



**“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, 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

WELCOME TO NEXT STEPS!

Grab some coffee and donuts, read only this page, and we'll start in a few minutes with introductions: your name, how long you've been at FCC, and how you got here. (*Again, don't read past this page!*)

NEXT STEPS...

... is all about **"Discovering God's Vision for Your Life!"** by providing the resources needed to connect with the people and mission of fccgreene.org. Welcome to your growth! There are 2 basic parts:

(1) Attend a Sun Morning Next Steps Class. (← You're here now.)

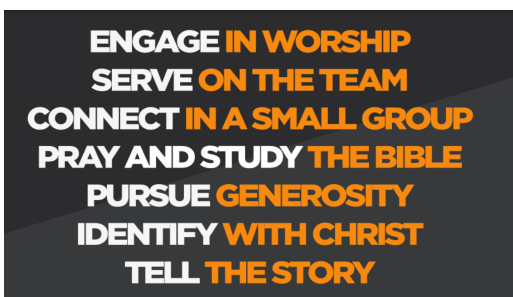
- 75 mins long, no obligation, for 6th graders and older.
- Meet some new and veteran FCCers.
- Watch the *7 Habits* videos.
- Learn about FCC vision, ministry strategies, Confession of Faith, and how *Next Steps* works, with time for Q&A.

(2) Connect with a Next Steps Helper.

- If you want to learn more or get involved, we'll connect you with a *Next Steps Helper* who meets you for coffee (on us!)
- The *Next Steps Helper* is a personal guide to help you navigate all things FCC and develop a personal *7 Habits Growth Plan* tailored to you and your family's needs.

THE 7 HABITS...

- ... shape our people and programs into environments focused on *Helping People Find and Follow Jesus!* (*Again, don't read ahead past this page, cheaterface!*)



THE 7 HABITS, cont. (but don't turn back to the previous page!)

- The 7H are a clear, practical, and personal ministry strategy for fruitful Kingdom living. They begin with active verbs, are stated in sentence form, and are intentionally ordered to create a vocabulary that shapes our vision for personal and corporate growth.
 - **7 Habits Growth Plan** – An important part of being an FCCer is having a personal *7 Habits Growth Plan* that is developed with the help of your *Next Steps Helper* and that you revisit during our Annual Spiritual Health Survey every January. That's why we say that *Next Steps* is "*7 Habits for Discovering God's Vision for Your Life!*" More on the 7HGP later. (The 7HGP can be found on the app (under "Next Steps") or in Appendix A of this *NS Guide*. Our app can be found at fccgreene.org/app.)
 - **7 Habits Card Game** – Now, *without turning back to page 1*, take the 7 Habits cards in front of you and put them in the correct order. First to get them in order wins a Catalyst Coffee gift card. Wait for the Leader to say, "Go!"
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THE 7 HABITS VIDEOS

These videos use FCC vision and language to provide an overview of what we do, why we do it, and how it works. Below we've provided highlights covered to help you follow along and for future reference. Also, at the end of the videos and today's class, we will have time for Q&A, so you may want to jot down questions as you think of them.

H1: Engage in worship.

- *The Goal: Value corporate worship as a soul-shaping practice with eternal consequences.*
- "Nobody does not worship" (Harold Best, *Unceasing Worship*.)
- Worship is a soul-shaping habit. – "Right now, at this moment, everybody is bowing to and being shaped over time into the image of whatever or whomever they worship."

- Revelation 15:4 – *Who will not fear, O Lord, and glorify your name? For you alone are holy. All nations will come and worship you, for your righteous acts have been revealed.*
- Hebrews 10:24-25 – *24 Let us consider how to stir 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.*
- Whether we recognize it or not, every single one of us is preparing here and now, day after day, for that someday when all creation will bow in adoration of holy God!
- Don't be a stranger or a consumer; become a contributor and engage in worship!

H2: Serve on the team.

- *The Goal: Develop a Kingdom-sized vision for your entire life by learning and using your spiritual gifts in the church.*
- The body of Christ is the God-designed context where we not only experience the joy and synergy of serving on God's Team, but we also learn to steward our gifts for mission.
- Our **Team Code** produces and protects a culture of service:
 1. We enjoy the fellowship of mutual surrender to the mission.
 2. We "praypare" as if souls are at stake, the Word does the work, excellence matters, and feedback helps.
 3. We value people over policies, principles over preferences, and growth over control.
 4. We celebrate everyday boring faithful service.
 5. We have a growing-by-learning mindset, not a fixed one.
 6. We lead with vulnerability.
 7. We multiply influence by reproducing leaders.
- For more on the *Team Code*, see fccgreene.org/teamcode.
- **Worship & Serve** is about producing producers and turning our environments and people into a campus-launching strategy (more on that in Habit 7). Four things *W&S* does:
 1. Provides human resources to make Sun mornings happen!

2. Accommodates busy schedules.
 3. Teaches service from a young age and helps provide natural mentoring relationships between generations. (We integrate kids/youth into W&S at 6th grade.)
 4. Creates a warm and loving Sunday morning environment that is focused on serving guests well and communicating the love of Christ!
- We are structured to produce producers, for the sake of our community and the Kingdom of God!

H3: Connect in a small group.

