

**“I HAVE COME THAT  
THEY MAY HAVE LIFE,  
AND HAVE IT TO THE FULL.”**

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JOHN 10:10



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The Highlands Growth Track guides you to discover your redemptive purpose and live the life God created for you. The Growth Track is made up of four steps that equip you to 1) connect to the church, 2) discover the strengths of your purposeful design, 3) develop your personal leadership, and 4) use your God-given gifts to make a difference in the lives of others.

### *step***ONE** - Become a Member

Explore the ministry of Church of the Highlands and find out how to connect with our church. Step One takes place the first Sunday of every month.

### *step***TWO** - Discover Your Design

Dive into the details of your personality, discover your gifts, and see how your design reveals your purpose in life and your best fit in ministry. Step Two takes place the second Sunday of every month.

### *step***THREE** - Develop Your Leadership

Find out what it means to be a leader at Highlands and learn how you can strengthen your character and gifting to fulfill your leadership potential. Step Three takes place the third Sunday of every month.

### *step***FOUR** - Join the Team

Connect to the opportunities available at Highlands to live out your purpose and serve others by using your God-given gifts. Step Four takes place the fourth Sunday of every month.



*step***ONE**

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become a member



# THE HIGHLANDS STORY

Pastor Chris Hodges dreamed of planting a church with a simple goal—to help people connect with God so that they might reach their full potential. With the help of the initial Dream Team, 34 people committed to seeing this dream become a reality, Church of the Highlands began February 4, 2001. That Sunday, more than 350 people attended the first service at the Fine Arts Center of Mountain Brook High School in Birmingham, Alabama.

From the beginning, Church of the Highlands has focused on reaching those who do not know God personally and building relationships through Small Groups. The life-giving message of the Gospel, the passion and joy of Sunday services, and the simple style of Highlands brought immediate growth. In our first year, the church grew to 600 people in weekly attendance, and 371 people committed their lives to Christ. At the same time, we helped plant six other churches and gave nearly a quarter of our income to missions.

Today, thousands of people attend Church of the Highlands at multiple campuses all over the state of Alabama. We invite you to see for yourself how exciting church can be when the focus is simple and people are free to seek God with passion.

# OUR PRAYER FOR YOU

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*"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

*"I ask the God of our Master, Jesus Christ, the God of glory—to make you intelligent and discerning in knowing Him personally, your eyes focused and clear, so that you can see exactly what it is He is calling you to do, grasp the immensity of this glorious way of life He has for His followers."*

EPHESIANS 1:17-19 MSG

## Our spiritual journey consists of four steps:

### 1. **KNOW GOD**

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*"[I pray]... that you may know Him better [personally]."*

EPHESIANS 1:17-18

*"Not everyone who says to me, 'Lord, Lord,' will enter the kingdom of heaven, but only he who does the will of my Father who is in heaven. Many will say to me on that day, 'Lord, Lord, did we not prophesy in Your name, and in Your name drive out demons and perform many miracles?' Then I will tell them plainly, 'I never knew you.'"*

MATTHEW 7:21-23

## 2. **FIND FREEDOM**

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

EPHESIANS 1:17-18

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

JAMES 5:16

## 3. **DISCOVER PURPOSE**

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

EPHESIANS 1:17-18

*"We have different gifts, according to the grace given us."*

ROMANS 12:6

*"All of you together are Christ's body, and each of you is a part of it."*

1 CORINTHIANS 12:27 NLT

## 4. **MAKE A DIFFERENCE**

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*"[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

*"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

*"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

# 1. KNOW GOD

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## **SUNDAY SERVICES**

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We consider reaching people who do not know God personally to be one of our greatest responsibilities. Our Sunday services are for people at all stages in their spiritual journey but are primarily designed for those who do not yet have a genuine relationship with God.

**Our Sunday services focus on four values:**

### 1. **CELEBRATION**

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We believe church should be enjoyable.

*"I was glad when they said to me, 'Let us go into the house of the Lord.'"*

PSALM 122:1 NKJV

## 2. **INSPIRATION**

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We believe church should be a place where people experience God's presence.

*"But...when some unbelievers or ordinary people come in, they will be convinced of their sin by what they hear. They will be judged by all they hear, their secret thoughts will be brought into the open, and they will bow down and worship God, confessing, 'Truly God is here among you!'"*

1 CORINTHIANS 14:24-25 GNT

## 3. **PREPARATION**

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We believe church should be a place where people learn how the Bible applies to their daily lives.

*"So Christ Himself gave the apostles, the prophets, the evangelists, the 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

## 4. **SALVATION**

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We believe church should be a place where people can accept Jesus as their Lord and Savior.

*"'Everyone who calls on the name of the Lord will be saved.' But how can they call on Him to save them unless they believe in Him? And how can they believe in Him if they have never heard about Him? And how can they hear about Him unless someone tells them?"*

ROMANS 10:13-14 NLT



## How we share Christ with others:

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

LUKE 14:23 TLB

As we continue to reach people far from God, every one of us can do our part by following these four principles:

1. Accept the personal **RESPONSIBILITY**\_\_\_\_\_.
2. Build a personal **RELATIONSHIP**\_\_\_\_\_.
3. Share your personal **STORY**\_\_\_\_\_.
4. Give a personal **INVITATION**\_\_\_\_\_.

## In our city, our nation, and our world

*"You will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth."*

ACTS 1:8

In addition to our efforts during Sunday services, we are focused on reaching people in three key places designated by Jesus:

1. "In Jerusalem" — **OUR CITIES**\_\_\_\_\_

*"Real religion, the kind that passes muster before God the Father, is this: Reach out to the homeless and loveless in their plight."*

JAMES 1:27 MSG

The primary way we reach our cities is through our Sunday services, Dream Centers, Correctional Ministry, and Outreach Small Groups.

## 2. “In Judea and Samaria” — **OUR NATION**

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*“As they traveled from town to town, they presented the simple guidelines the Jerusalem apostles and leaders had come up with. That turned out to be most helpful. Day after day the congregations became stronger in faith and larger in size.”*

ACTS 16:4-5 MSG

The primary way we reach our nation is by starting new churches and strengthening existing churches through the Association of Related Churches (ARC) and the Grow Network.

