



**DESERT SPRINGS**  
COMMUNITY CHURCH

**CULTURE**  
**GUIDE —**  
**2023**

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# MISSION STATEMENT

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Our Mission is to Evangelize the lost, to Establish believers in the faith, to Equip and Impassion people for ministry, doing all with Excellence for our Lord Jesus Christ.

# VISION STATEMENT

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## **ENGAGE WITH GOD**

Through a personal relationship with we meet with God to talk to Him (prayer) and learn from Him (read the Bible).

## **CONNECT WITH OTHERS**

We are committed to getting involved in each other's lives (fellowship) and serving one another in community.

## **LIVE ON MISSION**

We work to reach our family and friends with the gospel and to make disciples of Jesus Christ.

# PLUMB LINES

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Plumb lines are the assumptions, beliefs and core values that guide our decisions – they speak to organization culture.

## HOW IT WORKS

- Plumb lines are the RULES OF THE ROAD
- Developed over time
- Open to change – but they describe today's guiding principles
- Plumb lines are to help make decisions easier

## OUR CURRENT 12 PLUMB LINES:

1. Grace over Law – always try to get to “yes”
2. Evangelism and prayer are the two boulders we must always be pushing
3. Family and integrity first – don't sacrifice your soul, ministry never requires that
4. Creativity is greater than money
5. Equipping and empowering leadership is job #1 – equip the saints
6. Lead to strength, staff to weakness
7. Failure brings opportunity – learn from mistakes, adapt and grow
8. Passion over passivity – we'd rather slow people down than have to kick them into gear
9. Leverage relationships with honest conversations – loving well sometimes means difficult truth
10. Truth over emotion – we will not be swayed from mission by the culture of the moment
11. Change is valuable, but requires thoughtful purpose
12. Hang together as leadership or hang separately – push back in private, support in public

# GLOSSARY

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We've organized our frequent terms and yearly dates into one place so that you can be aware of the ministry flow.

## TERMS

- **Disciple Maker** - Disciple maker is the term we use in D|S Kids to remind our team of volunteers of our purpose to see kids believe in Jesus and grow in Him. This title applies to everyone who serves in D|S Kids in any capacity/role.
- **Buddies** - Children at times need extra help on a one to one basis to be successful and safe in our group classes. We call our helpers for these children Buddies.
- **Promotion Weekend** - Since our school system is based upon various grades, "Promotion Weekend" is the weekend where children move from their previous grade to the next. Promotion weekend applies to all D|S Kids and D|S Students from incoming kindergarteners to graduating high schoolers.
- **Middle School** - Current 6th graders to current 8th graders; and for homeschoolers, generally 11 to 13 years old, adhering to the LESD guidelines for ages.
- **High School** -
- **SMI** - Short for Student Missionary Internship. Since the inception of Desert Springs, SMI is an annual, 6-month program for our high school students. SMI is designed for high school students to take ownership in their faith. The program culminates in a weeklong missions trip that is fully-funded by the congregation.
- **Leaders** - A title given to someone who's committed to the vision and values of a particular youth ministry (MS, HS, YA)

# GLOSSARY

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## TERMS

- **Worship Volunteer** - An unpaid church goer who participates in any of the church's various worship ministries
- **Worship Leader** - An individual that organizes, plans and leads worship sets for the various ministries of the church. Can be a paid or unpaid position depending on the context.
- **Ramp Up Weekend** - This weekend signals the beginning of a new semester as families begin to return from traveling and ministries begin to gear up for their semester launch. Usually this weekend will also kick off a short sermon series as well.
- **D|S Bible Studies** - D|S Bible Studies are primarily focused on fulfilling "Engage with God." These studies are for the purpose of deeper, enriching, personal Bible study.
- **Connect Groups** - Connect Groups is our small group ministry. Connect groups are one of the primary ways DSCC fulfills "connect with others." Connect Groups are how we live life together.
- **Young Adults** - People who are 18-25 years old and finished with high school.
- **50+** - A ministry of Desert Springs Community Church creating opportunities for those who are 50 years old or older to Engage with God, Connect with others, and Live on Mission.
- **POD** - Pastor of the Day. The staff member acting as POD will handle all benevolence requests or things of that regard. Rotation cycles through each staff member twice a month.