- *The Goal: Create deep relationships within the body of Christ that will sustain your spiritual growth.*
- "You don't discover deep relationships; you create them."
- **Life Groups** – Ongoing groups of 8-12 people that are campus-specific, sermon-based, and meet in homes. Main goal: Care for one another well.
 1. *Eat together.* (40 mins) – Chat, catch up, develop relationship, usually over potluck/carry-in (or buy-on-the-way!) When you need personal care, you've got your people!
 2. *Apply God's Word.* (30 mins) – Each group works through the Sermon Guide. Our Inductive Bible Study Method (coming early Summer 2022) works well for individual and group study.
 3. *Pray for one another.* (20 mins) – Each group spends time sharing and praying with/for one another.
- **re:generation** – Bible-based and gospel-centered discipleship training focused on deeply understanding new life in Christ by applying God's grace. [Note: We are skipping thru re:gen testimonies, from 7:15-8:36. They don't add much, take too long, and are being replaced by a shorter version with our people soon.] You will learn the gospel with the fullness and clarity necessary to deeply root your identity in Christ alone. We believe *re:gen* is so important we require all our Leaders to go through it!

- **Marriage Ministry** [Note: At 8:56 in the the video, Scott initially incorrectly calls the entire *Marriage Ministry* “re|engage”. *Oops!*] – What better way to strengthen a community than to strengthen marriages?!
- 1. **Merge** – We connect engaged or seriously-dating couples with a mentor couple for 8-weeks of preparation for a Christ-centered marriage.
- 2. **Foundations** – For newly married couples, lasts 15 months, is facilitated by a mentor couple, and rotates between small group curriculum one week and something fun and social on the other weeks.
- 3. **Re|engage** – An 18-week marriage enrichment that examines God’s design for marriage and helps couples root their relationship in Christ. It’s open to the community, utilizes both large group and small group environments, and is helpful for any marriage in any condition.
- *Connect in a small group* to create deep relationship with some amazing people!
- [Note: Your *Next Steps Facilitator/Helper* may pause here for any questions about the first 3 Habits.]

H4: Pray and study the Bible.

- *The Goal: Maintain daily relationship with God in Prayer and Word.*
- “Prayer and Word” are the 2 basic daily rhythms of a vibrant relationship with God that develops the spiritual muscle to support fruitful Kingdom living: us talking to God and God talking to us.
- 1. Prayer is asking God to reveal Himself to us in a way that opens our eyes to His movement and work. – Luke 11:9-10, 9 “Ask, and it will be given to you; seek, and you will find; knock, and it will be opened to you. 10 For everyone who asks receives, and the one who seeks finds, and to the one who knocks it will be opened.”
- 2. Studying the Bible is how God speaks to us. – 2 Timothy 3:15, “the sacred writings are able to make you wise for salvation.”

- We incorporate Prayer and Word into every area of church life: in our Worship Gatherings, during singing and sermons, the Sermon Guide (on the app, fccgreene.org/app: Inductive Bible Study, Daily Bible Readings, and space for taking sermon notes), the Weekly Prayer Guide (fccgreene.org/prayerguide) and Group Text, in all our Serve Team Heartbeats and Huddles and Trainings and Meetings, in *Life Groups*, *re:generation*, *Marriage Ministry*, *Brown Bags & Bibles* (fccgreene.org/bbb, a biweekly podcast of biblical-theological teaching and worldview analysis where we study doctrine, read books together, and explain Elders Position Papers), in every single Kids & Students environment (see “Additional H4 Info” in Appendix C), and here and there in *Scott’s Thoughts* and Elders Letters.

H5: Pursue generosity.

- *The Goal: Steward God’s resources in a way that produces Kingdom growth and financial freedom.*
- Poor financial stewardship puts us in a financial prison of our own making that is a constant strain. Most (1) Live on what they make (more than 94% of income), (2) Save if they can (less than 4% of income), and (3) Give away if there’s anything left (less than 2% of income).
- Flip the script to experience financial health and freedom!
 1. *Give first.* It honors God. In Matthew 6:21, Jesus said, “*Where your treasure is, there your heart will be also.*” Your bank statement is more than a financial document—it’s a theological statement about who or what you worship. Giving first reveals where God ranks in our priorities.
 2. *Save second.* It builds financial strength and prepares us for the future, to operate from a position of strength in providing for our family and others in need. Proverbs 6:6-9, *6 Go to the ant, O sluggard; consider her ways, and be wise. 7 Without having any chief, officer, or ruler, 8 she prepares her bread in summer and gathers her food in harvest. 9 How long will you lie there, O*

sluggard? When will you arise from your sleep? So basically: If you can, get a job and save like an ant!

3. *Live on the rest.* It teaches contentment. 1 Timothy 6:6 says, *Godliness with contentment is great gain.* Most think more money is great gain, but the secret to financial freedom isn't earning more, but needing and wanting less!

- As a church, we practice what we preach and give away almost 12% of our weekly general fund giving to support missionaries and outreach projects and organizations locally and all over the world. In 2022, this amounts to \$132,000. (See fccgreene.org/outreach for more info, including a list of the many missionaries and missions organizations we support beyond our local outreach.)
- [Note: Your *Next Steps Facilitator/Helper* may pause here for any questions about Habits 4 and 5.]

H6: Identify with Christ.

- *The Goal: Understand the gospel and its call to identify with Christ alone and join His mission through the church.*
- The **"Gospel"** ("Good News") is that Jesus was all-in on a mission to prove God's gracious love to you! – Galatians 3:13, *Christ redeemed us from the curse of the law by becoming a curse for us... so we might receive the promised Spirit through faith.* Jesus gave up His own life to buy us back from deserved condemnation! This mission to redeem us didn't depend on you or me or anyone other than God Himself! Holy God became flesh in Jesus, and He lived the perfect life you can't, then He became the sacrifice that made up for the sin that condemns you, and then He rose to give you new life through the same Spirit that raised Him from the dead! *God gave us the good news Jesus earned instead of the bad news we deserve!* This is what we call **"Grace"**—the undeserved blessing and favor of God in the righteousness of Jesus! This amazing grace motivated Jesus to be all-in on His mission to prove God's love for you!
- How 'bout **You?!** Are you **All-in with Jesus?!** Have you **Trusted in the gospel?** Are you **Depending on Christ?**'s perfect life and death to

save you instead of your works of self that can't?! Have you **Died to self?** by going down into the water to drown the old you/ways and to be raised up with a new life in Christ?