ARC is a church-planting organization that started with two church plants, one of which was Church of the Highlands. We continue to support ARC today as it trains, coaches, and resources hundreds of new church plants across America and abroad every year.

The Grow Network is a ministry of Church of the Highlands that trains and resources existing churches to help them reach as many people as possible with the life-giving message of Jesus.

Learn more about ARC and the Grow Network at [arcchurches.com](http://arcchurches.com) and [growleader.com](http://growleader.com).

## 3. “To the ends of the earth” — **OUR WORLD**

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*“Jesus said to His followers, ‘Go everywhere in the world, and tell the Good News to everyone.’”*

MARK 16:15 NCV

The primary way we reach our world is through strategic missions. At Highlands, we intentionally invest a portion of our resources in missions work all around the world with a focus on unreached people groups, children, and church planting.

Learn more at [churchofthehighlands.com/missions](http://churchofthehighlands.com/missions).

## How you can participate:

### 1. **PRAY** \_\_\_\_\_

Pray that we might reach people in each of these areas with the Good News of Jesus.

*"Then He said to His disciples, 'The harvest is plentiful but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into His harvest field.'"*

MATTHEW 9:37-38

### 2. **GIVE** \_\_\_\_\_

Give your time and resources to reach people for Christ.

*"Do not store up for yourselves treasures on earth, where moths and vermin destroy, and where thieves break in and steal. But store up for yourselves treasures in heaven, where moths and vermin do not destroy, and where thieves do not break in and steal. For where your treasure is, there your heart will also be."*

MATTHEW 6:19-21

### 3. **GO** \_\_\_\_\_

Go to our cities, nation, and world to serve others and show people the love of God.

*"Then I heard the voice of the Lord saying, 'Whom shall I send? And who will go for us?' And I said, 'Here am I. Send me!' He said, 'Go and tell this people...'"*

ISAIAH 6:8-9

## 2. FIND FREEDOM



### **SMALL GROUPS**

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We believe life change happens in the context of relationships. Small Groups have one simple purpose: to bring people together. God created us to live in community with others, and it is only then that we can experience the full life He intends for us.

## Small Groups provide three things:

1. A place to **CONNECT** with others.

*"Yes, whatever a person is like, I try to find common ground with him so he will let me tell him about Christ and let Christ save him."*

1 CORINTHIANS 9:22 TLB

We were not made to do life alone. God created us for community, and Small Groups provide a place for you to connect with others, share life, and grow in faith together.

2. A place to **PROTECT** each other.

*"We know what real love is because Jesus gave up His life for us. So we also ought to give up our lives for our brothers and sisters."*

1 JOHN 3:16 NLT

When we do life together, our problems become smaller as God uses others to bring support and encouragement to our lives. Small Groups become a place where others don't just know your name but care about what is happening in your life and want to support you in your spiritual journey.

3. A place to **GROW** together.

*"As iron sharpens iron, so one person sharpens another."*

PROVERBS 27:17

We believe every person is created with God-given potential to make a difference in the world. Small Groups are a place you can grow with others to become more like Jesus and reach the potential God has put inside you.

## Church of the Highlands Small Groups Model

We base our Small Groups model on the early church as described in the Bible in the book of Acts. In Acts, you can read about how small group meetings in homes helped lay the foundation for tremendous growth in the first church in Jerusalem.

*"Day after day, in the temple courts and from house to house, they never stopped teaching and proclaiming the good news that Jesus is the Messiah."*

ACTS 5:42

*"You know that I have not hesitated to preach anything that would be helpful to you but have taught you publicly and from house to house."*

ACTS 20:20

Church of the Highlands is a church *of* Small Groups, not a church *with* Small Groups.

## Four things to know about Highlands Small Groups:

### 1. Our groups are “free market.”

We want people to gather together based on things they enjoy and are important to them. Essentially, the things you are already doing in your life are the things that can make up your Small Group! From sports groups to lunch groups, parenting groups to student groups, Bible study groups to creative arts groups, our groups are as varied as we are. All groups fall within eight hubs:

*Men • Women • Marriage and Family • Students  
Freedom • Prayer • Outreach • Financial*

### 2. There are three semesters every year.

Life flows in seasons, and we want to make it easy for you to be in the right Small Group for you in each season. This is why we have new groups that start and stop three times a year in what we refer to as “semesters.”



### 3. Everyone can join a group.

Our hope is for every person at Highlands to be connected in meaningful community through a Small Group. With so many groups to choose from, we are confident there is a group that is a great fit for you. You can search groups by topic, location, day, and time in our online Small Groups directory at [churchofthehighlands.com/groups](http://churchofthehighlands.com/groups). Once you find a few groups that interest you, contact the leaders to learn more and make plans to check them out in person.

### 4. Anyone can host a group.

We believe hosting a group is simple because we all have something to offer others. Whether it's something you are passionate about, an experience you've had that can help others, or an area in which you are looking to grow, hosting a group is a great way to bring people together in meaningful community.

To learn more about becoming a Small Group leader, attend Small Group Leadership Training at Step Four of the Growth Track. Even if you're not sure if you're ready to host a group, we invite you to come to a training.

## 3. DISCOVER PURPOSE



### **GROWTH TRACK**

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The Highlands Growth Track exists to help you discover and develop your purpose and live the full life God created for you. The Growth Track is made up of four steps, which guide you through next steps in your journey to know God, find freedom, discover purpose, and make a difference.

*"Let us move beyond the elementary teachings about Christ and be taken forward to maturity."*

HEBREWS 6:1

*"I have come that they may have life, and have it to the full."*

JOHN 10:10

## The Highlands Growth Track

### 1. *step***ONE** — **BECOME A MEMBER** \_\_\_\_\_

Explore the ministry of Church of the Highlands and find out how to connect with our church. Step One takes place the first Sunday of every month.

### 2. *step***TWO** — **DISCOVER MY DESIGN;** \_\_\_\_\_

Dive into the details of your personality, discover your gifts, and see how your design reveals your purpose in life and your best fit in ministry. Step Two takes place the second Sunday of every month.