# GLOSSARY

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## **JANUARY**

- Ministry Ramp Ups
- State of the church address
- Faith + Family Series
- Pushing Connect Groups, Weekday Bible studies
- Weekday Bible studies start mid-January
- Midweek Youth Group resumes
- High School Winter Camp

## **FEBRUARY**

- Faith + Family series ends, longer series on a book of the Bible resumes
- SMI Training begins
- Middle School Winter Camp
- Weekend Bible study classes start
- Care + Support groups start
- Town Hall Meeting

## **MARCH**

- Baptism services
- All programs in full swing
- Palm Sunday services

## **APRIL**

- Easter weekend services
- Weekday Bible studies wrap up mid-April
- Missions Connect Weekend



# GLOSSARY

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## **MAY**

- Mother's Day Weekend/Baptism Services/Baby Dedications
- SMI Funding service
- Midweek Youth Group breaks for summer
- Summer sermon series (sometimes May, sometimes June)
- Middle School Saved to Serve weekend
- Xtreme Zone begins

## **JUNE**

- Summer Blast begins
- SMI
- Town Hall

## **JULY**

- Mission trips (if scheduled)
- Summer sermon series wraps up

## **AUGUST**

- Ministry ramp up
- Promotion weekend
- Volunteer dinner
- Faith + Family series
- Pushing Connect Groups, Weekday Bible studies
- Baptism services
- Ministry fair/service push
- Midweek Youth Group resumes

# GLOSSARY

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## **SEPTEMBER**

- Weekday Bible studies start
- Caleb's Men + Dwell start (high school)
- Care + Support groups begin
- Women's Retreat

## **OCTOBER**

- All programs in full swing
- Town Hall Meeting
- Men's Summit

## **NOVEMBER**

- Weekday Bible studies wrap up
- Baptism services/Baby dedications

## **DECEMBER**

- Christmas outreach (varies year-to-year)
- Christmas choir/Kids choir performance
- Midweek Youth Group breaks for holidays
- Christmas Eve services
- Prayer/Praise services

# INTERNSHIPS

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## OVERALL GOALS FOR INTERNSHIPS:

- To develop lifelong Christian workers and followers of Christ
  - We want every intern to grow in their walk with the Lord we accomplish this by discipling them
  - Whether they have a ministry calling or not, we want to instill in our interns a desire to serve in their local churches
- To help interns confirm whether they have a calling to vocational ministry
  - Helps interns answer the question: is this something I want to do with the rest of my life or not?
  - Helping people ascertain if ministry is their calling is a blessing to them. It's not a failure when the answer is no.
- To give interns the tools and experience needed so that they can confidently apply for vocational ministry positions after their internships have ended
  - We aim to give interns a wide variety of experiences and opportunities so that they have an accurate picture of what ministry is like
  - We aim to help interns learn how to create and execute vision so that they have the ability to build a ministry of their own
  - Part of helping interns get jobs is introducing them to Venture Church Network and to the many potential opportunities for jobs that may exist after the completion of their training

# INTERNSHIPS

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## IDENTIFYING POTENTIAL INTERNS:

- We are looking for candidates that exhibit and excel in these areas:
  - **Character**
    - The candidate needs to show a desire to pursue a life patterned after Jesus, not only in their public persona, but also in their personal habits
  - **Commitment**
    - The candidate should show patterns of behavior that are consistent, dependable, and should be willing to prioritize their growth in this position over other areas of their life (within reason).
  - **Competency**
    - The candidate should possess the ability to carry out their duties well, and they should have a desire to grow in the areas that they are deficient.
  - **Calling**
    - A candidate should have a desire and passion for ministry as well as a personal sense of God's leading them to the position. Though this may not lead to a long term call to ministry, they should have a desire to passionately serve the Lord during their season as an intern

# INTERNSHIPS

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## IDENTIFYING POTENTIAL INTERNS

- We search for candidates from within and then move outward
  - **In-house**
    - For these candidates it is easier to know their character, competency and calling because they are already a part of our church body
    - Often these interns can be trusted with more earlier because of our past experience with them
  - **Students at local Christian colleges**
    - The benefit of hiring interns from local Christian colleges is that they themselves have said (by being a part of their degree program) they have a passion for a particular area of ministry
    - While we may not have as good of an idea of their character to start, the hope would be that their competency is high because of their formal training
  - **Beyond**
    - This may include referrals from church members, attenders of other churches, or any other individual that expresses a strong interest in being considered for a position that doesn't fit into the first two categories
    - It is extremely important when hiring in this category to take your time getting to know the candidate and vetting their references to make sure that they have the traits that we are looking for in an intern