- **Baptism...**

1. ... **pictures someone who was dead being raised to new life.**

Romans 6:4 says, *We were buried with Jesus by baptism into death, in order that, just as Christ was raised from the dead by the glory of the Father, we too might walk in newness of life.*

2. ... **is how we say yes to the mission of the church.** Jesus'

baptism was a model for us of a new life of Kingdom mission. All 4 gospels report His baptism as a precursor to His launch into ministry! 1 Corinthians 12:13, *For in one Spirit we were all baptized into one body.* We stay united and focused by remembering that baptism makes us part of a new family with a new purpose! So baptism is a picture of being raised to new life in Christ and saying yes to a new mission of *Helping People Find and Follow Jesus!*

- Let us know if you're interested in being baptized at fccgreene.org/iwc (as in "Identify With Christ").

- **"How do I become a member?"** (fccgreene.org/membership) –

There are 4 requirements for becoming an FCC member (fccgreene.org/membershiprequirements):

1. **Complete the Next Steps process.** – This keeps us all on the same page and working together for the mission of *Helping People Find and Follow Jesus*. It involves completing the *Next Steps* class/videos (← You're doing this now!) and connecting with a *Next Steps Helper*.
2. **Repent from sin.** – Repent from sin and turn to walk with Christ as Savior and Lord by grace through faith, as evidenced by a Spirit-led lifestyle and meaningful participation in church life through the *7 Habits*.
3. **Identify with Christ through baptism by immersion.** – If you have already been immersed, whether here or elsewhere, you do not need to be rebaptized. We don't reimmerse.

4. **Publicly confess faith in Jesus Christ.** – During a worship service at FCC, (accompanied by a *Next Steps Helper*, *Small Group Leader*, *Campus Pastor*, etc.), we introduce you to the congregation, which formalizes membership by being welcomed into the fellowship and signals basic alignment with our Confession of Faith (see Appendix B).
- Let us know if you're interested in becoming a member at fccgreene.org/iwc (as in "Identify With Christ").

H7: Tell the story.

- *The Goal: We want you to communicate God's mission in Christ by embodying y/our vision.*
- 1. **"Tell The Story" Guide** (in Appendix C, under *H7: Tell the story.*) – The *TTS Guide* leads you through the process of writing down the story of God's work in your life in 250-300 words. This is a really powerful exercise in learning to share the work of Christ in you with others.
- 2. **Being a Reproducing Multisite Church** – 3 FAQs: (1) *What is a multisite church?* We share the same mission, vision, elders, teaching, budget, leadership structure, programs, and processes, in multiple locations, for the sake of more effective corporate mission! Multisite is about training and sending *7 Habits*-formed FCCers as missionaries to reach people for Christ through our entire community! (2) *How does multisite church work?* Whatever you find at one campus, you'll find at another campus—all the same strategies are in place at every campus. A few important clarifications to know... (a) Kids and Students follow the same *7-Habits*-based vision and strategies as adults. (b) Sermon-based Life Groups are campus-specific. (c) Each campus reaches out to a local school and the surrounding community. (3) *Why be a multisite church?* Because the gospel changes lives! Because when First Christian Church of Johnson City planted us in 1919, it

was for the growth of the gospel. Because 94% of churches in America are losing ground compared with population growth. Because 12 Greene Countians per week drop out of church. Because over 70% of Greene Countians are not meaningfully connected to a local church, which means that we have 50,000 reasons to keep focused on turning all of our environments and systems and people into a *#ForGreene* campus-launching strategy!

- [Note: Your *Next Steps Facilitator/Helper* may pause here for any questions about the last 2 Habits.]

Appendix A: Your 7 Habits Growth Plan (Also found on the app under “Next Steps”. The app can be downloaded at fccgreene.org/app.)

Developed in ongoing conversation with your *Next Steps Helper*, your *7HGP* is a written* plan for your spiritual growth. Your answers to these questions become your ongoing practical guide to meaningful participation in the body and a plan for becoming a “producer.”

- (1) What’s your story? Tell us about yourself and help us get to know you. (What makes you tick? How do you spend your time? Any hobbies?)
- (2) What has your past involvement looked like in... Workplace? Church? Serving? Small Groups? Leadership?
- (3) Have you watched the 7H videos? Any questions or clarification needed?
- (4) Where do you need to grow? Where do you need to seek health?
- (5) Where do you see yourself getting involved at FCC? What is your best next step of involvement?

As you execute this growth plan and practice the *7 Habits*, you will begin to embody them in ways that mark the strength of being a faith-filled contributor (a “producer”) and not a lazy spiritual consumer. You see, we are in the business of training an army of disciplemakers and we are unapologetically expecting you to become a “pitcher-filled” (<https://subspla.sh/yn9wqt9>) *Next Steps Helper* for the next person. That’s how we keep the focus on *Helping People Find and Follow Jesus!*

[*Why “written”? Because you haven’t thought it through until you’ve written it down.]