### 3. *step***THREE** — **DEVELOP MY LEADERSHIP** \_\_\_\_\_

Find out what it means to be a leader at Highlands and learn how you can strengthen your character and gifting to fulfill your leadership potential. Step Three takes place the third Sunday of every month.

### 4. *step***FOUR** — **JOIN THE TEAM** \_\_\_\_\_

Connect to the opportunities available at Highlands to live out your purpose and serve others by using your God-given gifts. Step Four takes place the fourth Sunday of every month.

# 4. MAKE A DIFFERENCE

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## DREAM TEAM

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

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

EPHESIANS 2:10

*“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

*“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 TLB

## At Church of the Highlands

We believe there is no great divide between the “ministers” and the “congregation.” Everyone has something they can do to impact the lives of others in the Kingdom of God. From our perspective, every member of Highlands is a minister, every person is gifted in some area, and every task is important. Discover what you do well, and take steps to use your gifts to make a difference.

You can start by joining the Dream Team at Step Four of the Growth Track!





# CHURCH OF THE HIGHLANDS GOVERNMENT

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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 Highlands' government is that you will 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:

### 1. Guided by PASTORS

The Pastoral Staff team is led by Pastor Chris. 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 Senior Pastor Leadership Team serve as Staff Elders.

### 2. Protected by TRUSTEES

Our Trustees are seven members of the congregation appointed by the Senior Pastor to oversee the finances and direct the provision of the facilities needed by the church. They provide counsel to the Senior Pastor regarding the major financial commitments of the church. The Trustees serve as Non-Staff Elders.

### 3. Strengthened by OVERSEERS

The Overseers are five pastors of respected congregations and ministries who love Church of the Highlands and are willing to provide spiritual protection to the church. They may be called upon to help in accountability matters relating to the Senior Pastor if requested to do so by the Pastors or Trustees. The Overseers serve as Apostolic Elders.

## CHURCH FINANCES

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*“Every Sunday each of you make an offering and put it in safekeeping. Be as generous as you can. When I get there you’ll have it ready, and I won’t have to make a special appeal.”*

1 CORINTHIANS 16:1-4 MSG

At Church of the Highlands, we practice tithing for the support of Christ’s body, the church, as God commands. We recognize that giving 10% of our income is the Biblical standard for giving.

*"Be sure to set aside a tenth of all that your fields produce each year."*

DEUTERONOMY 14:22-26

*"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

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." You aren't really living unless you are freely giving (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 as they do, they want to feel confident in the organization through which they give. At Highlands, 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 Highlands, 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 and an expression of the relationship between the individual giver and the Lord. That is why we don't have people fill out pledge cards or make faith promises. Funds are not "income only," they are worship and are not considered to be a business transaction but an expression of gratitude toward God.

# BECOMING A MEMBER

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## Church of the Highlands Membership Covenant

Having received Christ as my Lord and Savior and being in agreement with the values and ideas presented in Step One of the Growth Track, I now feel led by the Holy Spirit to unite with the Church of the Highlands 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 let us concentrate on the things which make for harmony, and on the growth of our fellowship together.”*

ROMANS 14:19 PH

*“Live in complete harmony with each other—each with the attitude of Christ toward each other.”*

ROMANS 15:5 TLB

*“Have a sincere love for other believers, love one another earnestly with all your heart.”*

1 PETER 1:22 GNT

*“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

*“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

**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

*"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.

*"Serve one another with the particular gifts God has given each of you."*

1 PETER 4:10 PH

*"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

*"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

*“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 PH

To read through our full Statement of Faith, see Appendix page 72.

# NEXT STEPS

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## 1. Become a member of Church of the Highlands.

Membership at Highlands 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.

## 2. Join a Small Group.

Browse our online Small Groups directory at [churchofthehighlands.com/groups](http://churchofthehighlands.com/groups). Once you find a few groups that interest you, contact the leaders to learn more and make plans to check them out in person.

## 3. Complete all four steps of the Growth Track.

*stepONE* - Become a Member

*stepTWO* - Discover Your Design

*stepTHREE* - Develop Your Leadership

*stepFOUR* - Join the Team



# *step***TWO**

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discover your design

# DISCOVERING YOUR GIFTS

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*“Now these are the gifts Christ gave to the church: the apostles, the prophets, the evangelists, and the pastors and teachers. Their responsibility is to equip God’s people to do His work and build up the church, the body of Christ.”*

EPHESIANS 4:11-12 NLT

## 1. My **GIFTS AND PASSIONS** \_\_\_\_\_

*“We have different gifts, according to the grace given us. If a man’s gift is prophesying, let him use it in proportion to his faith. If it is serving, let him serve; if it is teaching, let him teach; if it is encouraging, let him encourage; if it is contributing to the needs of others, let him give generously; if it is leadership, let him govern diligently; if it is showing mercy, let him do it cheerfully.”*

ROMANS 12:6-8

## 2. My **LIFE EXPERIENCE** \_\_\_\_\_

*“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. My **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

## DESIGN REVEALS DESTINY

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*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

1. **DISCOVER** \_\_\_\_\_ my gifts.
2. **DEVELOP** \_\_\_\_\_ my gifts.
3. **USE** \_\_\_\_\_ my gifts.

My purpose is to **SERVE GOD** \_\_\_\_\_ by **SERVING OTHERS** \_\_\_\_\_.

