](#); [Heb 10:24-25](#); [Acts 1:8](#)), biblical leadership ([Tit 1:5](#); [1Tim 3](#); [1Pt 5:1-3](#)), and practicing the biblical ordinances ([Mt 28:19](#); [1Cor 1:23-26](#)) is what the Bible most often refers to as the church—i.e., local churches ([1Cor 1:2](#); [Gal 1:2](#); [1Thes 1:1](#)).

What are the ORDINANCES OF THE CHURCH?

There are **two ordinances** of the church. They are called ordinances because Jesus ordained (commanded) that we should do them.

First is the Lord's Supper. The Lord's Supper is a time for the church to remember what Jesus did for us on the cross and that He will return for His church. This is done symbolically by eating bread, which represents Jesus' body that was broken for us and drinking fruit from the vine, which represents His blood that was shed for us.

Second is baptism. Jesus commands his church to make disciples and baptize *them*. Baptism expresses one's repentance and faith in Jesus, which is why it is often referred to as "believer's baptism." It is important to note that Christian water baptism by immersion is symbolic of the salvation that has already taken place in the believer's life as one reenacts their participation in the death, burial, and resurrection of Jesus.

The biblical ordinances include the Lord's Supper and Baptism. The Lord's Supper is a time to remember (looking back) what Jesus has accomplished for his people on the cross, and a time to look forward to the blessed fellowship we will enjoy with him in the Kingdom of Heaven ([1Cor 11:26](#)). Christ's command to be baptized is one of the believer's first acts of obedience once they come to faith in Christ ([Matt 28:19](#)). The witness of Scripture is clear that once disciples are made, they are to be baptized. Believers follow Christ's example of baptism by immersion in water as an expression of their faith in him ([Matt 3:16](#)). Being immersed in water is a picture of being placed into the body of Christ at conversion ([1Cor 12:13](#)).

What do we believe about CHURCH GOVERNMENT?

We believe that Jesus is the leader of His church, and He leads through a plurality of elders (called pastors). Pastors must meet various moral and spiritual requirements, and they are responsible for providing spiritual leadership for the church. Although both men and women are gifted for service in the church, the office of pastor is limited to men as qualified by Scripture.

Jesus is the leader of his church ([1Pet 5:2](#); [Eph 5:23](#); [1Pet 5:4](#)), for it belongs to him, having obtained it with his own blood (Acts 20:28). Jesus possesses all authority over his church ([Mt 28:19](#)), and He calls qualified male elders (pastors) to lead it ([1Tim 3:2-7](#); [Tit 1:6-9](#); [1Tim 5:17](#); [Heb 13:17](#)) with delegated authority as stewards of God's varied grace ([1Pet 4:10](#).) Eldership in the New Testament is always found in a plural form ([1 Tim 5:17](#); [Tit 1:5](#); [Js 5:14](#); [1 Pet 5:1](#)).

What do we believe about the SPIRITUAL REALM?

We believe that God created angels for his glory to carry out his will. One of his chief angels (Lucifer) fell because of pride, and a third of the angels fell with him. They now seek harm to the world, and

especially the church, through spiritual means. Christians should expect spiritual attacks, but they have also been given spiritual tools to fight, including the armor of God and prayer. Christians fight *from* a position of victory through Christ since he has already won the war.