Appendix B: Confession of Faith (fccgreene.org/beliefs)

Preamble: “The Word of God is our Authority and Guide.” – When we say, “The Word does the work,” we mean it. We are a church founded upon the Word of God (Matthew 16:16-19; Ephesians 1:3-14; 1 Timothy 3:14-16)—spoken, lived, and written—by the Father who spoke all creation into existence for His purposes (Genesis 1:1, 26-28; 2:15, 18, 24), the Son whose perfect embodiment of the Father's love atones for our sins (Genesis 3:15; Deuteronomy 7:6-9; John 1:1-3; 14-18; Galatians 4:4-5; Hebrews 1:1-2; 10:11-18; 1 John 1:1-2), and the Spirit who softens hearts to call Him Father (Jeremiah 31:31-34; Ezekiel 36:26-27; John 3:5-8; Galatians 4:6), empowers His children to live as witnesses to His presence (Mark 16:15; Matthew 28:18-20; Acts 1:8; Romans 7:4-6; Ephesians 5:8-10, 15-17; Galatians 5:22-24), and perfectly preserves His written truth in the Bible (John 14:26; 16:13; 2 Peter 1:19-21; 2 Timothy 3:16). So, for us as a church, because God's Word created us, called us, atoned for us, and empowers us to witness to His presence, its inscripturated form is His perfect guide for all truth (Psalm 119:160; Proverbs 1:7; 9:10; Job 28:28), human flourishing (Genesis 1:26-27; 2:15-19; 9:1-7; Matthew 4:4), cultural values (Genesis 9:6; Exodus 20:1-20; Psalm 75:7; Daniel 2:21; Romans 13:1-7), and our individual and corporate life as Christians (John 14:17; 17:17; Acts 2:42; Ephesians 4:11-16; 6:14-17; 2 Thessalonians 2:15; 2 Timothy 2:2; 3:14; Titus 2:15; 1 John 2:20-27). (Written by Scott Wakefield, Lead Pastor, June 2021. Affirmed by the Elders June 22, 2021.)

Confession of Faith

We affirm the following beliefs around which the church in the world has unified for mission since the coming of Christ. While not exhaustive, it accurately communicates our agreement with classic doctrines of orthodox Christian faith and specifies many of our distinctive beliefs: Lord's Supper celebrated weekly, cessationist regarding the charismatic gifts, complementarian regarding church leadership, and holding to traditional Protestant definitions of penal substitutionary atonement, marriage, sexuality, and sanctity of life. If some of those preceding fancy theological words are new to you, keep reading—much of it will become clearer. (For

more specificity, see the "Position Papers" section at the bottom of fccgreene.org/beliefs).

All members are required to affirm this Statement of Faith and all our teaching and ministry is rooted in and flows out of these biblical doctrines. (First approved and adopted by the FCC Elders November 27, 2011. Slightly edited and reaffirmed June 22, 2021.)

For quick reference, theological topics are summarized in **bold**.

"We believe..."

- ... in **one God—Father, Son and Holy Spirit**. (Matthew 5:16; 5:45; 6:1; 6:4; 8-9; James 1:17; John 1:1; 14:9; Genesis 1:2; John 4:24; 14:16-20; 2 Peter 1:21)
- ... that **Jesus of Nazareth is the Messiah**, the Son of the Living God, God in human form. The virgin-born Son of God died for our sins, was buried, rose from the dead and is coming again. He is both fully God and fully man. (Philippians 2:5-7; John 14:9; John 8:58; John 1:1, 14; Colossians 2:9)
- ... that **the Bible is the inspired Word of God**, the written record of His supernatural revelation of Himself to man, absolute in its authority, complete in its revelation, final in its content and without any error in its teaching. (2 Timothy 3:16-17; 2 Peter 1:20-21)
- ... in the **historical creation of man**. (Genesis 1:27)
- ... in the **sanctity of life** and that life begins at conception. (Psalm 139:13-16)
- ... that **all humans are born with a sin nature**. (Jeremiah 17:9; Romans 3:23)
- ... God's design for **marriage is a holy covenant relationship between one biological man and one biological woman**. (Genesis 2:24; Jeremiah 29:6; Isaiah 62:5; Leviticus 18:22, Leviticus 20:13; Matthew 19:8)
- ... in the **substitutionary death of Christ** on the cross to atone for the sins of mankind. (Isaiah 53:3-6; 2 Corinthians 5:21; Romans 5:8)

- ... in the **literal, bodily resurrection of Christ** from the dead as prophesied. (1 Corinthians 15:1-4)
- ... in the **literal return of Christ as promised**. (John 14:1-6; 1 Thessalonians 4:16-18; 2 Peter 3:3-4, 10, 13)
- ... in the **assignment of all people to heaven or to hell** at their time of death or at the time of Christ's return. (Hebrews 9:27; 2 Thessalonians 1:8-9; Revelation 20:15; 2 Corinthians 5:6-10)
- ... that the **forgiveness of sins and the gift of eternal life** are promised to those who trust Jesus Christ as their Lord and Savior. (John 3:16-17; Ephesians 2:8-9)
- ... that those putting their trust in Christ should **repent of their sins, confess their faith and be baptized into Him**.
 - We **do not administer baptism to infants** or to children who have not confessed faith in Christ, nor do we baptize by any mode other than immersion.
 - We would ask any believer who has not been **baptized by immersion** to submit to that New Testament form before becoming a member of First Christian Church. (Romans 10:9; Acts 2:38-39; Romans 6:3-4)
 - We expect **full devotion to Jesus Christ** for every Christian. (Matthew 16:24-27)
- ... that those who receive Christ also receive the **indwelling presence of the Holy Spirit**: He marks them as the possession of God, manifests the fruit of righteousness in their character and endows them with spiritual gifts for ministry. (2 Corinthians 1:21-22; Galatians 5:22-23; 1 Corinthians 12:4-6)
- ... that a **spiritual gift** is a special ability, given by the Holy Spirit to every believer, to be used to minister to others and thereby build up the Body of Christ. (1 Peter 4:10; Romans 12:6-8; 1 Corinthians 12:7-11)
 - However, because in New Testament churches which were led by Apostles or by those specially empowered by the laying on of the Apostles' hands, miraculous gifts were manifested. (Acts 2:43; Acts 8:18; 2 Timothy 1:6)