My Personality/Leadership Style \_\_\_\_\_

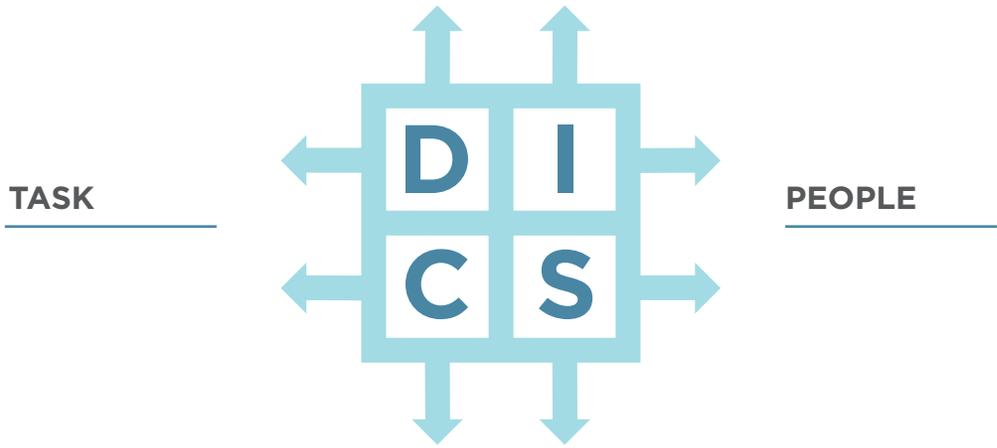
	1. Total _____	Never	Rarely	Sometimes	Often	Always
	I am assertive, demanding, and decisive.	1	2	3	4	5
	I enjoy doing multiple tasks at once.	1	2	3	4	5
	I thrive in a challenge-based environment.	1	2	3	4	5
	I think about tasks more than others or myself.	1	2	3	4	5
	I am motivated by accomplishment and 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 do not take 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

EXTROVERT



INTROVERT

*"I praise You because I am fearfully and wonderfully made; Your works are wonderful, I know that full well."*

PSALM 139:14

**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 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 can 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 and 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 and critical, and can also be overly persuasive and 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 them 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 they accept and represent others well. Our social nature and desire to be likable and flexible makes us inclined to be overly tolerant and non-confrontational. We will benefit from being more task-oriented and paying more attention to detail. Kind and considerate, we include others and inspire people to follow us. Words of affirmation go a long way with us, and with the right motivation, we can be excellent team players.

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

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

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

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

**C/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 moved 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; however, 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 35:30-36, 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 decision-making 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, task-oriented, goal-oriented, 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

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*“Very truly I tell you, whoever believes in me will do the works I have been doing, and they will do even greater things than these, because I am going to the Father.”*

JOHN 14:12

1. I like organizing services and events.
2. I am interested in starting new churches.
3. I enjoy working with my hands.
4. I can tell when someone is insincere.
5. I pray daily for people who don't know Jesus.
6. Encouraging others is a high priority in my life.
7. I trust God to provide for my daily needs.
8. I am passionate about financially investing in the Kingdom of God.
9. I look for opportunities to pray for the sick.
10. I enjoy doing little things that others typically do not enjoy.
11. I often have people over to my house.
12. I enjoy spending hours in prayer for other people.
13. Education is very important to me.
14. I tend to motivate others to get involved.
15. I hurt when I see others hurting.
16. I believe God will use me to enact His miracles.
17. I enjoy sharing the Gospel with other people groups and nationalities.
18. I've devoted considerable time to mastering my voice and/or musical instrument.
19. Caring for the hurting is one of my highest priorities.
20. I get frustrated when people knowingly sin.
21. I enjoy serving behind the scenes.
22. I like creating outlines of the Bible.
23. God has used me to interpret what someone speaking in tongues is saying.
24. I enjoy the book of Proverbs more than any other book in the Bible.
25. I am passionate about managing details.
26. I like to help start new ministry projects.
27. I consider myself a craftsman or craftswoman.
28. I sense when situations are spiritually unhealthy.
29. I am greatly motivated by seeing people who don't know God be saved.
30. I come across as loving and caring.
31. Asking God for a list of seemingly impossible things is exciting to me.
32. I find ways to give offerings above my tithe.
33. I believe miraculous healing is possible and still happens.
34. Helping others is one of my greatest motivations.
35. Creating a warm and welcoming environment is important to me.
36. I am burdened to pray for situations affecting the world.
37. People come to me to learn more about God and the Bible.
38. I prefer to take the lead whenever possible.

39. I'm very sensitive to sad stories.
40. Miracles often happen when I'm nearby.
41. The idea of living in another country to benefit the Gospel is exciting to me.
42. I desire to serve the church through worship.
43. I enjoy connecting, caring for, and coaching others.
44. Confronting someone about a sin in their life is important to me.
45. It bothers me when people sit around and do nothing.
46. I share Biblical truth with others to help them grow.
47. I pray in tongues daily.
48. When I study Scripture, I receive unique insights from God.
49. Creating a task list is easy and enjoyable for me.
50. I am attracted to ministries that start new churches.
51. Building something with my hands is very satisfying to me.
52. I can pinpoint issues or problems quickly.
53. Sharing the Gospel with someone I do not know is exciting and natural for me.
54. I look for ways to encourage other people.
55. I trust that God has my back in every situation.
56. I want to make more money so that I can give more.
57. God has used me to bring healing to those who are sick.
58. Being a part of the process is fulfilling to me.
59. I tend to make total strangers feel at home.
60. People often ask me to pray for them.
61. I enjoy knowing Biblical details and helping others understand them, too.
62. I delegate responsibilities to accomplish tasks.
63. I am motivated to help people in need.
64. I have a constant hunger to see God's miraculous power.
65. I focus a lot on reaching the world for Christ.
66. I gain my deepest satisfaction through leading others in vocal or instrumental worship.
67. I enjoy helping people who are going through a difficult time.
68. I enjoy hearing passionate and clear preaching of God's Word.
69. I like to do small things that others overlook.
70. I prefer to teach and study the Bible topically rather than verse by verse.
71. Praying in tongues is encouraging and important to me.
72. When faced with difficulty, I tend to make wise decisions.