Angels, like everything else in this universe, were created by God for his glory ([Gen 1:1-2](#); [2:1](#); [Jn 1:1-3](#); [Col 1:16](#); [Ps 148:2, 5](#); [Heb 1:6](#).) Angels are spiritual beings ([Ps 104:4](#)) with personal intellect, emotion, and will ([Dan 9:21-22](#); [10:14](#); [Rev 17:1, 7](#); [Isa 14:12-15](#); [Jd 6](#); [Lk 2:13](#); [1Pet 1:12](#),) and although there is a finite number of angels ([Mat 22:30](#),) they are innumerable ([Heb 12:22](#).) Lucifer was the highest and most beautifully created angel ([Ezek 28:12-13](#)), but pride was found in him ([Ezek 28:17](#); [Is 14:13](#)), so he was cast out of heaven with a third of the angels ([Is 14:15](#); [Ezek 28:16-18](#); [Rev 12:4-9](#)). The angels cast out of heaven are now called demons or unclean spirits ([2Pet 2:4](#); [Mt 8:31](#)). Together, Lucifer (now named Satan, which means “adversary” and “accuser”) and his fallen angels work to oppose and wage war against the Lord and his people ([2Cor 11:13-14](#); [2Cor 12:7](#); [Lk 22:3-4](#); [1Pet 5:8](#)). They are deceivers ([Jn 8:44](#).) Though they seek to deceive and harm, their defeat was sealed forever at the cross of Christ ([Gen 3:15](#); [Heb 2:14](#); [Col 2:15](#),) and their ultimate destination in the Lake of Fire awaits them at God’s appointed time ([Rev 20:2](#); [10, Mt 25:41](#); [Jn 12:31](#), [16:11](#), [Rom 16:20](#), [Heb 2:14](#), [1Jn 3:8](#)). Until then, God gives his people every resource they need to engage in spiritual warfare ([Eph 6:10-18](#); [Jn 16:13](#)).

What do we believe about the END TIMES?

We believe that Christ will return for his bride, the church. He will establish His kingdom and ultimately provide a new heaven and a new earth where the redeemed will dwell with Him forever. The saved will experience eternal blessing and reward in the presence of God. God will judge the unsaved according to what they have done, and they will experience eternal punishment away from the blessing presence of God.

All people will be physically resurrected ([Acts 24:14-15](#); [1Cor 15:22-23](#)), the saved to blessing and reward ([2 Cor 4:14](#)), the unsaved to retribution and punishment ([Rev 20:13-15](#); [Dan 12:2](#)). God has appointed Jesus to judge the world ([Jn 5:22](#)), both Christians, concerning rewards ([1Cor 3:11-15](#)), and non-Christians, concerning punishment ([Rev 20:6](#), [11-15](#); [Mt 8:12](#); [25:41](#); [Rev 14:10-11](#); [21:8](#)). Christ will return for his church ([Acts 1:11](#); [1Thes 4:16-17](#)). Christ will establish his kingdom ([Rev 20:1-9](#)). God will ultimately provide a new heaven and a new earth where the redeemed of God will dwell with him forever in glory, peace, safety, and unfathomable joy ([Rev 21:1-22:5](#)).

Negotiables

Even though there are no insignificant doctrines revealed in the Bible, true believers may disagree on some **secondary doctrines** and remain in close fellowship with one another. Disagreement and discussion on secondary doctrines can be helpful if they are done with Christian love and mutual respect. But unfortunately, it has been our experience that these arguments usually produce more “heat” than “light.” So, we are free to disagree on these, but please do so with love. Remember, the person you are arguing with is a brother or sister for whom Christ died. Therefore, when considering our conduct as Christians, this quote should serve as our guiding principle:

“In essentials unity, in non-essentials liberty, in all things charity.” - German theologian, Rupertus Meldenius.

WALK Church has a position on these doctrinal issues, but good and faithful Christians often disagree on the details. *That means that family members at WALK Church may come to a different conclusion on these issues than we do, and that is alright.*

Though not a comprehensive list, we consider the following to be secondary doctrines (teachings):

- **End times frameworks, also known as Eschatology.** There are various views on how the end-times will unfold: Amillennial, premillennial, post-millennial, partial preterism.