- And in New Testament churches which lacked direct apostolic leadership, non-miraculous gifts prevailed: The miraculous gifts were not present. (Acts 8:5-8, 14-17)
- Therefore, we do not expect to see the miraculous gifts of apostolic-healing-by-touch or speaking in tongues manifested in the church because of the lack of apostolic leadership.
- And we ask that those who believe differently or seek such miraculous gifts not practice those gifts within our worship services or promote the exercise of those gifts among our members.
- ... that the pattern of the New Testament was to gather for in-person corporate worship and observe the **Lord's Supper** each week, and we continue this pattern in our weekly worship services. (Acts 20:7)
- ... that each believer should give a **generous, intentional, regular, proportional gift** of his or her income to God, through the local church, as a spiritual discipline. The tithe (one-tenth) is the standard by which Christians determine if they are giving generously. (Malachi 3:10; 1 Corinthians 16:2; 2 Corinthians 9:6-7)
- ... that **God answers prayer, occasionally in miraculous ways**. Prayer is a spiritual discipline that should be taught and learned within the Body of Christ. (Acts 1:14; Colossians 4:2; 1 John 5:14-15)
- ... the **Church is a body of Christ-followers who live in community** and enjoy the connection possible in the fellowship of small groups. (Acts 2:44-47)
- ... **the "will of God"** is discerned through the direct teaching of the Scriptures as well as through prayer, wise counsel, and a careful consideration of circumstances. (Proverbs 16:3; Proverbs 19:21; James 1:5; James 4:13-15; Romans 12:1-2)
- ... that **we are "Christians only," but not the only Christians**. (John 10:14-16)
- ... the Church should seek **unity with all believers** in matters essential to the universal Christian faith, and contend for liberty in

all matters wherein the Lord has not spoken through His Word.
(Ephesians 4:2-6)

- ... **the local church is an autonomous** body which cooperates with many Christian agencies but is regulated or dominated by none.
(Ephesians 5:23b)
 - The Church of Jesus Christ was **founded on the Day of Pentecost** and consists of all Christians everywhere
(Matthew 16:13-18; Acts 2:14-47)
 - The Bible teaches that the **Elders are qualified men who exercise authority** over the local congregation (Acts 20:28; Philippians 1:1; 1 Timothy 3:1-7; Titus 1:5-9; 1 Peter 5:1-4)
- ... that **the Church is the Body of Christ** and as members of that Body, an individual Christian's participation and accountability are essential not only to the local congregation but also to the individual's spiritual growth. (1 Cor 12)
- ... **love is to be shown to all people** as the central trait of the Christian faith. (John 13:35; 1 Peter 4:8)
- ... the **mission of the church** is to reach the spiritually lost for Christ, to teach with the goal of "forming Christ in them" and mobilizing believers to accomplish God's purposes in the world. (Matthew 28:18-20)

Our "**Essentials–Convictions–Opinions Chart**" is a helpful rubric for discerning the relative importance of specific matters of doctrine and practice. This is our attempt to make practical the famous principle, "In essentials, unity; in non-essentials, liberty; in all things, charity."



- “Essentials” (innermost circle) are core doctrines that should not change because they maintain the purity and unity of the church’s identity and mission. These are the non-negotiable teachings of historical Christian orthodoxy that make a Christian or a church distinctly Christian. This includes teachings like the Trinity, the full divinity and humanity of Jesus, virgin birth, faith in Christ alone for salvation, etc. As these are definitional, they are worth dividing over.
- “Convictions” (middle circle) may have a significant impact on the health and effectiveness of the church, but they are usually not worth dividing over. This includes doctrinal matters like specifics of soteriology that differ on the definitions and relationship between God’s sovereignty and human responsibility, matters of Christian conscience and liberty, the role of government, etc.
- “Opinions” (outermost circle) are unclear issues not worth dividing over. These are what theologians call “adiaphora,” indifferent matters like the specifics of the millennium, what exactly was a “leviathan,” who were the “Nephilim”, the color of the carpet, etc.
- Where a question or issue falls within these categories must consider the cumulative force of at least these seven considerations: biblical clarity; relevance to the character of God; relevance to the essence of the gospel; biblical frequency and significance; effect on other doctrines; consensus among Christians (past and present); and effect on personal and church life.
- All categories should be prayerfully considered in determining an issue’s importance. This discernment process keeps the church from compromising important truth or needlessly dividing over peripheral issues.

Appendix C: Additional Info re 7 Habits Ministries (not covered in H7 videos, for future reference)

H1: Engage in worship.

- Every week our Worship and Tech Teams produce 15 different worship services, in 5 ministry areas, 6 physical environments, and that require over 6 dozen volunteers and 8 hours of rehearsal time!
- During 2022, we budget \$28,350/yr in this area, $\approx$ 2.6% of the total budget.
- More than 85 FCCers serve in Worship & Tech.
- To find out what staff work in this or any of the following areas, see fccgreene.org/leaders.