1 Almost Never

2 Sometimes

3 Almost Always

**TOTAL**

**GIFT**

1. _____	25. _____	49. _____	_____	<b>A.</b> _____
2. _____	26. _____	50. _____	_____	<b>B.</b> _____
3. _____	27. _____	51. _____	_____	<b>C.</b> _____
4. _____	28. _____	52. _____	_____	<b>D.</b> _____
5. _____	29. _____	53. _____	_____	<b>E.</b> _____
6. _____	30. _____	54. _____	_____	<b>F.</b> _____
7. _____	31. _____	55. _____	_____	<b>G.</b> _____
8. _____	32. _____	56. _____	_____	<b>H.</b> _____
9. _____	33. _____	57. _____	_____	<b>I.</b> _____
10. _____	34. _____	58. _____	_____	<b>J.</b> _____
11. _____	35. _____	59. _____	_____	<b>K.</b> _____
12. _____	36. _____	60. _____	_____	<b>L.</b> _____
13. _____	37. _____	61. _____	_____	<b>M.</b> _____
14. _____	38. _____	62. _____	_____	<b>N.</b> _____
15. _____	39. _____	63. _____	_____	<b>O.</b> _____
16. _____	40. _____	64. _____	_____	<b>P.</b> _____
17. _____	41. _____	65. _____	_____	<b>Q.</b> _____
18. _____	42. _____	66. _____	_____	<b>R.</b> _____
19. _____	43. _____	67. _____	_____	<b>S.</b> _____
20. _____	44. _____	68. _____	_____	<b>T.</b> _____
21. _____	45. _____	69. _____	_____	<b>U.</b> _____
22. _____	46. _____	70. _____	_____	<b>V.</b> _____
23. _____	47. _____	71. _____	_____	<b>W.</b> _____
24. _____	48. _____	72. _____	_____	<b>X.</b> _____

## USING YOUR SPIRITUAL GIFTS



Congratulations on discovering your spiritual gifts! God uniquely created you and gave you these gifts for a reason. Now that you've identified how He has gifted you, your next step is to learn how you can use those gifts for the purpose He has for you.

On the following pages, you can learn about your spiritual gifts and find out more about the areas available to serve at Highlands in which you can best use your gifts.

## 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**

*(A-Team, Kids Check-in, Production, Resource, Setup/Takedown)*

## 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**

*(Dream Center/Outreach, Growth Track Host, Small Group Leadership)*

## 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**

*(Campus Support, Dream Center/Outreach, Highlands Kids, Highlands Students, Production, Setup/Takedown)*

## 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**

*(Correctional Ministry, Growth Track Host, Highlands Haven, Kids Check-in, Prayer, Small Group Leadership, 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, 8:26-40, 14:21, 21:8; Ephesians 4:11-14**

*(Correctional Ministry, Dream Center/Outreach, Highlands Students, Prayer, Small Group Leadership)*

## 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**

*(Campus Host, Correctional Ministry, Dream Team Host, Events, Greeters, Growth Track Host, Highlands Kids, Highlands Students, Kids Check-in, Next Steps Information, Nursery/Preschool, Parking Team, Small Group Leadership, 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**

*(Legacy)*

## 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**

*(First Responders, Highlands Haven, 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**

*(A-Team, Campus Host, Campus Support, Dream Center/Outreach, Dream Team Host, Events, First Responders, Next Steps Information, Resource)*

## 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**

*(Baptism, Campus Host, Dream Team Host, Events, Greeters, Growth Track Host, Highlands Students, Kids Check-in, Next Steps Information, Parking Team, Ushers)*

## L. Intercession

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

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

*(Prayer, Small Group Leadership)*

## M. Knowledge

The gift of knowledge is the divine strength or ability to understand and to 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**

*(First Responders, Highlands Haven, Online Campus, Prayer, Small Group Leadership, 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 Group Leadership, 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**

*(Dream Center/Outreach, First Responders, Highlands Haven, Small Group Leadership)*

## **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**

*(First Responders, 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**

*(Correctional Ministry, Dream Center/Outreach, Small Group Leadership)*

## **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**

*(Highlands Kids, Highlands Students, Highlands Worship, Nursery/Preschool, Small Group Leadership)*

## **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**

*(Dream Center/Outreach, Growth Track Host, Highlands Kids, Highlands Students, Online Campus, Small Group Leadership, 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 Group Leadership)*

## 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**

*(A-Team, Baptism, Dream Center/Outreach, Dream Team Host, Events, Nursery/Preschool, Resource, Setup/Takedown)*

## 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**

*(Small Group Leadership)*

## W. Tongues *(and 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**

*(Dream Center/Outreach, Highlands Worship, Prayer, Small Group Leadership, Ushers)*



# NEXT STEPS

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1. Attend *stepTHREE* of the Growth Track.
2. Pray and ask God to strengthen the gifts and passions inside of you.
3. Join the Dream Team.

Now that you've discovered your God-given gifts, find a team where you can use those strengths to make a difference in the lives of others. For a comprehensive list of teams, see Appendix page 79.



# *step***THREE**

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develop your leadership

# DEVELOPING YOUR LEADERSHIP

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

1 PETER 4:10 NLT

Leadership is influence. Nothing more. Nothing less. It is about influencing others in a worthwhile cause. It is not dependent on titles or positions. It is dependent on people discovering their gifts and passions and then using them to make a difference in the lives of others.

## What stands in the way?

*“But Moses said to God, ‘Who am I, that I should go to Pharaoh and bring the Israelites out of Egypt?’ And God said, ‘I will be with you. And this will be the sign to you that it is I who have sent you: When you have brought the people out of Egypt, you will worship God on this mountain.’”*

EXODUS 3:11-12

1. “Who am I?” \_\_\_\_\_ **INSECURITY** \_\_\_\_\_
2. “What if they?” \_\_\_\_\_ **FEAR** \_\_\_\_\_
3. “I have never.” \_\_\_\_\_ **INADEQUACY** \_\_\_\_\_
4. “Use someone else.” \_\_\_\_\_ **RELUCTANCE** \_\_\_\_\_

*“But you are a chosen generation, a royal priesthood, a holy nation, His own special people, that you may proclaim the praises of Him who called you out of darkness into His marvelous light.”*

1 PETER 2:9 NKJV

## Qualities of a Leader

*"It pleased Darius to appoint 120 satraps to rule throughout the kingdom, with three administrators over them, one of whom was Daniel. The satraps were made accountable to them so that the king might not suffer loss. Now Daniel so distinguished himself among the administrators and the satraps by his exceptional qualities that the king planned to set him over the whole kingdom."*

DANIEL 6:1-3

1. We       **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

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 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

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

Do **THINGS WELL**.

Do them **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

Be **ENJOYABLE**.

Be **POSITIVE**.

Be **LOYAL**.



# NEXT STEPS

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## 1. Attend *stepFOUR* of the Growth Track.

