



SURGE 2025

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PART 1: TRANSFORMATIONAL SERVANT FRAMEWORK:

7 Key Areas of Service



1. SPIRITUAL FOUNDATION AND DEPENDENCE ON GOD

Transformational Servants:

- Serve by relying on God's will and the Holy Spirit's guidance.
- Minister from the overflow of a personal, thriving relationship with the Lord.
- Acknowledge the harmony between God's sovereignty and human responsibility in serving others.
- Engage in prayer and spiritual warfare to protect and advance God's kingdom.

Application: Stay rooted in prayer, scripture, and obedience to God's direction, recognizing that true service starts with Him.



2. RELATIONAL SERVANTHOOD

Transformational Servants:

- Recognize the difference between simply managing tasks and nurturing people.
- Understand the power of collaboration within a team versus isolated efforts.
- Blend spiritual maturity and personal authenticity in building relationships.
- Focus on finding the right people to serve alongside, not just the right processes.
- Foster inclusivity, collaboration, and shared ownership in service projects.

Application: Build trust and genuine connections with those you serve and serve alongside, creating a supportive and inclusive environment.



3. PERSONAL GROWTH AND DEVELOPMENT AS A SERVANT

Transformational Servants:

- Commit to lifelong learning and growth to become more effective in serving others.
- Cultivate spiritual maturity to serve from a place of wisdom and strength.
- Embrace flexibility and adaptability to meet evolving needs.
- Look beyond personal limitations, allowing God to expand your vision and capacity.

Application: Regularly evaluate your skills, spiritual depth, and understanding to grow into a more impactful servant.



4. STRATEGIC SERVICE AND EXECUTION

Transformational Servants:

- Serve as both a thermostat (setting the tone) and thermometer (understanding the needs).
- Prioritize strategic service ("on" the mission) rather than being bogged down by operational distractions ("in" the mission).
- Use systems and tools as supports to ministry and service, not substitutes for personal involvement.

Application: Plan and execute service with intentionality, ensuring both the big picture and details are aligned with God's purposes.

PART 1: TRANSFORMATIONAL SERVANT FRAMEWORK:

7 Key Areas of Service



5. COURAGE AND FAITH IN SERVING

Transformational Servants:

- Be bold and visionary, willing to challenge norms and step out in faith.
- Trust God's provision and power to accomplish service goals, focusing on His promises
- rather than visible resources.

Application: Take bold steps of obedience, even when the path is unclear, trusting God to provide and multiply your efforts.



6. PROBLEM SOLVING AND GOAL ORIENTATION IN SERVICE

Transformational Servants:

- Be determined to start projects and see them through to meaningful outcomes.
- Address problems with proactive solutions, ensuring challenges lead to growth and resolution.

Application: Approach obstacles as opportunities for God's glory, using them to refine your service and reliance on Him.



7. HOLISTIC SERVANTHOOD

Transformational Servants:

- Balance the foundational care of shepherding with the transformational impact of spiritual leadership.
- Focus on the trifacta of service: meeting the needs of people, improving processes, and ensuring the product (results) glorifies God.
- Application: Build trust and genuine connections with those you serve and serve alongside, creating a supportive and inclusive environment.

Application: Serve with a balanced approach that values individuals, systems, and outcomes equally, aiming for comprehensive and lasting impact.

PART 1: TRANSFORMATIONAL SERVANT FRAMEWORK:

7 Key Areas of Service

Transformational Servant Mindset

1 **Serve with Purpose**

Align all actions with God's will, reflecting His character in your service.

2 **Engage Relationally**

Grow Continuously: Seek spiritual and practical growth to enhance your ability to serve.

3 **Grow Continuously**

Seek spiritual and practical growth to enhance your ability to serve.

4 **Execute Strategically**

Be intentional and efficient, ensuring your service advances God's mission.

5 **Step Out Boldly**

Serve with faith, trusting God to accomplish what seems impossible.

6 **Solve Problems Effectively**

Address issues with determination, turning challenges into growth opportunities.