H2: Serve on the team.

- **Serve Teams**
 - **Admin** (data, spreadsheets, office support)
 - **Care** (notecards, visits, meals, prayer)
 - **Guest** (welcome, safety, catering)
 - **Facilities** (property, maintenance)
 - **Kids** (newborn–5th grade)
 - **Life Groups** (adult sermon-based and campus-specific community groups)
 - **Marriage Ministry** (*Merge, Foundations, re/engage*)
 - **Outreach** (one-time campus-specific school and community events/projects)
 - **Re:generation** (grace-based discipleship program)
 - **180 Student Ministry** (6th–12th grades)
 - **Tech** (a/v, communications, writing, photo, video)
 - **Worship** (music, vocals, instruments)
 - **Young Adults** (college/20somethings)
 - Check out the **Serve Wall** at each campus to see the ministry roles that are currently most needed.
 - Please Note: In basic terms we'll find something for just about anyone to do and many serving areas/roles are open to most anyone interested. However, because of issues of

safety/security, ensuring spiritual maturity, and maintaining doctrinal fidelity, some are by invite-only and many require elements like being background checked, being a member, having been through the program in its entirety, being a leader, etc.

- As of early 2022, approximately 65% of our current Sunday morning adult attendance (6th grade and older) do some form of *Worship & Serve!* That amounts to about 275 people per Sunday and another 75 people during the week.
- *Annual Serve Team Review* – Beginning January 2023, as part of our Annual Membership Renewal and 7H Spiritual Health Survey, we include questions as a springboard for discussion with *Serve Team* leaders.
 1. In general terms, what has God been teaching you about Himself, yourself, ministry, and the church?
 2. How have we been helping you sharpen your ministry saw in your area(s) of service? (Feel free to answer for more than one and please specify ministry area(s.))
 3. What has gone well—name some "wins" you've seen or experienced? And what has gone less-than-well?
 4. What is the main thing we can do to help make your experience serving on a team better?
 5. Do you have any ideas or suggestions for needed ministry changes?
 6. Spiritual gifts are given to each believer to help you and the church grow (1 Corinthians 12:7, 11; Ephesians 4:4-7; 1 Peter 4:10). Using the 3 Tests below, would you say you are increasing in your understanding and use of your spiritual gifts? Why or why not?
 - a. You enjoy using this ability.
 - b. Your use of this ability bears Kingdom fruit, especially for building up the church.
 - c. Others confirm that God is using your gift effectively.

7. Given your best understanding of the intersection of your spiritual gifts and FCC's existing ministry needs, are you in the best ministry role or area, moving forward? Why or why not?

H3: Connect in a small group.

- As of Spring 2022, on any given week, including kids, there are usually 400 FCCers together in 60 different small groups. That's 75% of our average total Sunday service attendance. In just adult Life Groups, it's approximately 225, which is 56% of our average adult Sunday service attendance.
- **"The Big 3"** – This is not a ministry nor one of the 7 Habits, but it's an easy way to understand that, at FCC, the first 3 Habits are the primary environments for your growth, connection, and personal care: *Engage in worship*. *Serve on the team*. *Connect in a small group*. They are the front lines of your personal growth and care that happen through your connection with your *Next Steps Helper* (initial involvement and ongoing FCC mentor to help you plot and navigate your growth), *Serve Team Leader* (guides body life, instills Kingdom vision, helps you learn/use your gifts), and *Life Group Leader* (relational connection, pastoral care, spiritual mentoring).
- The 12 Steps of *re:generation* (fccgreene.org/regen)
 1. *Admit*: We admit we are powerless over our addictions, brokenness, and sinful patterns—that in our own power our lives are unmanageable. (Romans 7:18)
 2. *Believe*: We come to believe that God is the One whose power can fully restore us. (Psalm 103:2-5)
 3. *Trust*: We decide to trust God with our lives and wills by accepting His grace through Jesus Christ. (Ephesians 2:4-5)
 4. *Inventory*: We make a searching and fearless moral inventory of ourselves. (Psalm 51:6)
 5. *Confess*: We confess to God, to ourselves, and to another human being the exact nature of our sins. (1 John 1:7-9)
 6. *Repent*: We become entirely ready to turn away from our patterns of sin and turn to God. (2 Timothy 2:22)

7. *Follow*: We humbly ask God's Spirit to change our hearts and minds in order to follow Christ fully. (Galatians 5:22-25)
8. *Forgive*: We forgive those who have harmed us and become willing to make amends to those we have harmed. (Ephesians 4:32-5:1)
9. *Amends*: We make direct amends whenever possible, submitting to God, His Word, and biblical counsel. (Romans 12:17-18)
10. *Continue*: We continue to examine our lives and when we sin promptly confess and turn to walk with Christ. (Psalm 139:23-24)
11. *Intimacy*: We seek to deepen our relationship with God daily and depend on His power to do His will. (John 17:3)
12. *Regenerate*: Because of our new lives in Christ, we carry God's message of reconciliation to others and practice these biblical principles in every aspect of our lives. (2 Corinthians 5:17-18)

H4: Pray and study the Bible.