In Step Two of the Growth Track, you discovered your unique design. Using the results of the personality and gifts assessments, choose a serve area that best fits your passion and gifting. In Step Four of the Growth Track, you will have the opportunity to attend an orientation session in the ministry area of your choice to learn how to get involved. For a comprehensive list of teams, see Appendix page 79.

## 2. Complete a Dream Team application.

At Step Four, complete the Dream Team application and submit it to a ministry leader during your orientation session.

We ask every person serving at Highlands to agree to the Leadership Honor Code and other church policies.

### Leadership Honor Code

As an essential part of the Church of the Highlands 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 Church of the Highlands.

While serving the Body of Christ as a servant-leader at Church of the Highlands, 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, Church of the Highlands 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 Church of the Highlands family. We should regard it as an essential part of our development, not as an imposition or restriction.

Having read the Highlands Leadership Honor Code, I commit today to live by the standards expected of a leader at Highlands.

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*signature*

---

*date*

### **3. Connect with a Dream Team leader.**

Participate in a one-on-one conversation with one of our team members at your orientation session to make a personal connection to the team.

### **4. Serve others.**

Get trained and equipped to fulfill your purpose by serving on the Dream Team!

# LEADER DECLARATION

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Because God has called me to serve my generation, I will value worship over wealth, “we” over “me,” character over comfort, service over status, and God’s purposes over possessions, positions, popularity, and pleasure. To my Lord and Savior Jesus Christ, I say: However, whenever, wherever, and whatever you ask me to do, my answer in advance is yes! Wherever you lead and whatever the cost, I’m ready anytime, anywhere. I want to be used by You in such a way that on that final day, I’ll hear You say, “Well done, good and faithful servant. Come on in, and let the eternal party begin!”

# NEXT STEPS

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## 1. Attend *stepFOUR* of the Growth Track.

After completing Steps One, Two, and Three of the Growth Track, become a part of the Dream Team and begin making a difference in the lives of others at Highlands.

## 2. Complete a Dream Team application.

At Step Four, complete your application and take it to the orientation session for the serve team of your choice.

## 3. Connect with a Dream Team leader.

At Step Four, participate in a one-on-one conversation with one of our team members during your orientation session to make a personal connection to the team.

## 4. Serve Others.

Get trained and equipped to fulfill your purpose by serving on the Dream Team!



# *step***FOUR**

---

join the team

# MAKE A DIFFERENCE

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1. **I WANT TO** \_\_\_\_\_ make a difference.

*"[God] saved us and then called us to this holy work. We had nothing to do with it. It was all His idea, a gift prepared for us in Jesus long before we knew anything about it."*

2 TIMOTHY 1:9 MSG

2. **DOING SOMETHING** \_\_\_\_\_ that makes a difference.

*"Anyone who builds on that foundation may use a variety of materials—gold, silver, jewels, wood, hay, or straw. But on the judgment day, fire will reveal what kind of work each builder has done. The fire will show if a person's work has any value. If the work survives, that builder will receive a reward. But if the work is burned up, the builder will suffer great loss. The builder will be saved, but like someone barely escaping through a wall of flames."*

1 CORINTHIANS 3:12-15

3. **WITH PEOPLE** \_\_\_\_\_ who want to make a difference.

*"Two are better than one, because they have a good return for their labor."*

ECCLESIASTES 4:9

## TO BEGIN SERVING:

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1. Attend an orientation session in the ministry area of your choice to learn how to get involved.
2. Complete the Dream Team application.
3. Participate in a one-on-one conversation with one of our team members at your orientation session to make a personal connection to the team.
4. Submit your application at the check-out desk.



# NEXT STEPS

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1. You will be contacted by a team leader soon with your next steps to begin serving with your team.
2. Congratulations on your completion of the Growth Track! You now have the tools you need to take your next steps on your journey to know God, find freedom, discover purpose, and make a difference. As you connect with community in Small Groups and impact the lives of others by serving in your area of gifting, you will see your relationship with God and your perspective on life grow and change in amazing ways. We are excited for all that God is about to do in and through you!



# *appendix*

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# STATEMENT OF FAITH

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## Holy Bible

The Holy Bible, and only the Bible, is the authoritative Word of God. It alone is the final authority in determining all doctrinal truths. In its original writing, it is inspired, infallible, and inerrant.

2 Timothy 3:16; 2 Peter 1:20-21; Proverbs 30:5; Romans 16:25-26

## Trinity

There is one God, eternally existent in three persons: Father, Son, and Holy Spirit. These three are coequal and co-eternal.

1 John 5:7; Genesis 1:26; Matthew 3:16-17, 28:19; Luke 1:35; Isaiah 9:6; Hebrews 3:7-11

## Jesus Christ

Jesus Christ is God the Son, the second person of the Trinity. On earth, Jesus was 100% God and 100% man. He is the only man ever to have lived a sinless life. He was born of a virgin, performed miracles, died on the cross for mankind, and thus atoned for our sins through the shedding of His blood. He rose from the dead on the third day according to the Scriptures, ascended to the right hand of the Father, and will return again in power and glory.

John 1:1,14, 20:28; 1 Timothy 3:16; Isaiah 9:6; Philippians 2:5-6; 1 Timothy 2:5

## Virgin Birth

Jesus Christ was conceived by God the Father, through the Holy Spirit (the third person of the Trinity) in the virgin Mary's womb; therefore, He is the Son of God.

Matthew 1:18, 25; Luke 1:35; Isaiah 7:14; Luke 1:27-35

## Redemption

Man was created good and upright, but by voluntary transgression he fell; his only hope of redemption is in Jesus Christ, the Son of God.

Genesis 1:26-31, 3:1-7; Romans 5:12-21

## **Regeneration**

For anyone to know God, regeneration by the Holy Spirit is absolutely essential.

John 6:44, 65; Matthew 19:28; Titus 3:5

## **Salvation**

We are saved by grace through faith in Jesus Christ: His death, burial, and resurrection. Salvation is a gift from God, not a result of our good works or of any human efforts.

Ephesians 2:8-9; Galatians 2:16, 3:8; Titus 3:5; Romans 10:9-10; Acts 16:31; Hebrews 9:22

## **Repentance**

Repentance is the commitment to turn away from sin in every area of our lives and to follow Christ, which allows us to receive His redemption and to be regenerated by the Holy Spirit. Thus, through repentance we receive forgiveness of sins and appropriate salvation.