# INTERNSHIPS

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## INTENTIONAL TRAINING AND DISCIPLESHIP

- **Length of Internship:**
  - While there is no minimum length for an internship, it would probably be best to think of interns in terms of:
    - **Summer Interns**
    - **Semester Interns**
    - **Yearly Interns**
  - Discerning the length of time you will have with your intern is key to helping them maximize their growth
- **Types of Intentional Training and Discipleship**
  - Ministry Experience
    - Real world, hands on training in how to do and lead ministry. Examples Include:
      - Planning programs or events
      - Communicating with volunteer leaders, staff members, parents, etc.
      - Leading events with ministry leader supervision and encouragement

# INTERNSHIPS

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## INTENTIONAL TRAINING AND DISCIPLESHIP

- **One on One Meetings (with ministry lead)**
  - Discipleship and Mentoring - These meetings will focus on the spiritual, personal, and professional growth of each intern
  - These should be regular meetings
  - They may include reading books and completing assignments related to an intern's growth
  - These are the meetings where ministry leaders can deal with deeper topics and concerns with their interns
- **Group Ministry Meetings (with ministry team and interns)**
  - These meetings will help interns gain perspective on how to plan and strategize for their ministry
  - These meetings are also opportunities for interns to give and gain feedback on the team's ministry performance
  - Having group ministry focused meetings helps take the emphasis off the individual and puts it more on ministry philosophy
  - This is a great environment for teaching interns an overall philosophy of your branch of ministry
  - If you don't regularly have group ministry meetings, this can also be done in the one on one setting.

# INTERNSHIPS

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## INTENTIONAL TRAINING AND DISCIPLESHIP

- **Quarterly Leadership Development Gatherings (with all DSCC interns)**
  - Creating a sense of community, sharing experiences, leadership development, and spiritual reflection in a group setting.
  - Emphasis in these settings should be given to:
    - Team building and fun
    - Group devotionals to encourage spiritual growth
    - Allowing interns to share what they are learning from their internship experience (as a means to encourage and challenge one another)
    - Helping interns to develop the knowledge and skills that will make them more marketable for future positions
      - Guest Speakers – allows interns to see and be influenced by other voices/ministries within the church
      - Interview preparation
      - Networking (Venture Church Network)



# INTERNSHIPS

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## INTENTIONAL TRAINING AND DISCIPLESHIP

- **Young Adults Ministry (peer to peer group)**
  - One of the best things that an intern can do during their internship is to commit themselves to going to our Young Adults ministry
  - This is one of the few places during their time as an intern that they will be poured into instead of pouring themselves out to serve others
    - This is vital for an intern's:
      - Spiritual growth
      - Sense of community and place at Desert Springs
      - Long term connection to our church and ministry
  - It is imperative for us as ministry leaders to be encouraging our interns to participate in the young adults ministry

# INTERNSHIPS

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## THE HEART OF A LEADER THAT DEVELOPS LEADERS

- These are the ways that we want to intentionally seek to grow and develop leaders within our ministries
- **Leverage personal relationships into teachable moments**
  - Discipleship - Have purposeful, personal conversations about spiritual health
    - Questions to ask:
      - How is your walk with the Lord?
      - What has He been teaching you?
  - Mentorship - Have purposeful, personal conversations about tasks and assignments
    - Questions to ask:
      - How are you handling your assignments?
      - How can I help you plan and be less stressed?
- **Cultivate growth using leadership development materials**
  - Provide materials that are useful in their spiritual and professional development
  - Books, podcasts, articles, and other materials that inspire reflection and discussion are vital parts of developing leaders who don't just have titles, but have influence in their positions of leadership
  - Make sure that you aren't just reading or listening to these materials, but also having in depth discussions about them. These conversations can help interns to see and grow into their full potential

# INTERNSHIPS

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## THE HEART OF A LEADER THAT DEVELOPS LEADERS

- **Be willing to give away responsibility**
  - We want to empower our interns with responsibility in decision-making, communication, planning, and any other area of the ministry. Allowing them to succeed and fail on their own is key to their growth and success
  - Part of our role is to guide our interns from good decisions to better decisions. That means that we should always intentionally be having conversations with our interns to help them process their decisions, so that they can learn to better evaluate their own work and to make better decisions next time
- **Pray intentionally and often for your interns**
  - At the end of the day, the best thing that we can do for our interns is to bring them before the Lord and pray that God would be working in their lives
  - God is the one who must do the work in their lives, and our prayer for our interns helps us to remember and to live in light of that reality
  - Plus: They're interns! They need as much prayer as they can get!