- Our Prayer Guide is maintained weekly at fccgreene.org/prayerguide and we send out a weekly text asking for requests. (Sign up for Group Texts on the Connect Card on the app (fccgreene.org/app) or fccgreene.org/cc.)
- Did you know that our Sunday Morning *Serve Teams* spend time praying together (during *Huddles*) and many spend extended time praying during the middle of the service?!
- *The Hub* at each campus has H4 resources like Bible Reading Plans, Study Bibles (with commentary notes, educational articles, etc.), one-volume commentary, books about Christian beliefs/doctrine, the gospel, etc.
- Speaking of things like prayer and the Word being integrated into every facet of our ministry programming, all our Kids Min, 180 Students, and Pillar Young Adult Ministries follow the *7 Habits*, with weekly environments for worship, small groups, study guide/handout, etc. Also, did you know that we send out a weekly

Parents Email for both Kids and Students? (Sign up on the Connect Card.)

H5: Pursue generosity.

- *Financial Freedom* – A team of experienced financial health counselors who help develop a disciplined budget of *Give first, Save second, and Live on the rest*. Inquire on the Connect Card or be on the lookout for opportunities.
- *Catalyst Coffee Company* – In early 2014, we launched Catalyst Coffee Company, a coffee shop in downtown Greeneville where we provide a great place to meet people, we roast our own beans, and we give away 100% of profits! Starting Spring 2022, we are giving away a minimum of \$1,000 per month to a local nonprofit, charity, ministry, or community organization!
- Did you know that 20% of each of our Campus Pastors' jobs is to lead their campus in connecting with the local school/community and that they each have a discretionary general budget line item designated thus? How cool is that?!
- *How to Give*
 - fccgreene.org/give – auto/recurring, Apple Pay
 - Text-to-Give – Text “help” to 84321 for prompts.
 - At Sunday services, in the giving boxes/buckets. Envelopes provided.
 - *How to Give* info is also on the weekly *Worship Guide*.

H6: Identify with Christ.

- *Annual Membership Renewal, Spiritual Health Survey, and Serve Team Review* – We take our membership list down to zero at the end of every calendar year! So during the entire month of January, we ask those who would like to continue their active membership to reup by filling out a *7 Habits*-based Spiritual Health Survey, updating their *7 Habits Growth Plan* for the next year, and filling out a *Serve Team*

Review. This helps us all take stock of our relationship to God and His mission!

- *Info/Details About Your Day of Baptism &/or Membership* – After you’ve filled out the form at fccgreeneville.org/iwc (as in “Identify With Christ”), we’ve got all the info we need. Just show up on your chosen day, go forward at Invitation, and someone from the Care Team will help you get ready.
 - As far as clothing prep... Because we have black t-shirts, shorts, and white towels for you to use, you can come in your normal Sunday morning clothing, change into a shirt and shorts, dry off, and change right back into the clothing you came with to church! And, btw, you get to keep the t-shirt! (We need the shorts back, though.)
 - As far as the specifics of what happens during the Worship Service, whether you’re being baptized or becoming a member... the Preacher will give an invitation at the end of the sermon, after which we sing a song. During that Invitation Song, you (and whomever else you want to walk up with you) will walk down the aisle to the front where Care Team Members will meet you. They will bring you to the Care Room, clarify details, and pray with you.
 - If you are being baptized, they will take you to the baptistry (with your companion(s), if you’d like) to help with preparations. Your baptism will take place during the “What’s Next” portion of the service and if you have prepared a video, it will be shown at this time. Then the person baptizing you will take your confession of faith, as declared by Peter in Matthew 16:16, “I believe that Jesus is the Christ, the Son of the Living God.”
 - If you are already a baptized believer and are placing membership with us, the Care Team will take you up on stage during “What’s Next” and your video (if you prepared one) will be shown. After that, you will be asked to confess your faith as declared by Peter in Matthew 16:16, “I believe that Jesus is the Christ, the Son of the Living God.” They will then introduce you to the congregation.

- We know all that sounds complicated, but don't worry, you don't hardly need to remember any of it. We'll walk you through the whole thing!

H7: Tell the story.

As part of being baptized and/or becoming a member at FCC, we encourage everyone to think through, write down, and share their testimony. This is important preparation for being ready to share the story of God's work in your life. This helps ensure that...

- ... you think through the question of your personal readiness to identify with Christ in baptism or membership.
- ... we at FCC are on the same page as to the basic content of the gospel.
- ... you practice what it means to share your story.
- ... you can share your story with your friends (online, sending out a link or DVD of your testimony and baptism, etc.) and church family (in worship, online, etc.).

The Tell the Story Guide

Your *Next Steps Helper* is meant to be alongside you as you work through this *Tell the Story Guide* and write out your story of coming to faith in Christ!

How to Write Your Testimony

Your "testimony" is the most basic elements of the story of God's work in you to draw you to faith in Christ. A good way to think through it is to write out some ideas and answers to some questions we've provided below and then put them together in short paragraph form. On the next few pages, we've provided room for you to do so as well as a sample testimony. After you've done so, chat through it with your *Next Steps Helper* and they'll help guide you the rest of the way in the baptism &/or

But first, a few tips so that, instead of needlessly offending or confusing people, you keep clear that the focus is Christ and His work in your life!

- Not too much detail about heavy issues. While it's very helpful to give some basics ("I was/am an alcoholic..." or "After I lost my job I..." or "I had struggled with..."), please be careful not to create a TMI

moment (“Too Much Information”) or needlessly make listeners feel uncomfortable. You’re welcome.

- Please be careful when mentioning previous Christian denominations (Catholic, Baptist, Methodist, Episcopalian, etc.). We do not want to create the impression that ‘they didn’t quite cut it’ and ‘now you’ve seen the light.’ This is about the pre-Christ you and the post-Christ you, not about criticizing other forms of church or Christianity. However, feel free to mention if you were in a previous non-Christian religion or in a cult or legalistic sect (Mormon, Buddhist, Jehovah’s Witness, “Legalism”, etc.). Ask us if you’re unsure.
- It is best to not mention your infant baptism, or even your christening or sprinkling. There is a big difference between those and the baptism that is taking place now. It’s best not to confuse people about the differences.