Acts 2:21, 3:19; 1 John 1:9

## **Sanctification**

Sanctification is the ongoing process of yielding to God's Word and His Spirit in order to complete the development of Christ's character in us. It is through the present ministry of the Holy Spirit and the Word of God that the Christian is enabled to live a Godly life.

1 Thessalonians 4:3, 5:23; 2 Corinthians 3:18, 6:14-18, 2 Thessalonians 2:1-3, Romans 8:29, 12:1-2, Hebrews 2:11

## **Jesus' Blood**

The Blood that Jesus Christ shed on the Cross of Calvary was sinless and is 100% sufficient to cleanse mankind of all sin. Jesus allowed Himself to be punished for both our sinfulness and our sins, enabling all those who believe to be free from the penalty of sin, which is death.

1 John 1:7; Revelation 1:5, 5:9; Colossians 1:20; Romans 3:10-12, 23, 5:9; John 1:29

## Jesus Christ Indwells All Believers

Christians are people who have invited the Lord Jesus Christ to come and live inside them by His Holy Spirit. They relinquish the authority of their lives over to Him thus making Jesus the Lord of their life as well as Savior. They put their trust in what Jesus accomplished for them when He died, was buried, and rose again from the dead.

John 1:12; John 14:17, 23; John 15:4; Romans 8:11; Revelation 3:20

## Baptism in the Holy Spirit

Given at Pentecost, it is the promise of the Father, sent by Jesus after His Ascension, to empower the Church to preach the Gospel throughout the whole earth.

Joel 2:28-29; Matthew 3:11; Mark 16:17; Acts 1:5, 2:1-4, 17, 38-39, 8:14-17, 10:38, 44-47, 11:15-17, 19:1-6

## The Gifts of the Holy Spirit

The Holy Spirit is manifested through a variety of spiritual gifts to build and sanctify the church, demonstrate the validity of the resurrection, and confirm the power of the Gospel. The Bible's lists of these gifts are not necessarily exhaustive, and the gifts may occur in various combinations. All believers are commanded to earnestly desire the manifestation of the gifts in their lives. These gifts always operate in harmony with the Scriptures and should never be used in violation of Biblical parameters.

Hebrews 2:4; Romans 1:11, 12 :4-8; Ephesians 4:16; 1 Timothy 4:14; 2 Timothy 1:6-7; 1 Corinthians 12:1-31, 14:1-40; 1 Peter 4:10

## The Church

The Church is the Body of Christ, the habitation of God through the Spirit, with divine appointments for the fulfillment of Jesus' Great Commission. Every person who is born of the Spirit is an integral part of the Church as a member of the body of believers. There is a spiritual unity of all believers in our Lord Jesus Christ.

Ephesians 1:22, 2:19-22; Hebrews 12:23; John 17:11, 20-23

## Sacraments

**Water Baptism:** Following faith in the Lord Jesus Christ, the new convert is commanded by the Word of God to be baptized in water in the Name of the Father and of the Son and of the Holy Spirit.

Matthew 28:19; Acts 2:38; Mark 16:16; Acts 8:12, 36-38; 10:47-48

**The Lord's Supper:** A unique time of communion in the presence of God when the elements of bread and grape juice (the Body and Blood of the Lord Jesus Christ) are taken in remembrance of Jesus' sacrifice on the Cross.

Matthew 26:26-29; 1 Corinthians 10:16, 11:23-25

**Marriage:** We believe marriage is defined in the Bible as a covenant, a sacred bond between one man and one woman, instituted by and publicly entered into before God.

Matthew 19:4-6

## Healing of the Sick

Healing of the sick is illustrated in the life and ministry of Jesus and included in the commission of Jesus to His disciples. It is given as a sign, which is to follow believers. It is also a part of Jesus' work on the cross and one of the gifts of the Spirit.

Psalms 103:2-3; Isaiah 53:5; Matthew 8:16-17; Mark 16:17-18; Acts 8:6-7; James 5:14-16; 1 Corinthians 12:9, 28; Romans 11:29

## God's Will for Provision

It is the Father's will for believers to become whole, healthy, and successful in all areas of life. Because of the fall, many may not receive the full benefits of God's will while on Earth, but that fact should never prevent all believers from seeking the full benefits of Christ's provision in order to better serve others.

- **Spiritual**  
John 3:3-11; 2 Corinthians 5:17-21; Romans 10:9-10
- **Mental and Emotional**  
2 Timothy 1:7, 2:11; Philippians 4:7-8; Romans 12:2; Isaiah 26:3
- **Physical**  
Isaiah 53:4,5; Matthew 8:17; 1 Peter 2:24
- **Financial**  
Joshua 1:8; Malachi 3:10-11; Luke 6:38; 2 Corinthians 9:6-10; Deuteronomy 28:1-14; Psalm 34:10, 84:11; Philippians 4:19

## Resurrection

Jesus Christ was physically resurrected from the dead in a glorified body three days after His death on the cross. In addition, both the saved and the lost will be resurrected; those that are saved to the resurrection of life and those that are lost to the resurrection of eternal damnation.

**Luke 24:16, 36, 39; John 2:19-21, 20:26-28, 21:4; Acts 24:15; 1 Corinthians 15:42, 44; Philippians 1:21-23, 3:21**

## Heaven

Heaven is the eternal dwelling place for all believers in the Gospel of Jesus Christ.

**Matthew 5:3, 12, 20, 6:20, 19:21, 25:34; John 17:24; 2 Corinthians 5:1; Hebrews 11:16; 1 Peter 1:4**

## Hell

After living one life on earth, the unbelievers will be judged by God and sent to Hell where they will be eternally tormented with the Devil and the Fallen Angels.

**Matthew 25:41; Mark 9:43-48; Hebrews 9:27; Revelation 14:9-11, 20:12-15, 21:8**

## Second Coming

Jesus Christ will physically and visibly return to earth for the second time to establish His Kingdom. This will occur at a date undisclosed by the Scriptures.

**Matthew 24:30, 26:63-64; Acts 1:9-11; 1 Thessalonians 4:15-17; 2 Thessalonians 1:7-8; Revelation 1:7**

# HOW TO TAKE THE PERSONALITY ASSESSMENT

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**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.).

