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Monarch City Life Steps

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

Step One – Commit To Community

Connect with Monarch City and discover the ins and outs of the church, learn details about beliefs, leadership and church government, how we handle money, and how we intentionally organize our church. You will also have the opportunity to become a Monarch City member.

Step Two – Discover Your Design

Dive into the details of your personality, learn about your gifts, and begin the journey of discovering your purpose in life and how you can make a difference in the lives of others.

Step Three – Join the Team

Find out what it means to make a difference with Monarch City and connect to the opportunities available at Monarch City to live out your purpose and serve others by using your God-given gifts.

Step One: Commit to Community

Monarch
City Life
Steps

Our Story

Back in June 2006, Pastor Ron and Tracy started the church within their home in Debary with hopes to see their neighbors come to experience the saving knowledge of Jesus Christ. Monarch City quickly became known as a place where people far and close to God could play a role in what God is doing in West-Volusia.

In 2014, Monarch City had the opportunity to plant its roots in Deland, FL and begin building a community centered around Christ and loving people. Since then, we have seen many place their faith in Jesus; Families experiencing restoration; Miraculous moments of healing; and community driven events to bless our local community!

Currently, Monarch City deepened its roots in Deland, relaunching in our new facility. God continues to show His church favor in every season and now there is no better time to get involved and see what God can do when we put all of our trust in Him.

Our Prayer for You

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

[Ephesians 1:17-18 NIV](#)

Our spiritual journey consists of four steps:

1. KNOW GOD.

“Some of these people have missed the most important thing in life—they don’t know God...”

[1 Timothy 6:21 TLB](#)

“Not everyone who says to me, ‘Lord, Lord,’ will enter the kingdom of heaven, but only the one who does the will of my Father who is in heaven.”

[Matthew 7:21 NIV](#)

“[I pray]...that you may know Him better [personally].”

[Ephesians 1:17-18 NIV](#)

At Monarch City, we help people know God through [WEEKEND SERVICES](#).

2. FIND FREEDOM.

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

[Ephesians 1:17-18 NIV](#)

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

[James 5:16 NIV](#)

At Monarch City, we help people find freedom through [SMALL GROUPS](#).

3. DISCOVER PURPOSE.

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

[Ephesians 1:17-18 NIV](#)

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

[Psalm 139:16 NIV](#)

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

[Romans 12:6 NIV](#)

At Monarch City, we help people discover their purpose through the [LIFE STEPS](#).

4. MAKE A DIFFERENCE.

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

[Ephesians 1:17-18 MSG](#)

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

[1 Corinthians 12:27 NLT](#)

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

[John 15:8, 11 NIV](#)

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

[1 Peter 4:10 NLT](#)

At Monarch City, we help people use their gifts to make a difference on the [DREAM TEAM](#).

Monarch City Leadership

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

Our church government is made up of three groups of elders.

We are:

1. Guided by PASTORS.

The Pastoral Staff team is led by the Lead Pastor, Ron Munizzi. This team oversees the day-to-day ministry and operations of the church. These staff pastors serve the congregation and are responsible for the development of the spiritual life of the church. The Lead Pastor Leadership Team members serve as Staff Elders.

2. Protected by ELDERS.

Our Elders are several members of the congregation appointed by the Lead Pastor to oversee the finances and provide counsel to the Lead Pastor Leadership Team regarding the major financial commitments of the church.

3. Strengthened by OVERSEERS.

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

Church Finances

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

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

[Proverbs 3:9-10 NIV](#)

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

[Malachi 3:10 NIV](#)

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

1. Tithe

The tithe, or “first fruits,” of our labor/income belong to God. We find this principle all through God’s Word. Tithing, giving God the first 10% of our income to the local church, is the primary practical way we acknowledge that God is first (Proverbs 3:9-10).

2. Offerings

An offering is giving over and above the tithe. The Bible says that by giving generously, we are able to “take hold of the life that is truly life” (1 Timothy 6:18-19).

3. The Gift of Giving

The gift of giving is a spiritual gift that God gives to some people (Romans 12:8). It is a Spirit-given capacity and desire to serve God by giving of your material resources, far beyond the tithe, to further the work of God.

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

The giving of tithes and offerings is worship to Jesus. Giving is not considered a business transaction but an act of worship and an expression of gratitude to God. That is why we don’t have people fill out pledge cards or make faith promises.

Next Steps

1. BECOME A MEMBER at Monarch City.

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

2. JOIN a Small Group.

Browse our online Small Groups directory at livitchurch.com. Once you find a few groups that interest you, contact the leaders to learn more and make plans to check out the group(s) in person.