# CORE VALUES

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## **THE WORD OF GOD**

We believe the Bible is God's Word and is the source of God's wisdom for our life here on earth. We believe in the final authority of His Word, the clarity of His Word, and the sufficiency of His Word. We are therefore committed to the expositional teaching of the Bible in our Sunday services. We also encourage everyone to join a small group Bible study and to personally study God's Word in their daily lives.

## **SERVICE**

We believe in serving others in the name of Jesus. We believe that all Christians are uniquely gifted by the Holy Spirit to serve others both in the church and outside the body of Christ. We are therefore committed to equipping and impassioning the church family for serving others. We want everyone in our church family to know the joy that comes from serving Jesus by serving others. We provide multiple opportunities for service within the local congregation and also out in the community.

## **PRAYER**

We believe that God answers prayer, and that He does "exceeding abundantly beyond what we ask or think" (Ephesians 3:20). We are therefore committed to praying together as a church when we gather on Sunday, praying in our small groups, and encouraging a growing personal prayer life for everyone. We call for times of special prayer throughout the year to gather together as a body to bring our praise, needs and petitions to Him.

# CORE VALUES

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## **COMMUNITY**

We believe in the importance of the unity and community of the church. We believe that we have been called to be the hands and feet of Jesus' love to one another. We are therefore committed to getting involved in each other's lives and giving ourselves in service to one another. We encourage everyone to be a part of a small group that nurtures the special community that there is to be between believers.

## **WORSHIP**

We believe in the importance of worship, both personal and corporate, in the life of a believer. We believe that true worship must first come from the heart and that the greatest act of worship we can give is to love Jesus Christ with all our heart, soul, mind and strength and to walk in obedience to His Word. We are therefore committed to a corporate worship time that seeks to focus on the Lord, not on a style of worship or those who lead worship. We believe that for the community of the church a variety of styles is a blessing to all and by blending them together we can worship the Lord in unity.

## **GIVING**

We believe in the importance of giving to the Lord. We believe that one of God's greatest attributes is His generosity. As we grow in our relationship with Jesus and become more like Him we believe that giving to Him will be a characteristic of our lives. We are therefore committed as a church to giving to missions, not only here at home, but around the world. As a church we seek to give a minimum of 10% of our church's income to support missionaries in their work of evangelism, discipleship, leadership training and compassionate care around the world.

# CORE VALUES

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## **EVANGELISM**

We believe in the importance of evangelism. We believe that Christ's command to take the good news of salvation to the world needs to be our first concern. We are therefore committed as a fellowship to train our church family to be able to clearly and concisely communicate the gospel of Jesus Christ to their friends and family. We also are committed to reaching out to the world around us with that good news, and seeking to give everyone an opportunity to hear and respond to the grace of Jesus. We are also committed to taking the gospel of salvation around the world through missionaries and mission teams as the Lord provides opportunity.

# WHAT WE BELIEVE

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1. The sixty-six books of the Bible are the Inspired, Infallible, and Living Word of God. They are without error in the original manuscripts and are the supreme and final authority for one's faith and life. (Psalm 119; Matthew 24:35; 2 Timothy 3:16-17; 2 Peter 1:20-21)
2. There is one God, who exists in three persons: Father, Son and Holy Spirit. As God, the Father is infinite, eternal, all-sufficient, unchangeable, omnipresent, omniscient, omnipotent, holy, just, merciful and loving. (Genesis 1:26; Deuteronomy 6:4; Matthew 3:16-17; 28:19-20; Philippians 2:5-8)
3. The Holy Spirit is God, equal with the Father and Son in essence, nature, power and glory. He is the one who convicts men of sin, regenerates, seals, indwells, and baptizes each believer into the Body of Christ at conversion. (Acts 5:3-4; John 16:7-12; 1 Corinthians 12:13; Ephesians 1:13-14)
4. Jesus is the eternal Son of God equal with the Father and Holy Spirit in essence, nature, power and glory. He was born in this world of a virgin so that, becoming the perfect God-man, He might become the perfect sacrifice for man's sin. (Isaiah 7:14; John 1:1-14; 20:28; Philippians 2:5-11; Hebrews 1:1-3)
5. Jesus lived a sinless life and then gave His life as a substitute for man for the atonement of our sins. (Isaiah 53:3-11; John 3:14-19; Romans 5; 2 Corinthians 5:21; Hebrews 9:12-14; 1 Peter 2:22-24)
6. Jesus rose bodily and physically from the grave on Easter Sunday morning (Matthew 28:1-8; John 20:24-29; Romans 4:24-25; 1 Corinthians 15:3-8)
7. Jesus ascended to heaven where He is seated at the right hand of the Father. He serves as our High Priest and Advocate. (Acts 1:9-11; Hebrews 4:14-16; 7:25)