In humility, we believe the Scriptural evidence most clearly points to a premillennial return of Christ. We hold to a literal interpretation framework of the Scripture. That framework leads us to believe that Christ will return personally, bodily, and visibly, with great glory to the earth, where He will cast Satan into the bottomless pit for 1000 years and begin his millennial reign upon the earth in Jerusalem. (Zech 14:4, Acts 1:6-12; Jn 14:3; Acts 1:11; Matt 24:30; Rev 20:2-3; Lk 1:32-33). His earthly reign will be global, all resurrected saints for all time will rule with him, and the earth will be renewed to a place of peace, prosperity, and righteousness under his sovereign rule. (Zech 14:9; Dan. 12:2; Rev. 20:4; Matt. 19:28; Isa. 2:2-4; 11; 65:17-25.) After the 1000 years is ended, Satan will be released for a short time to deceive the nations before he is finally cast into the lake of fire for eternity, his demons with him (Rev. 20:7-10).

- **Whether or not there will be a literal rapture and its timing (pre-trib, mid-trib, post-trib)**

In humility, we believe the Scriptural evidence points to a pretribulational rapture of the church. By “pre”- tribulational, we mean that Jesus will remove His church from the earth *prior* to the seven years of tribulation. By “tribulation,” we mean that the seven-year period of time will be a time of great trouble on the earth. By “rapture,” we mean that Jesus will take believers to heaven with him in heaven before pouring out His judgement on an unbelieving world. (1 Thess. 4:13-18; 5:9.)

- **The prophetic role that the nation of Israel will play in the end times**

In humility, we believe that the nation of Israel will play a prophetic role in the end-times. God will fulfill every promise that he made to Israel. (Isaiah 2:2-4; Ezekiel 39:2, 4, 17; Daniel 11:45; Joel 3:9-16; Zechariah 12:1-9)

- **Issues of divine providence and human free will (Calvinism, Arminianism, Molinism)**

In humility, we would consider ourselves “Biblicists,” which means that we preach all verses in Scripture as we see them in their context. The Scriptural evidence leads us to favor a *reformed* view of salvation, meaning God is sovereign over our salvation. (Romans 8:29-30; 9:11, John 6:37-44; 10:16, Ephesians 1:4-5)

- **A literal six days of creation, or six days with long periods between each “day”**

We believe God created the Earth in 6 days (Genesis 1.) However, the book of Genesis does not tell us how He did it. We find there to be compelling arguments to support both young earth and old earth theories. However, we do believe Adam was a historical person made by the special creation of God.

- **The gifts of the Holy Spirit in the present era (prophecy, tongues, healing, etc.)**

We believe the Holy Spirit is presently active in the church and in the life of every believer. The Spirit makes his presence known in a variety of ways. However, the manifestation of His gifts is always done in an orderly way, as delineated in Scripture. And they are for the purpose of edifying the body of Christ and lifting up Jesus. (1 Corinthians 14:26-33).

Preferences

The below topics are what we would consider to be preferences (tertiary) within the Christian faith. A preference is a person's personal liking or choice toward something, without it being explicitly biblical.

- **Which Bible translation is the best (ESV, NIV, KJV, CSB, etc.)**

Our primary Bible translation of choice is the ESV (English Standard Version.) The ESV is a version that attempts to translate as close the original manuscripts as possible, while at the same time maintaining readability.

- **Clothing styles Christians should wear**

Our preference on attire is that a person would “avoid the appearance of evil” as stated in 1 Thess. 5:22 and not cause someone to stumble with their clothing of choice.

- **Which political party one should affiliate with**

We are not going to hop on the political bandwagon. And we are not going to tell you that you should either. Although we will pray for (and show a spirit of honor) ruling officials and anyone who sits in places of authority. 1 Timothy 2:1-3; Romans 13:1-7

- **Whether or not a Christian should use tobacco**

We believe the Scriptural insight from Paul emphasizing that although it may be permissible and legal to do something, it may not be best for you, or the wisest decision. 1 Corinthians 10:23

- **Whether or not a Christian should use alcohol**

Albeit in moderation since drunkenness is a sin; Ephesians 5:18; 1 Corinthians 6:10; Galatians 5:21; Proverbs 20:1

- How to best express our love to God through worship styles (contemporary music, gospel music, hymns, spoken word, etc.)