3. COMPLETE the Life Steps.

Step One - Commit to Community
Step Two - Discover Your Design
Step Three - Join the Team

4. SERVE on the Dream Team.

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

Making this Home

Monarch City Covenant

Having received Christ as my Lord and Savior and being in agreement with the values and ideas presented in Step One of the Life Steps, I now feel led by the Holy Spirit to unite with the Monarch City family. In doing so, I make the following commitment to God and my fellow church members:

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

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

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

[Romans 14:19 NLT](#)

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

[Romans 15:5 NLT](#)

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

[1 Peter 1:22 NIV](#)

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

[Ephesians 4:29 NIV](#)

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

[Hebrews 13:17 NIV](#)

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

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

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

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

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

[Luke 14:23 TLB](#)

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

[Romans 15:7 TLB](#)

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

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

“Each of you should use whatever gift you have received to serve others, as faithful stewards of God’s grace in its various forms.”

[1 Peter 4:10 NIV](#)

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

[Ephesians 4:11-12 NIV](#)

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

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

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

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

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

[Acts 2:42 NIV](#)

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

[Hebrews 10:25 NLT](#)

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

[Philippians 1:27 Phillips](#)

Step Two: Discover Your Design

Monarch
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Discovering Your Gifts

All of us were created by God to make a difference in the life of another person. God has a place for you where your unique abilities and passions can touch the lives of others. We believe that your life will never make sense until you find, develop, and fulfill that purpose.

“For we are God’s workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do.”

[Ephesians 2:10 NIV](#)

“However, I consider my life worth nothing to me, if only I may finish the race and complete the task the Lord Jesus has given me.”

[Acts 20:24 NIV](#)

“Now God gives us many kinds of special abilities...and there are different kinds of service to God (ministry)...All of you together are the one Body of Christ and each of you is a separate and necessary part of it.”

[1 Corinthians 12:4-5, 27 \(LB\)](#)

At Monarch City:

Every member is a MINISTER.

Every task is IMPORTANT.

Every member is a “10” in SOME AREA.

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

[Psalm 139:13-14 NLT](#)

DESIGN reveals destiny.

1. Your PASSIONS.

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

[Romans 12:6-8 NIV](#)

2. Your LIFE EXPERIENCES.

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


[Romans 12:1 MSG](#)

3. Your PAIN.

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

[2 Corinthians 1:3-4 NLT](#)

How to Take the Personality Assessment



Step 1: Answer each question under sections 1-4 by circling the number that best describes you. Allow yourself two to three minutes to complete this step before moving on to other steps.

Step 2: Add the total of circled numbers for the five statements under each section. Write each total on the indicated total line for each section.

Step 3: Identify the group with the highest totaled number and the second highest totaled number to discover your dominant personality traits.

Box 1 = “D” personality

Box 2 = “I” personality

Box 3 = “S” personality

Box 4 = “C” personality

Write your predominant personality traits sequence in the top right-hand corner
(DI, ID, SC, CD, etc.).

Step 4: Read the description of your most predominant personality trait (D, I, S, C) and the description of your two highest personality traits together (DI, ID, SC, CD, etc.).

My Personality/Leadership Style _____

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

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

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

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

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

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

Joshua (Joshua 1), Noah (Genesis 6-9), Sarah (Genesis 16, 1 Peter 3:6)

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

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

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

Malachi (Malachi 4), Nathan (2 Samuel 12:1-13), Nahum (Nahum 1-3)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Miriam (Exodus 15-21; Numbers 12:1-15), Ezra (Ezra 7, 8)

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

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

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

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

Making the Most of Your Personality

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

[Ephesians 2:10 NASB](#)

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

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

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

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

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

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

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

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

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

Discovering Your Spiritual Gifts

Congratulations on learning more about your personality! God uniquely created you and gave you these traits for a reason. Now that you’ve identified how He has made you, your next step is to learn how you can use Spiritual Gifts for the purpose He has for you.

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

A. Administration

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

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

(Welcome Center, Kids Check-In, Production)

B. Apostleship

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

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

(Outreach, Small Groups)

C. Craftsmanship

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

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

(Liv It Kids, Students, Outreach, Production)

D. Discernment

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

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

(Prayer, Small Groups, Ushers)

E. Evangelism

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

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

(Students, Prayer, Small Groups)

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, Welcome Center, Liv It Kids, Students, Small Groups, Ushers)

G. Faith

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

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

(All Teams)

H. Giving

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

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

I. Healing

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

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

(Liv It Kids, Prayer)

J. Helps

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

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

(All Teams)

K. Hospitality

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

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

(Greeters, Welcome Center, Hospitality, Students, Kids, Small Groups, Ushers)

L. Intercession

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

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

(Prayer, Small Groups)

M. Knowledge

The gift of knowledge is the divine strength or ability to understand and bring clarity to situations and circumstances, often accompanied by a word from God.