Sample Testimony

“Hi, my name is Michael Jordan. Though I grew up in a Christian home and went to church often, I didn’t fully understand what it meant to be a Christian until I experienced years of filling the void in my life with a lot of things other than Jesus. I thought that playing basketball and having relationships with girls could fill this void, but they never did. I then tried alcohol and drugs to make me happy, but they just ended up making my life worse. I lost a number of friends because of my alcoholism and it got so bad, I was contemplating suicide. By the time I was 19, I had stopped going to church. But my friend Scottie invited me to hear a new pastor at his church. I started going every Sunday to church, and it was like God was talking to me. Intellectually, I knew all my life that Jesus had died on the cross for sins, but I began to realize also in my heart that God loved me so much that He died for me and I began to see the full extent of sin in my life. Well, just a few Sundays ago, when the preacher was talking, I recommitted my life to Jesus. I completely surrendered my life to Him in ways I hadn’t before. It was amazing; the emptiness that I had in my life was filled with Jesus. I had joy and happiness for the first time in a long time. I knew my

sins were forgiven, and I now have a purpose for living... and I am here today to let you know that Jesus Christ is my Lord and Savior. I want to thank my friend Scottie for asking me to give church a try again. I wouldn't be here today if it weren't for him."

It's Your Turn: Write Out Your Testimony

Your testimony should include the following 5-6 elements which should only be one or two sentences each. While this all sounds like a lot of information, it's really just a few sentences. In fact, for the purposes of your testimony, *it needs to be brief!* Please ensure it is no more than two minutes long. (That's usually around 275 words. You can count at wordcounter.net if you need.) And no, you don't have to be a wordsmith and write a novel. Just be yourself and tell us the basics!

1. *Before Christ* – Introduce yourself ("I am...") and describe your life before you were a Christ-follower ("I grew up... and my life was...").
2. *Reasons You Need Christ* – Why did you need Christ and His grace? What have you tried that did not work nor satisfy? ("I thought making lots of money and climbing the corporate ladder would..." or "My life was all about pleasing people...") You may want to include how you thought, what your character/temperament/behaviors were like, Scripture that spoke to you, etc.
3. *Circumstances of Coming to Christ* – How and when did you come to faith in Jesus Christ? ("When I was a teenager..." or "A few weeks ago I spoke with..." or "During the Invitation last week I asked God...") Any special or interesting circumstances surrounding your conversion may be helpful, too.
4. *After Christ* – How has Christ affected your life? (Joy, forgiveness, peace, contentment, etc.) How has being part of FCC helped you grow? (Preaching, Singing, Serving, Life Group, the 7 *Habits*, etc.)
5. *Declaration of Faith* – A statement of your commitment to Jesus Christ ("I am here today to declare that Jesus Christ is my Lord and Savior...")
6. *Thank Yous* – It's helpful to wrap up by thanking those who nurtured your spiritual life or helped you begin a relationship with Christ. ("I

want to thank... spouse, parent(s), best friend, friend at church, Minister, Jesus, etc.”)

Now that you've thought through your answers to the interview questions, combine them into a simple paragraph below. Be sure to begin by stating your first and last name.

This image shows a blank sheet of white paper with horizontal ruling lines. The lines are evenly spaced and extend across the width of the page. There are no margins, text, or other markings on the paper.

Preparing For Video – “Wait, what?! A video?!”

Yes, a video! As part of formalizing your commitment to Christ and FCC as well as being an encouragement to others in the body, we’d love to video your testimony. While this is optional, we find it *really* helps solidify things for you and is a *great* encouragement to your family, friends, FCCers with whom you’re close, as well as the larger body of Christ. If you have more questions about how this works, your *Next Steps Helper* will be alongside to help explain, but here are some basics.

Your Appointment – When you and your *NSH* have determined you’re ready, just email your testimony to videotestimony@fccgreeneville.org. It is very important that you send us your completed testimony so we can have it ready for your video session (on a teleprompter). Then, our cameraperson will contact you to set up an appointment to meet at our studio on the Greeneville campus. The recording session only takes about 15 minutes and all you have to do is look at the teleprompter and read!

Say it Aloud – Before recording, practice saying your testimony aloud at least two or three times. Say each word slowly and make your pronunciation distinct so you are comfortable with your testimony before you come to your video session. (When it feels too slow, it’s probably just right.)

How to Dress – You will be videoed while sitting in a comfy chair or sofa. Please wear a solid-color shirt, no prints or slogans, and no large/crazy patterns/colors. Also, please dress modestly... no shorts, no short skirts, tight-fitting shirts, tank tops, or tube tops. Please keep jewelry and makeup to a minimum. We’d rather you not wear a hat, bandana, or sunglasses, as they hide your facial expression. We want to see you!

A Special Note to Moms and Dads – Parents, your child is also encouraged to give their testimony for baptism. Talking with them about their decision to follow Christ, and helping them through the answers to these questions, is a great way to affirm their decision and continue building a foundation for their faith. Make sure they come prepared, and our videographer will help you and your child feel comfortable. Talk to Kids Min peeps for more about baptism for your kiddos.

Thanks for joining us for Next Steps! We are so glad you're considering taking steps toward discovering God's vision for your life by joining us at Team FCC!



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HELPING PEOPLE FIND AND FOLLOW JESUS

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