We are a lover of many different styles and genres of worship music

- What kind of music Christians should, and should not, listen to

Although we should determine if it is edifying; Romans 14:19

- Whether or not Christians should dance

We believe dancing is Biblical; Ecclesiastes 3:4, Psalm 30:11-12

- What kind of secular entertainment Christians should engage in

Although we should determine if it is edifying; Romans 14:19

- One's view on Holidays (Christmas, Easter, Halloween etc.).

We believe Holidays are cultural events in our society that can be used in redemptive ways to engage our city with the gospel

- Other peripheral issues to the faith (this list is not complete). If you ever have any questions, please reach out to our pastoral staff who are always there to answer.







WALK Church

Shared Covenant



Affirmation of Faith:

Having been saved and set free to walk in Jesus, through repentance and faith, and having been baptized upon our profession of faith, we covenant together as a church family today with this acknowledgement and these promises:

Acknowledgment:

We acknowledge that in joining this family, if we came from a different church, we left that house of worship in an honoring way, as far as it depended on us

Promises:

We will love and forgive one another as Christ has loved and forgiven us

We will strive to grow in Christlikeness and help our family members grow along the journey

We will make the spiritual disciplines of Bible reading and prayer a regular practice within our lives

We will not forsake regularly gathering together for corporate worship services

We will strive to maintain unity and right relationships with one another. If unity between family members becomes broken, we will make every effort to reconcile with one another and make the relationship right again through biblical principles

We will live a lifestyle, both publicly and privately, that honors and glorifies Christ and the reputation of His bride, the church

We will pray for the pastoral leadership team at WALK Church, while also humbly submitting ourselves to their teaching and shepherding

We will honor our brothers and sisters with our words and actions, both in public and private. We choose not to slander or gossip about our family members

We will make a difference in our church by using our God given gifts and abilities to serve, and we will be open to serving opportunities in our community, city, and

around the world as led by the Lord. We will be generous with the resources God has given to us through tithing and giving out of the overflow of what He has placed in our hearts

We will joyfully live out the mission, vision, and values of WALK Church to the best of our ability

We will commit to being upfront and transparent if the time comes to move on from this house. We commit to leave honorably and to have a conversation with one of our pastors in advance. We commit further to find a Bible believing, Gospel proclaiming church to join as soon as possible

Family Member

Name: _____

Signature: _____ Date: _____

WALK Church Pastoral Team

By signing below, we hereby affirm your Christian testimony and welcome you into this family

Name: _____

Signature: _____ Date: _____

You can access our
covenant online by visiting
walkchurch.com/covenant
or by scanning the QR Code





Next Steps

1. You will be contacted by one of our team leaders and one of our pastors soon with your next steps.
2. Attend our **LEAD Class** on the Fourth Sunday of every month at WALK Church at 10:45 am.
3. Congratulations on your completion of Join the Family! You now have the tools you need to take your next steps on your journey to Know God, Find Community, Discover Purpose, and Make a Difference.

As you connect with community in Charge 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

Join the
Family



Dream Team Descriptions

We believe in the power of the team. Our Dream Team makes the dream of WALK Church come alive weekly. Below are the different teams and descriptions that make up the Dream Team at WALK Church.

Set-up and Tear-down Team

Our team facilitates the WALK Church experience at our portable campus by setting up before service and taking down after service.

The 4Twelve Kids Team

Our team invests in the lives of children through introducing them to worship by song and dance, Bible lessons at an age appropriate level, fun teaching videos, and interactive games. Our commitment is the Kids environments will be fun, safe, and filled with Jesus.

Application, Background check, 4Twelve Policy and Procedure Training

WALK Youth Team

Our team helps students from 6th-12th grade get connected to WALK Church through our weekly Yth Service, small groups, camps, retreats, serving opportunities, and serving at the WALK YTH table on Sundays.

Background check, WALK YTH Policy Training

WALK Worship Team

Our team facilitates a powerful, Spirit led, worship experience through vocals, instruments, and devotion.