Acts 5:1-11; 1 Corinthians 12:8; Colossians 2:2-3

(Liv It Kids, Prayer, Production, Small Groups, Ushers)

N. Leadership

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

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

(Small Groups, All Teams)

O. Mercy

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

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

(Liv It Kids, Small Groups)

P. Miracles

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

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

(Prayer)

Q. Missionary

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

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

(Small Groups)

R. Music/Worship

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

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

Psalms 150

(Liv It Kids, Students, Liv It Worship, Small Groups)

S. Pastor/Shepherd

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

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

(Welcome Center, Liv It Kids, Students, Small Groups, Ushers)

T. Prophecy

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

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

(Prayer, Small Groups)

U. Service

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

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

[\(All Teams\)](#)

V. Teaching

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

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

[\(Liv It Kids Elementary, Small Groups\)](#)

W. Tongues & Interpretation

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

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

[\(Prayer\)](#)

X. Wisdom

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

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

[\(Welcome Center, Liv It Worship, Outreach, Prayer, Small Groups, Ushers\)](#)

Step Three: Join the Team

Monarch
City Life
Steps

Dream Team Core Values

1. We love LOVE GOD.

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

[Acts 4:13 NIV](#)

Develop your CLOSENESS WITH GOD.

Develop your CHARACTER.

Develop your CALLING.

2. We love PEOPLE.

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

[Mark 10:42-45 NIV](#)

Be a SERVANT.

Be a TEAM PLAYER.

Be REAL.

3. We pursue EXCELLENCE.

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

Mark 7:37 NIV

Do things WELL.

Do things BEFORE YOU’RE ASKED.

Do MORE than is EXPECTED.

4. We choose JOY.

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

2 Corinthians 6:10 NIV

Be ENJOYABLE.

Be POSITIVE.

Be LOYAL.

Make every experience a BREATH OF FRESH AIR.

Host Teams

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

Usher Team

The Usher Team provides a positive worship experience by assisting guests with seating, facilitating tithes/offerings, and helping to secure a distraction-free worship environment.

Age: 18+

Greeter Team

The Greeter Team creates a positive first impression by welcoming, greeting, and encouraging each guest as they enter and exit Monarch City.

Age: 15+

Welcome Center Team

The Welcome Center Team helps guests identify their next steps by providing resources and information about campuses, weekend services, Small Groups, Life Steps, conferences, and special events.

Age: 18+

Next Gen Teams

The Next Gen Teams help various age groups feel welcome and known by creating environments where they connect with God, experience Him, and take their next steps.

MC Kids

MC Kids is one team with three areas; **Check In**, **Nursery**, and **Preschool/Elementary**. Our teams help kids have a genuine relationship with God, build a biblical foundation for their lives, grow with friends and leaders, and love being at church.

Age: 14+ in High School, Background Check

MC YTH

The Youth Team helps middle school and high school students get connected through Midweek Services, Small Groups, retreats, conferences, and serving at the Student area on Sundays.

Age: 14+ in High School, Background Check

MC Young Adults

The Young Adults Ministry helps get people connected through our weekly services, Small Groups, outreaches, retreats, and conferences.

Age: 18+, Background Check

Monarch City Worship Teams

Music Team

The Music Team facilitates a powerful, on-stage worship experience through utilizing the skills of vocalists and instrumentalists.

Age: 16+, Music Audition, Development Training Process, Background Check

Production Team

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

Age: 16+, Development Training Process, Background Check

Small Groups

The Small Groups Team leads weekly Small Groups for people to experience authentic community, find freedom, and grow in their relationship with Jesus.

Background Check (Groups with Unaccompanied Minors)

Youth Protection Policy

I understand that Monarch City is a safe place for children and vulnerable adults and that Monarch City 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 person who oversees the area in which I serve.

I also understand that nothing in this policy is intended to omit or limit any mandatory reporting obligations that I may personally have under state, federal, or local law.

Leadership Honor Code

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

While serving the Body of Christ as a servant-leader at Monarch City, 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, Monarch City' leaders are to maintain a disciplined life of Bible reading, prayer, and fasting. You must also refrain from such things as:

- Profanity
- Smoking or chewing tobacco
- Gambling
- Indulging in much wine or other alcoholic beverages
- Dishonest gain
- Illicit drugs
- Pornography
- Sexual immorality (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 Monarch City family. We should regard it as an essential part of our development, not as an imposition or restriction.