7 **Balance Holistically**

Care for individuals while striving for spiritual and operational excellence.

PART 2: 2025 THEME: SURGE

Surge Overview

"Surge" is our 2025 church-wide theme, designed to ignite momentum and multiply our Kingdom impact. This year, we are called to Surge forward in faith, Surge outward in service, and Surge upward in worship while multiplying disciples, leaders, groups, and ministries. Together, we will build a culture of growth and transformation where every role and ministry plays a vital part in advancing God's mission.

SURGE KEY SCRIPTURES



Matthew 28:19-20: "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."



2 Timothy 2:2: "And the things you have heard me say in the presence of many witnesses entrust to reliable people who will also be qualified to teach others."



Ephesians 4:16: "From Him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work."

Personal Surge

In 2025, we are calling each volunteer to experience a transformative Surge in their personal and spiritual lives. This initiative will focus on seven areas designed to deepen faith, expand influence, and elevate service within the church. Here's how each element contributes to the overarching vision:

Surge in Personal Intimacy with Christ

1

- **Focus:** Cultivate a closer, more vibrant relationship with Jesus through prayer, worship, and study of His Word.
- **Action Steps:**
 - Daily time with God through prayer and Scripture reading.
 - Participation in small groups or discipleship programs.
 - Regular attendance at worship services and special events.
- **Outcome:** Volunteers experience a deep, abiding connection with Christ that empowers their service.

Surge in Personal Investment Financially

2

- **Focus:** Encourage volunteers to make financial commitments as an expression of stewardship and partnership in the mission of the church.
- **Action Steps:**
 - Teach biblical principles of generosity and stewardship.
 - Set clear, measurable giving goals for individuals and teams.
 - Provide multiple, accessible ways to give (online, in-person, recurring donations).
- **Outcome:** Volunteers invest financially in God's work, fueling ministry efforts and experiencing the blessings of generosity.

Surge in Personal Involvement

3

- **Focus:** Increase active participation in church ministries, community outreach, and mission projects.
- **Action Steps:**
 - Clearly communicate volunteer opportunities and roles.
 - Offer training and support to equip volunteers for success.
 - Recognize and celebrate contributions to foster a culture of service.
- **Outcome:** Volunteers are fully engaged in meaningful, impactful work that advances the Kingdom.

Surge in Personal Intensity

4

- **Focus:** Encourage volunteers to serve with passion, excellence, and a renewed sense of purpose.
- **Action Steps:**
 - Host motivational sessions to inspire and reignite zeal.
 - Share testimonies of impact to remind volunteers of the significance of their service.
 - Set high standards for ministry excellence and accountability.
- **Outcome:** Volunteers bring energy, enthusiasm, and intentionality to every area of ministry.

Surge in Personal Insight

5

- **Focus:** Equip volunteers with deeper spiritual wisdom and practical skills to enhance their service.
- **Action Steps:**
 - Provide workshops and training in theology, leadership, and ministry-specific skills.
 - Offer resources like books, devotionals, and online tools for spiritual growth.
 - Encourage feedback and reflection to foster learning and improvement.
- **Outcome:** Volunteers grow in knowledge, confidence, and effectiveness in their roles.

Surge in Personally Inviting for Super Sundays

6

- **Focus:** Mobilize every volunteer to personally invite others to church for life-changing encounters with Christ.
- **Action Steps:**
 - Develop compelling invitations, such as cards or digital tools.
 - Equip volunteers with simple conversation starters and event details.
 - Set goals for invites and celebrate success stories.
- **Outcome:** Increased attendance and engagement during Super Sundays, creating opportunities for transformation.

Surge in Profound Insight for Spiritual Growth

7

- **Focus:** Empower volunteers to grow spiritually, becoming leaders and disciple-makers who influence others.
- **Action Steps:**
 - Provide one-to-one discipleship opportunities for volunteers.
 - Encourage volunteers to mentor others in their spiritual journey.
 - Host quarterly growth sessions to align with church-wide spiritual goals.
- **Outcome:** Volunteers experience spiritual maturity and become catalysts for growth within the church.