Background check, WALK Worship Audition

Production Team

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

Production Specific Training

Creative Team

Our team assists in the creative communication efforts of social media and web, graphic design, merch, and creative vision for the WALK Church atmospheres.

Stewardship Team

Our team consists of WALK Church members that serve a 3-year rotation providing counsel, wisdom, and accountability for the elders of WALK Church in the areas of Finance, Personnel, and Development.

Background check, Stewardship Team Application

Hospitality Team

Our team helps create life giving atmospheres by assisting with ushering people into the service, serving with our coffee and Sweat Creations ministry, and providing attention to our bathrooms.

First Impressions Team

Our team welcomes people to WALK Church at the front doors and throughout our pathway. This team carries the culture of WALK Church, holds greeter signs, makes eye contact, and strives to help people feel connected from the moment they walk on our campus.

Next Steps Team

Our team helps people identify their next steps of walking in Jesus by providing resources, prayer, guidance, and information about weekend services, Charge Groups, Join the Family, and upcoming events. Our Next Steps team serves at our various tents at our weekend services and events.

Background check, Next Steps Training

Events Team

Our team serves at church-wide events throughout the year by setting up decorations, serving in various capacities at our church wide events, and facilitating meals and snacks.

Prayer Team

Our team provides prayer covering for individuals who are requesting prayer at our gatherings, on our Prayer Card, and prayer for our teams and ministries at WALK Church. Contribution at our Wednesday Prayer Gatherings on occasion.

Charge Group Facilitator

We are trained to facilitate Charge Groups and equipped to build relationships while helping group members discover their next steps.

Background check, Charge Group Facilitator Training

Abuse Policy

I understand that WALK Church is a safe place for children and vulnerable adults and that WALK Church 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.



Dream Team Leadership Honor Code

By becoming a Dream Team servant leader, you are an essential part of the WALK Church 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 WALK Church.

While serving the Body of Christ as a servant-leader at WALK Church, you pledge to present a good appearance at all times. In both attire and behavior, you should strive to demonstrate biblical standards in all situations.

As Christians, the way we present ourselves 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, WALK Church's leaders are to maintain a disciplined life of Bible reading, prayer, and fasting. You must also refrain from such things as:

- Profanity
- Drunkenness
- 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 the WALK Church family.

We should regard it as an essential part of our development, not as an imposition or restriction.

Dream Team Creed

Our Dream Team Creed is a statement we believe in that helps us remember *why* we do what we do and *Who* we do it for.

We don't take serving for granted. We are not entitled to any position. It is our honor and privilege to serve in the Lord's house and our Creed reminds us of this weekly. We always want to put our best foot forward in serving, and our Creed encourages us to do just that.

Before we go out to make the dream come alive each week, we recite this creed as a team, creating a culture of celebration and preparedness. All to His glory

"Jesus is our message, **our life.**

This is His Church, built on love and full of faith.

We are here **to serve** and not to be served.

We are grateful, expectant, **God dependent,** and ready.

To Christ be the glory, forever, **and ever."**

Amen.

Our Patterns



We believe **patterns determine potential**. We have intentionally built in a pattern of events that shape our ministry calendar throughout the year.

DEEPEN: *Going beyond the Surface*

Every **January** we kick off the new year with **21 Days of going deeper**. During this time, we intentionally pray, fast, and dive deeper into the word of God. At the conclusion of the 21 days we host our annual **DEEPEN CONFERENCE**.

CHARE GROUP SEMESTERS:

Spring Semester and Fall Semester
We have two semesters throughout the calendar year where we emphasize growing in community. The **Spring Semester** takes place **February-May**. Our **Fall Semester** takes place **September-December**.

LOVE STRONG: *Loving our City by Serving our City*

During the month of **March**, we tangibly love on our city by serving our city. Through **Kingdom Collaboration** with our Ministry Partners in Las Vegas, we collectively serve all over our city.

EASTER AT WALK: *Focusing our affections on the life, death, and resurrection of Jesus*

Every **March and April** we worship the Lord Jesus by hosting a Seder Passover meal, reflect on the Cross through our interactive Good Friday service, engage our community at our Easter Festival, and celebrate the Resurrection with powerful worship services on Easter Sunday.