# WHAT WE BELIEVE

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8. Jesus will return in the clouds to gather His church at the Rapture. He will then bodily and visibly return to earth at the end of the seven years of tribulation to establish His kingdom here on the earth for a thousand years. (Matthew 24-25; John 14:1-6; 1 Thessalonians 4:13-18; Revelation 19:1-20:7)
9. Satan is the fallen angel Lucifer; he is the arch-enemy of God and man. He is a deceiver, liar, murderer, who masquerades as an angel of light in order to deceive. (Isaiah 14:12-14; Ezekiel 28:13-15; 2 Corinthians 11:14; Ephesians 6:11-12; 2 Thessalonians 2:9-10)
10. Mankind was created by God in His own image on the sixth day of creation. The first two humans (Adam and Eve) chose to sin, and that sin brought spiritual death (separation from God) and physical death upon all mankind. The universal rebellion of all human persons against God confirms the sin of the first humans and highlights the universal need of salvation through Jesus Christ. Although fallen and in need of salvation, all human persons are made in God's image, are intrinsically valuable, and ought to be protected from conception to natural death. (Genesis 1:26-27; 3:1-14; Romans 3:10, 23; 5:12; Ephesians 2:13)
11. Salvation is by grace, through personal faith in the Lord Jesus Christ alone, it is not of works. (John 1:11-13; John 3:1-6; Romans 3:23-28; Ephesians 2:8-10; Titus 3:5-7)
12. All who have received Jesus Christ as their personal Savior are eternally secure and cannot lose their salvation. (John 3:16; 5:24; 10:28-30; 1 Corinthians 5:1-5; 1 John 5:4-5)
13. All believers should be baptized by immersion following their conversion in the name of the Father, Son and the Holy Spirit. (Matthew 28:19-20; Acts 10:47; Romans 6:3-6)



# WHAT WE BELIEVE

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- 14.** All believers should witness to the world by their lips and life concerning the grace they have found in Christ Jesus. We are to live separated to the Lord from the world. (Matthew 28:19-20; Romans 12:2; 1 Corinthians 6:17-20; 2 Corinthians 6:14-7:1; Thessalonians 5:22)
- 15.** There is a future bodily resurrection of both the saved and the lost. Believers shall dwell eternally with the Lord and may receive rewards for their service on earth at the Judgment Seat of Christ. Unbelievers shall spend a conscious eternity in hell, having been judged at the Great White Throne Judgment. (Mark 9:42-50; John 5:28-29; 1 Corinthians 5:10; 2 Thessalonians 4:13-18; Revelation 20:12-15)
- 16.** A local New Testament Church consists of a group of baptized believers who, led by the Holy Spirit, have voluntarily associated themselves for worship, edification, instruction, accountability, and service for their Lord Jesus Christ. A local New Testament Church should regularly remember Christ's death through the Lord's Supper realizing the elements are merely symbols of His body and blood. (Matthew 26:26-30; Acts 2:42-47; 1 Corinthians 11:23-27; 12:13, Galatians 6:1-10; Ephesians 4:11-13)

# WHAT WE BELIEVE

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17. Marriage was created by God to be a permanent monogamous relationship between one man and one woman, and the essential foundation of human society. Every person is created by God as either male or female, which is an immutable distinction expressed in biological sex, and which determines suitability for marriage partnership. Marriage is the only legitimate context for human sexual relationships; and sexual activity outside the context of marriage is destructive, devalues those persons involved, and is contrary to God's perfect design. (Genesis 2:18-25; Matthew 19:4-5; 1 Corinthians 7:2; Ephesians 5:31-32)

\* This Doctrinal Statement does not exhaust the extent of our beliefs. The Bible itself is the sole and final source of all that we believe. The Elder Board is responsible for determining the official doctrinal position of the church.