MINISTRY SURGE

The Surge Movement: What are the areas of surging?

1

DESTINY KIDS (DK): SURGE IN FAITH (FAMILY GATHERINGS, CAMP, AND PARENTING INITIATIVE)
THEME: "SURGING INTO THE FAITHFUL FUTURE!"

- Encourage kids to experience a spiritual surge through vibrant Bible stories, engaging worship, and activities that teach them how to rely on God's power.
- Focus on empowering children to recognize their unique gifts and make bold moves in their faith journey.

2

YOUNG ADULTS: SURGE IN PURPOSE (MONTHLY LUNCHEON AND LIFE GROUP)
THEME: "SURGING INTO YOUR GOD-GIVEN DESTINY!"

- Equip young adults to embrace their purpose with passion, make bold decisions for Christ, and influence their spheres with kingdom-minded values.
- Host events that foster connection, leadership development, and spiritual maturity, helping them make a lasting impact.

3

MEN'S MINISTRY: SURGE IN STRENGTH (D3)
THEME: "A SURGE OF GODLY POWER FOR MEN!"

- Call men to rise with a surge of spiritual courage, integrity, and leadership in their homes, workplaces, and communities.
- Focus on brotherhood, accountability, and strength through retreats, mentorship, and small groups.

4

WOMEN'S MINISTRY: SURGE IN IDENTITY AND WHOLENESS. (D3)
THEME: "SURGING INTO THE FULLNESS OF CHRIST!"

- Inspire women to experience a surge of growth in their identity in Christ, recognizing their God-given beauty, power, and influence.
- Offer opportunities for spiritual growth, community building, and equipping them to lead and serve with confidence.

5

COUPLES MINISTRY: SURGE IN UNITY (D3)
THEME: "A SURGE OF LOVE AND PARTNERSHIP!"

- Help couples surge toward deeper unity, love, and purpose in their marriages by grounding their relationship in God's Word.
- Provide marriage enrichment opportunities, workshops, and events to foster stronger connections and Christ-centered homes.

6

SINGLES MINISTRY: SURGE IN WHOLENESS (D1-4) LIFE GROUP AND MONTHLY LUNCHEON
THEME: "SURGING INTO A SEASON OF FULFILLMENT!"

- Empower singles to thrive in their current season with a surge of purpose, contentment, and spiritual growth.
- Focus on building community and equipping them to embrace their calling fully while preparing for what God has ahead.

7

CHRONOLOGICALLY REFINED MINISTRY: SURGE IN LEGACY (MORE DAY TRIPS, OUTINGS, FELLOWSHIP)
THEME: "SURGING INTO ETERNAL IMPACT!"

- Celebrate the wisdom and experiences of seniors by helping them surge forward with intentionality, mentoring younger generations, and living out their faith boldly.
- Encourage active participation in church and community through meaningful service and discipleship.

8

OUTREACH MINISTRY: IMPACT FORT WORTH: SURGE IN TRANSFORMATION
THEME: "SURGING INTO LIVES WITH THE POWER OF R.E.A.C.H."

- Equip individuals and families with tools for growth, stability, and empowerment through the R.E.A.C.H. Strategy.
- Mobilize the church to meet the community's practical and spiritual needs with programs such as literacy classes, job training, and homeownership workshops.
- Create opportunities for deeper connections and transformation through relationship building initiatives and entrepreneurial mentorship.

9

EVANGELISM MINISTRY: SURGE IN BOLDNESS
THEME: "SURGING TO SHARE THE GOOD NEWS!"

- Ignite a passion for evangelism, encouraging believers to surge into their communities with boldness and share the love of Christ.
- Equip the congregation with tools and strategies for effective witness, making outreach a lifestyle.

10

MISSIONS MINISTRY (KENYA): SURGE IN GLOBAL IMPACT
THEME: "SURGING INTO THE NATIONS FOR CHRIST!"

- Lead the charge in fulfilling the Great Commission by surging into unreached areas with the gospel.
- Focus on supporting international missionaries, organizing mission trips, and raising awareness for global needs.