PARENT + CHID DEDICATION:

Commissioning Parents to raise their children in the Lord

Every Mother's Day (**May**) we take intentional time to celebrate Mother's and we also host a Parent + Child Dedication, in which we will bring parents on the stage on Mother's Day and commission them to live godly lives and raise their children in the Lord. *(There may be other select times throughout the year we host a Parent + Child Dedication)*

YOUTH CAMP: *Students getting away to grow together in the Lord*
Every Summer (Typically **June**) our **WLK YTH Students (6th-12th Grade)** attend a week-long Summer Camp where they will hear the gospel preached and grow deeper in their relationships with Christ and one another.



VBS: *Vacation Bible School*

Every Summer (Typically **July**) our **4Twelve Kids (4yo-5th Grade)** attend a week-long event that takes our children and leaders on a journey of growing in Christ and alongside one another. This is also a great time to invite new friends to get to know Jesus as well.

CHURCH BIRTHDAY: *Celebrating*

God's Activity in the Life of our Church
On the third weekend in **September**, we do it big by celebrating our church birthday. We celebrate the new milestone with free giveaways, food, birthday cake, and a Spirit led theme for the next year of ministry.

**CHARGE GROUP
THANKSGIVING FEAST:**

Breaking Bread Together
Every **November** on the week leading up to Thanksgiving we host a gathering where all of our Charge Groups gather together for a night food, fellowship, and sharing testimonies of how the Lord is at work in our community.

CHRISTMAS AT WALK:

Celebrating the Birth of our Savior
Every **December** we gather together to celebrate the Christmas season and all that it represents. Namely, the birth of Jesus Christ. During the season we will host a **4Twelve Kids Christmas play**, as well as multiple **candle light Christmas Eve worship services**.

21 DAYS OF PRAYER:

Intentionally Seeking the Lord
Every **January** and **August** we carve out 21 Days to intentionally seek the Lord in prayer. Typically, in January we will couple our 21 Days of **Prayer with fasting**. While in August, we will often couple our 21 Days of **Prayer with Feasting**, as we prepare to enter a new season of Charge Groups.

TRUNK OR TREAT: *Engaging our
Community in Creative Ways*

Every **October** we host a community wide event where people in our church and surrounding community decorate their trunks in creative ways while also giving out candy in a fun and safe environment.

DREAM TEAM PARTY:

*Celebrating the Team that makes the
Dream Come Alive*
Every **December** we celebrate our Dream Team of volunteers with a big party. We eat good food, celebrate the team, and give out the annual **Priscilla and Aquila award**. As well as the **Nehemiah Award**.

CULTURE NIGHTS: *Honoring the
Cultures that make up the WALK
Family*

Throughout the year we will host various Culture Nights where we **identify a culture represented within our church** and we devote a gathering to learning from this culture in a way that is educational and worshipful to the Lord Jesus Christ.



Culture Language

DON'T SAY....	INSTEAD, SAY....
Your Church	Our Church
My Team	Our Team
Small Groups	Charge Groups
Volunteer	Dream Team Member
Church Member	Family Member
Band/Singers	Worship Team
I Have to Do It	I Get to Do It
I Have to Be Here	I Get to Be Here
Kids Ministry	The 4Twelve
Student Ministry	WALK Youth
Here's the directions	I'd Love to Show You
My Religion	My Relationship with Jesus
Sorry, I Know Serving Is Hard!	Thank You for Serving!

ANY ADD ONS:

It's not just what you say, it's **how you say it**. Here at WALK, we're intentional about the language we use. There are some things we say a whole lot, and others you'll never hear us say. As family members, we encourage you to pay careful attention to the language you use.



Walkchurch.com
@WALKChurch

WALK Church Office
8810 S Maryland Pkwy.
Las Vegas, NV 89123

P. 702-508-9255
E. info@walkchurch.com