# DESERT SPRINGS

## COMMUNITY CHURCH

## WHAT IS BRANDING?

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*It's words. It's images. It's experiences. It's a culture.*

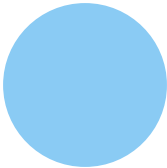
Ultimately, it's a gut feeling.

As DSCC grows, it is vitally important that our art, media, and communication create a connection that draws people into the church and, ultimately, a relationship with Christ. These guidelines aren't just a bunch of rules. They're a set of principles and standards that help our staff, volunteers, and contractors communicate our mission clearly and consistently.

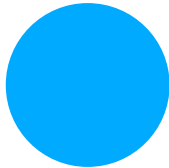
# COLORS

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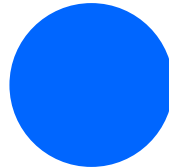
## PRIMARY COLORS



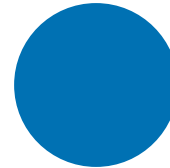
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**Medium Blue**  
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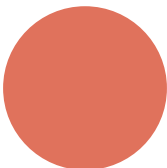


**Desert Springs Blue**  
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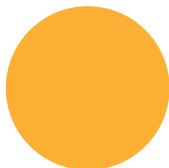


**Dark Blue**  
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CMYK: 89, 54, 3, 0

## SECONDARY COLORS



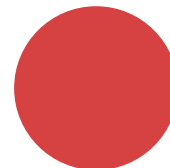
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CMYK: 7, 68, 66, 1



**Kids Yellow**  
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CMYK: 0, 35, 90, 0



**Sea Green**  
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CMYK: 70, 0, 39, 0



**Impact Red**  
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CMYK: 10, 89, 78, 1

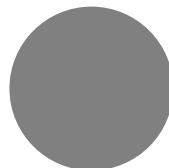
## GREYS



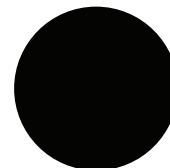
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**Light Grey**  
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CMYK: 11, 8, 9, 0



**Grey**  
HEX: 808080  
CMYK: 52, 43, 43, 8



**Black**  
HEX: 010101  
CMYK: 75, 68, 67, 90

# BRAND FONTS

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## CMG SANS (PRIMARY FONT)

**Engage With God • Connect With Others • Live on Mission**

**Engage With God • Connect With Others • Live on Mission**

Engage With God • Connect With Others • Live on Mission

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CMG Sans is our primary brand font with a full range from light to black. All headlines should be in CMG Bold Caps with CMG Regular being used in paragraphs.

*Northwell (Secondary Font)*

**WE'RE *Happy* TO SEE YOU!**

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The Northwell font family should be used as an embellishment or in short forms like mantras. It is meant to compliment the primary font and bring warmth to the brand.

# DSCC LOGOS

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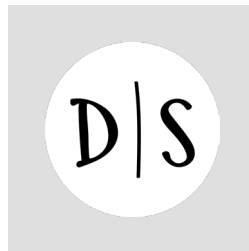
## MAIN LOGO



## SECONDARY LOGO



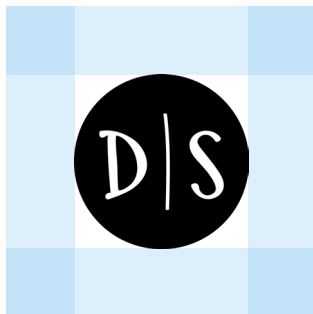
## SUBMARK LOGOS



# LOGO USAGE

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## SPACING FOR LOGO



Always leave a good amount of breathing room between the logo and a design.



For readability, make sure the logo is at least 0.5 inch in height when printed

# LOGO USAGE

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## USAGE NOTE (WHAT NOT TO DO)



Don't change the logo color



Don't use the logo without the circle



Don't skew or distort the logo



Don't use drop shadow or special effects



Don't change the font or any part of the logo



Don't stack the icon above the logo