11

WORSHIP MINISTRY: SURGE IN PRAISE

THEME: "SURGING INTO GOD'S PRESENCE!"

- Foster a surge of heartfelt worship that draws people into a deeper encounter with God.
- Innovate and elevate the worship experience through music, prayer, and creativity that inspires intimacy and reverence.

PART 3: SUPER SUNDAY VOLUNTEER OVERVIEW

Thank you for being an essential part of making Super Sunday an extraordinary day for our church and community! Here's everything you need to know about this special event and how you can help it succeed.

WHAT IS SUPER SUNDAY?

Super Sunday is a high-energy, church-wide event where we go above and beyond to create an incredible experience for:



Children:

Fun-filled programs that inspire and engage.



Youth:

Dynamic activities and messages to energize and encourage.



Adults:

Vibrant worship and a powerful sermon to uplift and transform.

It's also a day where members are encouraged to invite friends, relatives, associates, neighbors, coworkers, and anyone they've been investing in relationally to experience God's love in a warm and welcoming environment.



WHY SUPER SUNDAY MATTERS

This is more than just another Sunday. It's an opportunity to:

- Help our church reach out to the community.
- Provide a memorable experience for guests.
- Create an environment where lives can be transformed by the love of Christ.

Super Sunday Dates

- a Super Sunday Christmas (Dec 22, 2024)-The goal is to double attendance on major holidays!
- b Super Sunday NYE (Dec 31, 2024)
- c Super Bowl Sunday (Feb. 9, 2025)
- d Super Sunday: Final Four (April 6, 2025)
- e Super Sunday Easter/ Launch Second Service (April 20, 2025)-The goal is to double attendance on major holidays!
- f Super Sunday, Mother's Day (May 11, 2025)
- g Super Sunday Father's Day (June 15, 2025)

Super Sunday Promos

- a. Social Media
- b. In-Service Videos
- c. Invite Cards
- d. QR Code Invites/Phone Invites

PART 4: WHO NOT HOW



Ministry Development Framework (MDF): Summary and Purpose

The Ministry Development Framework (MDF) is a strategic guide designed to help church leaders establish, grow, and sustain effective ministries. Its primary purpose is to provide a clear roadmap for aligning new or existing ministries with the church's overall vision, ensuring consistency, quality, and mission-driven impact. The MDF focuses on key principles such as identifying the right leaders, clarifying the ministry's vision, setting goals, delegating tasks, and managing resources effectively.

Difference Between MDF and a Detailed Ministry Plan While the MDF offers a broad framework for how to develop and guide ministries, emphasizing strategic principles and best practices, a detailed ministry plan focuses on the specific operations of a single ministry. The detailed plan includes precise goals, activities, timelines, budgets, and metrics tailored to one particular ministry's needs and objectives. In contrast, the MDF is adaptable across various ministries, providing a consistent process for development rather than detailed day-to-day planning.

DAN SULLIVAN'S WHO NOT HOW CONCEPT:

- 01 Focus on Who:** Prioritize finding the right people to achieve your goals.
- 02 Delegate the How:** Assign methods and processes to the right people.
- 03 Leverage Strengths:** Use others' expertise to accelerate success.
- 04 Leader's Role:** Focus on the why (purpose) and what (goal).
- 05 Freedom and Efficiency:** Gain time by letting others handle operational details.

PRIORITIZED MD PROCESS (DAN SULLIVAN'S FRAMEWORK):

- 01 Who** – Finding the right leader and people to execute the vision is the most critical aspect.
- 02 Why** – The purpose behind the goal drives motivation and clarity.
- 03 What** – Defining the goal gives direction for the people involved.
- 04 How** – Delegate the execution of tasks and processes to the right people.
- 05 When** – Timelines are important but can be managed by the team.
- 06 Where** – Logistics like location and resources are lower priority but essential for success.

