



HOPE CITY CHURCH



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

stepONE – Become Family

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

stepTWO – Discover Your Purpose

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.

stepTHREE – Make a Difference

Connect to the opportunities available at Hope City Church to live out your purpose and serve others by using your God-given gifts. Step Three takes place the third Sunday of every month.

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

JOHN 10:10

*step***THREE**

Make a Difference

MAKE A DIFFERENCE

1. _____ 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. _____ 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. _____ 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:

1. Attend an orientation session in the ministry area of your choice to learn how to get involved.
2. 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.
3. Submit your connect card with your selected serves to your room host.

NEXT STEPS

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 community, discover purpose, and make a difference. As you connect with community in Missional Communities 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!

HOW TO TAKE THE PERSONALITY ASSESSMENT

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

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

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

- Box 1 = “D” personality
- Box 2 = “I” personality
- Box 3 = “S” personality
- Box 4 = “C” personality

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

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

HOW TO TAKE THE SPIRITUAL GIFTS ASSESSMENT

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 that complements your personality, highest rated spiritual gifts, and availability to serve.

GROW TEAM DESCRIPTIONS

- A-Team, Administration Team. This team works to ensure that the administrative tasks of the office are completed in a timely manner and with integrity. We work to respond to connect cards, help pastors and leaders with administrative tasks and help support the ministry of Hope City. (Administration, Helps, Service)
- Babies Team: The Babies Team comes alongside Hope City Church family members to celebrate births, but are prepared to walk through times of infant mortality if needed, in order to show Christ's love through our caregiving. (Discernment, Evangelism, Exhortation, Faith, Healing, Helps, Intercession, Leadership, Mercy, Service and Wisdom)
- Communion Team: This team serves behind the scenes to prepare both the Communion elements as well as help pass the elements in service. (Service, Helps, Leadership)
- Coffee Team: This team connects with guests by offering a hot cup of coffee and a warm welcome while also keeping our coffee stations clean and stocked. (Service, Helps)
- Creative Team: This team aids the staff Production and Communication teams in their efforts to keep Hope City's esthetics consistent with the Vision from leadership. This team offers a wide variety of ways to plug in with online and in-person creativity. (Craftsmanship, Leadership, Discernment, Helps)
- Design/Marketing Team: This team will make a Godly impact through design and marketing strategy. If you are a creative person and would love to get involved with graphic design, or marketing strategy, we would love to have you on our team. (Administration, Knowledge, Leadership, Exhortation)
- Facilities Team: This team works behind the scenes to maintain a spirit of excellence in our facilities. Serving opportunities include preparing facilities for baptism, conferences, and special events. (Craftsmanship, Helps, Hospitality, Service)
- First Aid Team: This team is made up of medical professionals and has an assigned seat in every service. In the case a medical emergency arises they become our lead person until the paramedics arrive. (Mercy, Service)
- Funeral Meals Team: This team comes alongside Hope City Church family members during their most vulnerable time by showing them Christ's love through the provision of meals during funerals held in the Hope City Church building. (Hospitality, Discernment, Evangelism, Helps, Intercession, Leadership, Mercy, Service)
- Greeting Team: This team loves people and makes them feel at home at Hope City. They welcome guests at the door with a smile and hand out worship guides for services. (Hospitality, Helps, Exhortation)
- Grow Team Room: This team ministers to other Grow Team members by providing refreshments, prayer and encouragement during special events. (Helps, Administration, Exhortation, Intercession)
- Home Meals Team: This team comes alongside Hope City Church family members during their happiest and most venerable times by showing them Christ's love through the provision of meals. (Hospitality, Discernment, Evangelism, Helps, Intercession, Leadership, Mercy, Service)
- Jail Team: This team comes alongside God's men, women and/or children during their time of incarceration by showing them Christ's love and sharing the truth of God's Word. (Apostleship, Discernment, Evangelism, Exhortation, Faith, Intercession, Knowledge, Leadership, Mercy, Pastor, Teaching, Wisdom)

- MC Leaders; Missional Community Leaders cultivate community and freedom by creating inviting atmospheres to learn and speak about God's truth in His Word. Missional Community Leaders also plan and carryout at least one outreach activity each semester. (Apostleship, Discernment, Evangelism, Exhortation, Faith, Healing, Helps, Hospitality, Intercession, Knowledge, Leadership, Mercy, Miracles, Pastor, Prophecy, Service, Teaching, Wisdom)
- Offering Team: This team serves the church by counting the weekend offering with integrity and accuracy. (Discernment, Helps, Administration)
- Online Host Team: This team has the potential to involve volunteers from all over the world. If you want to make a difference and serve others outside of the church building, this would be a great team to join! (Apostleship, Evangelism, Prophecy, Missionary)
- Parking Team: This team provides the first impression of Hope City. They manage the flow of the parking lot for services and events, making parking easy and efficient while making new attenders feel welcome with smiles and hellos. (Helps, Hospitality, Service)
- Photo/Video Grow Team: This team captures moments through video and photography. They have a creative eye and are able to tell a story with images. (Knowledge, Helps, Service)
- Prayer Team: This team of trained intercessors covers the weekend and midweek services in prayer, preparing the way for the Lord. This team may also be called upon to provide prayer before, during or after services. (Helps, Intercession, Leadership, Apostleship, Knowledge, Discernment)
- Production Team: This team uses creativity and technology to reach thousands by delivering the Word and worship through cameras, lighting and other visual elements. (Helps, Music, Serving)
- Security Team: This team serves throughout the building during services always staying alert and focusing on keeping the environment safe. (Discernment, Knowledge, Leadership, Service)
- Setup Team: This team facilitates the Hope City experience by having Bibles, envelopes and pens available at every seat. They also ensure the cleanliness of the seats and isles between services. (Helps, Service)
- Social Media Influencer: This team interacts with people on our social media accounts and shares our Hope City Posts. (Hospitality, Faith, Evangelism, Exhortation)
- Usher Team: This team prepares people for a positive worship experience by welcoming and assisting them to a seat, facilitating the offering, communion and maintaining a distraction-free environment. (Discernment, Helps, Service, Intercession)
- WeCare Team: This team comes alongside hurting Hope City Church family members during their most vulnerable times by showing them Christ's love through our caregiving. (Discernment, Evangelism, Exhortation, Leadership, Mercy, Healing, Intercession, Helps, Miracles, Service)
- Welcome Center Team: This ministry exists to help any new person get information on events and happenings at Hope City. They also give gifts to our new attendees as well as other Hope City Swag. (Hospitality, Helps, Leadership)

ABUSE POLICY

I understand that Hope City Church 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 Grow 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 Hope City Church 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 Hope City.

While serving the Body of Christ as a servant-leader at Hope City, you pledge to present a good appearance at all times. In both attire and behavior, you should strive to demonstrate Biblical standards in all situations.

As Christians, the way we present ourselves to others is of vital importance to the way others perceive Christ. Our conduct should never be an embarrassment to Christ, but should exemplify the best qualities of a mature believer and servant-leader.

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 Hope City family. We should regard it as an essential part of our development, not as an imposition or restriction.

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