# HOW TO TAKE THE SPIRITUAL GIFTS ASSESSMENT

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**Step 1:** Respond to the spiritual gifts statements on pages 43–44 by writing the number that indicates how each statement describes you in the blanks on page 45:

- 1 - Almost never
- 2 - Sometimes
- 3 - Almost always

Allow yourself six minutes to answer all questions before moving on to other steps.

**Step 2:** Add each line on page 45 left to right and place the totaled number in the total column.

**Step 3:** Identify your three highest totaled numbers with the corresponding letter and the spiritual gift it represents (listed on the pages following the assessment).

**Step 4:** Read about your gifts.

Connect with a team or Outreach Small Group that complements your personality, highest rated spiritual gifts, and availability to serve.

# DREAM TEAM DESCRIPTIONS

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## **A-Team**

Our team uses our gift of administration to support Highlands teams by using computer skills, data entry, and attention to details.

Age: 18+, Background check

## **Baptism Team**

Our team prepares for and hosts the Highlands' baptism experience.

## **Campus Host Team**

Our team brings a personal touch to our worship experiences by hosting in the lobby, at coffee stations and in the auditorium.

## **Campus Support Team**

Our team works behind the scenes to maintain and support every area of our church, including baptism, conferences, and special events.

## **Correctional Ministry Team**

Our team facilitates services in state prisons and other correctional facilities.

Age: 18+, Background check

## **Dream Center/Outreach Team**

Our team facilitates serving opportunities through Dream Centers, First Saturday Serve projects, and other campus outreach expressions.

Background check

## **Dream Team Check-In Team**

Our team serves all Dream Team members by assisting with check-in in Dream Team Central.

Age: 18+, Background check

## **Dream Team Host Team**

Our team hosts our Dream Team members in Dream Team Central by providing food and encouragement during services and special events.

## **Events Team**

Our team serves at conferences and church-wide events by setting up decorations and facilitating meals and snacks.

## **First Responders**

Our team of health care professionals serves by providing basic medical care in the event of an accident or emergency.

**Medical certification, Background check**

## **Greeter Team**

Our team welcomes people to Highlands at the front doors and hands out worship guides at the entrance to the auditorium.

## **Growth Track Host Team**

Our team serves as the hosts of the Growth Track, greeting guests and providing materials and assistance to those discovering their next steps at Highlands.

## **Highlands Haven Team**

Our team serves children with special needs, providing specific and intentional care.

**Age: 18+, Background check**

## **Highlands Kids Team**

Our team invests in the lives of children through worship, Biblical teaching, videos, Small Groups, and games.

**Background check**

## **Highlands Students**

Our team helps students get connected to our Highlands Students ministry through MOTION Night, Small Groups, retreats, conferences, and serving at the Highlands Students table on Sundays.

**Background check**

## **Highlands Worship**

Our team facilitates a powerful worship experience through vocals, instruments, and audio engineering.

**Infuse training process, Background check**

## **JV Dream Team**

Our team is made up of 6th-8th graders who serve in our pre-school and Highlands Kids areas.

## **Kids Check-In Team**

Our team facilitates the check-in process in Highlands Kids to ensure children are cared for effectively and efficiently.

**Age: 18+, Background check**

## **Legacy Team**

Our team uses our gift of giving to support major projects and facilitate the overall vision of the church through strategic financial offerings.

## **Next Steps Information Team**

Our team helps people identify their next steps by providing resources and information about weekend services, Small Groups, Growth Track, and events.

## **Nursery/Preschool Team**

Our team ministers to children through Bible stories, worship, prayer, hands-on activities and personal interactions.

**Background check**

## **Online Campus Team**

Our team connects with guests of Highlands from around the world through our Online Campus experience with prayer and online conversations.

**Grants Mill only**

## **Parking Team**

Our team serves as the first impression for those coming to Highlands by welcoming people on and off the property and by providing a safe and efficient parking experience.

Age: 15+

## **Prayer Team**

Our team provides prayer covering for services, teams and ministries at Highlands.

## **Production Team**

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

## **Resource Team**

Our team enhances the worship experience by preparing worship guides, communion elements, and providing other products or materials.

## **Set Up/Take Down Team**

Our team facilitates the Highlands experience at our portable campuses by setting up before service and taking down after service.

## **Small Group Leaders**

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

Background check

## **Usher Team**

Our team of men assists people to their seats, facilitates the offering, and helps maintain a distraction-free service environment.

# ABUSE POLICY

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I understand that Church of the Highlands is a safe place for children and vulnerable adults and that Highlands 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.

# LEADERSHIP HONOR CODE

---

As an essential part of the Church of the Highlands 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 Church of the Highlands.

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- Indulging in much wine or other alcoholic beverages
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# ANSWER KEY

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## *step***ONE** – Become a Member

- **Page 6:** Know God
- **Page 7:** Find Freedom; Discover Purpose; Make a Difference
- **Page 8:** Sunday Services; Celebration
- **Page 9:** Inspiration; Preparation; Salvation
- **Page 11:** responsibility; relationship; story; invitation; our cities
- **Page 12:** our nation; our world
- **Page 13:** Pray; Give; Go
- **Page 14:** Small Groups
- **Page 15:** connect; protect; grow
- **Page 18:** Growth Track
- **Page 19:** Become a Member; Discover My Design; Develop My Leadership; Join the Team
- **Page 20:** Dream Team
- **Page 23:** Pastors; Trustees; Overseers

## *step***TWO** – Discover Your Design

- **Page 32:** gifts and passions; life experience; pain
- **Page 33:** Discover; Develop; Use; serve God; serving others
- **Page 35:** Task; People; Extrovert; Introvert

## *step***THREE** – Develop Your Leadership

- **Page 56:** Insecurity; Fear; Inadequacy; Reluctance
- **Page 57:** love God; closeness with God; character; calling; love people; servant; team player; real
- **Page 58:** excellence; things well; before you're asked; more than is expected; joy; enjoyable; positive; loyal

## *step***FOUR** – Join the Team

- **Page 66:** I want to; Doing something; With people