DANGERS IN MD PROCESS:

- 01** Focusing on how instead of who.
- 02** Having the wrong people in key roles.
- 03** Failing to align people's strengths with their roles.
- 04** Lack of clarity in vision (why) and goals (what).
- 05** Micromanaging or failing to empower the right people.
- 06** Neglecting ongoing alignment and development of the team.
- 07** Not having a clear why and what.
- 08** Prioritizing what before who.

ESTABLISHING A MINISTRY AT DESTINY CHURCH:

A Comprehensive Guide

Starting a ministry at Destiny Church is an exciting opportunity to serve our church and fulfill our collective mission. This document outlines the essential steps involved in establishing a ministry, providing clarity and direction as you embark on this journey.

1

IDENTIFY THE RIGHT PEOPLE (WHO)-BUILDING YOUR TEAM

- a) Identify a leader for the ministry initiative.
- b) Skills and Roles: Identify the skills and roles needed for the ministry. Consider spiritual gifts, technical skills, and personal passions.
- c) Engagement: Look within the church community for individuals who might be a good fit. Engage existing ministry members, small group participants, and volunteers.
- d) Personal Invitations: Extend personal invitations to those you believe would contribute positively. Clearly communicate the vision and their potential role in it.

2

CLARIFY THE VISION (WHY)-PURPOSE AND MOTIVATION

- a) Define the purpose behind the ministry: What specific need or opportunity are you addressing?
- b) Articulate the vision: How will this ministry align with the overall mission and values of Destiny Church?
- c) Consider the spiritual impact: What transformation do you hope to see in the lives of participants and the broader community?

3

DEFINE THE GOAL (WHAT)-SETTING OBJECTIVES

- a) Establish clear and specific goals for the ministry: What do you aim to achieve?
- b) Ensure that the goals are measurable: How will you evaluate success?
- c) Align the goals with the church's vision to ensure that they contribute positively to the overall mission.

ESTABLISHING A MINISTRY AT DESTINY CHURCH:

4

DELEGATE TASKS AND METHODS (HOW)-EXECUTION STRATEGY

- a) Clearly define roles and responsibilities within the team. Who will handle specific tasks?
- b) Create a plan for how the ministry will operate: What activities or programs will it offer?
- c) Ensure that team members understand their roles and feel empowered to execute their responsibilities.

5

ESTABLISH TIMELINES (WHEN)-PROJECT MANAGEMENT

- a) Set realistic timelines for each phase of the ministry's development. When will the ministry launch? What are the key milestones?
- b) Create a timeline for meetings, events, and program rollouts to ensure that everyone stays on track.

6

DETERMINE RESOURCES (WHERE)-LOGISTICS AND SUPPORT

- a) Identify the resources required for the ministry: This includes physical space, materials, and any technological support.
- b) Work with church leadership to secure necessary resources, ensuring that the ministry has what it needs to operate effectively..
- c) Explore partnerships or collaborations within the community that could enhance the ministry's impact.

PART 5: KEY “WHO’S” NEEDED

VOLUNTEER PROJECT MANAGER FOR SUPER SUNDAY

Original Summary: This role oversees all aspects of planning and executing Super Sunday, ensuring it is an impactful day for children, youth, and adults. Responsibilities include creating a project timeline, coordinating volunteer recruitment and training, managing logistics on the event day, and debriefing with team leads post-event. The ideal candidate excels in organization, leadership, and problem-solving and fosters collaboration among diverse teams to create a seamless experience for guests and volunteers.

Key Skills:



- Strong organizational and project management skills.
- Leadership and team-building capabilities.
- Clear and effective communication.
- Problem-solving and adaptability under pressure.

Deliverables:



- Detailed project timeline and task assignments.
- Trained and well-coordinated volunteer teams.
- Seamless execution of event logistics (setup, transitions, and breakdown).
- Post-event feedback and debriefing report for future improvements.

ASSISTANT WORSHIP PROJECT MANAGER

Original Summary: This role assists in managing the planning and execution of worship services, ensuring all elements—music, audio/visual, and transitions—align with the service’s spiritual goals.

Key Skills:



- Event planning and coordination experience.
- Strong communication skills to collaborate with worship leaders, tech teams, and speakers.
- Attention to detail and ability to troubleshoot in real-time.
- Familiarity with audio/visual equipment and service production processes.

Deliverables:



- Support the Worship Project Manager in developing a comprehensive service flow schedule.
- Assist with coordination between worship teams and technical support.
- Ensure smooth transitions between service elements.
- Contribute to post-service evaluations to identify areas of improvement.

ASSIMILATION TEAM LEAD

Original Summary: The Assimilation Team Lead welcomes and integrates newcomers into the church community. This includes overseeing greeters, follow-up communications, new member classes, and connection opportunities. The goal is to ensure every guest feels valued, informed, and encouraged to take the next step in their faith journey.

Key Skills:



- Strong interpersonal and relationship-building skills.
- Strategic thinking for designing effective assimilation systems.
- Ability to train and motivate volunteers.
- Proficiency in tracking and reporting guest engagement metrics.

Deliverables:



- Friendly and efficient guest welcome processes.
- Follow-up communication plan for visitors and new members.
- A structured pathway for guests to engage in next steps (e.g., small groups, classes, serving).
- Monthly metrics report on guest assimilation and retention.



APPENDIX:

Destiny Church–Golden Standards

- Treat others the way you want to be treated. Mt. 7:12
- Look out for the best interests of others. Phi. 2

THREE STEPS OF SERVICE

1. A warm and sincere greeting. Use the guest's name, if and when possible.
2. Anticipation and compliance with guest needs.
3. Fond Farewell. Give them a warm good-bye and use their names, if and when possible.

Lead people the way God wants them to be led. (In a manner filled with Grace and Truth.)
Lead people where God wants them to be led. (Always for the Glory of God.)
Lead people when God wants them to be led. (Step out of comfort zone.)

MOTTO

"We are Image Bearers serving Image Bearers"

THE DESTINY CHURCH BASICS


1. The Credo will be known, owned and energized by all employees and leaders.
2. Our motto is: "We are Image Beaters serving Image Bearers".
3. Practice teamwork and "lateral service" to create a positive work environment.
4. The Trinity of Hospitality shall be practiced by all employees and leaders.
5. All employees will successfully complete Hospitality Certification to ensure they understand how to perform to the Destiny Church standards in their position.
6. All employees and leaders will successfully understand their work area and Destiny goals as established in each leadership summary.
7. All employees and leaders will know the needs of their internal and external customers (guests and members) so that we may deliver the products and services they expect. Use guest performance pads to record specific needs
8. Each employee will continuously identify defects throughout the Church.
9. Any employee and leader who receives a customer complaint "owns" the complaint.
10. Instant guest and member pacification will be ensured by all. React quickly to correct the problem immediately. Follow-up with a telephone call within one day to verify the problem has been resolved to the guest/members satisfaction. Do everything you possibly can to never lose a guest/member.
11. Guest/Member incident action forms are used to record and communicate every incident of guest dissatisfaction. Every employee is empowered to resolve the problem and to prevent a repeat occurrence.
12. Uncompromising levels of godliness and warmness are the responsibility of every employee and leader.



APPENDIX

13. "Smile-We are on stage." Always maintain positive eye contact with our guests/members. (Use words like- "Good Morning," "Certainly," "I will be happy to" and "My pleasure").
14. Be an ambassador of Christ in and outside of Destiny Church. Always talk positively. No negative comments.
15. Escort guests and members rather than pointing out directions to another area of the Church.
16. Be knowledgeable of Church information (hours of operation, etc.) to answer guest and member inquiries.
17. Use proper greeting etiquette.
18. Personal grooming is to be immaculate; wear appealing and appropriate clothing and your Destiny name tag. Take pride and care in your appearance.
19. Ensure all employees and leaders know their roles during emergencies and are aware of fire and life safety processes.
20. Notify your supervisor immediately of hazards, injuries, equipment, or assistance you need. Practice energy conservation and proper maintenance and repair of Church property and equipment.
21. Protecting the assets of a Destiny Church is the responsibility of every employee.




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