



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

JOHN 10:10

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Special thanks to Pastor Chris Hodges and the leadership team of the GROW Leader conference. These materials are a reflection of the significant investment he has made into the leadership at Church on the Hill, as well as hundreds of ministries all over the world.

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Church on the Hill Grow Track guides you to discover your redemptive purpose and live the life God created for you. The Grow 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 on the Hill 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 Church on the Hill 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 Church on the Hill 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**

become a member



THE STORY OF CHURCH ON THE HILL

For us it's all about connection. Connection to God. Connection to each other. And connection to purpose. From our beginning as a single small group meeting in Pastors Adam and Jami McCain's living room in 2005, we've honored the importance of doing life together and authentically knowing Christ. Though we were a small, eclectic, and unusual bunch, we were determined to get past just merely going to church, so that we could shift into "being the Church." We felt that the key ingredient for this was connection – a connection first to God, a vibrant connection with each other, and lastly, a connection to purpose.

We make sure everything we do honors connections – from our commitment to small groups, to the way we cultivate realness in Celebration Services. In our early years, Church on the Hill gathered all of its members together once a month for an organized church service to minister to its members and their friends while meeting weekly in small groups throughout the Metroplex. Our first location was a funeral home in Cedar Hill. In 2007, we transitioned to the Cedar Hill Recreation Center. We continued to meet together monthly while developing our passions in missions, prayer, and community involvement.



“Love God, love life, and love people.” This is our guiding principle. In January 2011, we made a courageous decision to open weekly services on Sunday evenings. We wanted to offer a venue to make a greater connection with our community as a whole while still experiencing family as a small group.

Our search for a location led us to First United Methodist in Cedar Hill. For four years we met in their facilities on Sunday evenings.

After a few years of meeting on Sunday evenings, and growing to just over 200 members, we knew it was time for a change. Our desire to meet on Sunday mornings led to futile efforts to buy or lease over 30 different buildings and properties in the Cedar Hill area. Finally, in December of 2014, we had the opportunity to purchase a beautiful campus in Cedar Hill. We opened services there the beginning of 2015.

Now, Church on the Hill has THREE campuses we call HOME! Weekly Sunday services are held in Cedar Hill, Rendon, and Mansfield throughout the metroplex.

For us, it's not simply going through the motions known as “church.” We're a community – a family who is in passionate pursuit of Christ and His purposes and we couldn't be happier about it! Get to know us and you'll see we are so much more. It's a wild ride, but we are thrilled you are jumping in. Welcome!

OUR PRAYER FOR YOU

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

EPHESIANS 1:17-18

"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**

"[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

"[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

"[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

"[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

CELEBRATION SERVICES

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. C

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. I _____

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. P _____

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. S _____

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** _____.
2. **Build a personal** _____.
3. **Share your personal** _____.
4. **Give a personal** _____.

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"** — _____

"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 and Small Groups and our City Outreach/Service Projects. Our Outreach Directors take every small group at least once a year and guide them into 3 forms of outreach:

1. Block Parties
2. Community Services
3. Street Evangelism

2. “In Judea and Samaria” — _____

“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 Global Ministers Network (GMN).

Our vision is to plant a campus in every city in the metroplex, with hundreds of small groups scattered across the metroplex, as well.

Learn more about GMN at globalministersnetwork.com.

3. “To the ends of the earth” — _____

“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 Church on the Hill, we intentionally invest the first 10% of our resources in missions work all around the world with a focus on unreached people groups, children, and church planting. 2% goes to support national missions (like GMN), while the other 8% goes to support international missions.

Learn more at www.cothmissions.us

How you can participate:

1. _____

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 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 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

S

G

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 _____ 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 _____ 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 _____ 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 on the Hill 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 on the Hill is a church *of* Small Groups, not a church *with* Small Groups.

2 Qualifying Purposes for How We Do Small Groups

1. We take _____ for each other.

2. We _____ together.

Our hope is for every person at Church on the Hill to be connected in meaningful community through a Small Group. In addition, our hope is for every person at Church on the Hill is to eventually lead a Small Group by taking responsibility for a few individuals and committing to “doing life” together.

2 Major Components of Finding Freedom

1. Join a Small Group & do life together.

2. Attend an Encounter Retreat (quarterly)

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

Learn more at coth.us/events



3. DISCOVER PURPOSE

G

T

The Church on the Hill Grow Track exists to help you discover and develop your purpose and live the full life God created for you. The Grow 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 Church on the Hill Grow Track

1. *step***ONE** — _____

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

2. *step***TWO** — _____

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 at Church on the Hill. Step Two takes place the second Sunday of every month.

3. *step***THREE** — _____

Find out what it means to be a leader at Church on The Hill 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** — _____

Connect to the opportunities available at Church on the Hill to live out your purpose and serve others by using your God-given gifts in Small Groups and Celebration Service Teams (CST). Step Four takes place the fourth Sunday of every month

4. MAKE A DIFFERENCE



Celebration Service Team & Small Group Leadership

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

Ministers at Church on the Hill

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 Church on the Hill 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 a Celebration Service Team at Step Four of the Grow Track!

CHURCH ON THE HILL GOVERNMENT

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 Church on the Hill's 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 four groups of elders:

1. Served by _____

The Pastoral Staff team is led by Pastor Adam. 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.

2. Guided by _____

The Lead Team are Elders from within our congregation who know and protect the vision and direction of Church on the Hill. Their input is vital for major decisions regarding Church on the Hill. Our agreement on these decisions governs whether we move forward or not.

3. Governed by _____

Church on the Hill is a legal 501(c)(3) non-profit organization. In compliance with the federal government, our Board of Directors approve all corporate decisions.

4. Protected by _____

Pastors Adam & Jami McCain are fully submitted to Pastor Rick Bezet and his leadership team at New Life Church in Arkansas.

CHURCH ON THE HILL FINANCES

"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 on the Hill, 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. At Church on the Hill, this is our Legacy Team.

Many people love to give to God and as they do, they want to feel confident in the organization through which they give. At Church on the Hill, 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 Church on the Hill, 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



Church on the Hill 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 Grow Track, I now feel led by the Holy Spirit to unite with Church on the Hill. 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

Our full Statement of Faith can be found in the Appendix of this booklet,
or online at coth.us/about-us/

NEXT STEPS

1. Become a member of Church on the Hill by filling out your Step 1 Connection Card.

Membership at Church on the Hill is not about adding your name to a list; it's about connecting with people and committing to the vision of our church. We would love for you to be a part!

2. Sign up to find a Small Group.

- In the App Store, search for Church on the Hill Texas, and download the app and open it.
- In the bottom right, click the picture that says "Find A Small Group"
- Fill in your information and click "Submit"
- A Small Group Representative will follow up with you to suggest groups that might fit you!

3. Before you attend Step 2, please fill out the Personality Assessment & Spiritual Gifts Assessment in Step Two of your booklet. If you need help getting started, instructions are in the Appendix. (P.S. We think you're gonna love this!)

4. Register for Step 2 of the Grow Track (Discover Your Design) for next week.

You can register through the "Events" tab on the Church on the Hill Texas app, or online at coth.us/events/ -- don't forget to mark your calendar!

*step***TWO**

discover your design

DISCOVERING YOUR GIFTS

"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 _____

"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 _____

"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 _____

"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



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. _____ my gifts.
2. _____ my gifts.
3. _____ my gifts.

My purpose is serve God by serving others!

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 _____

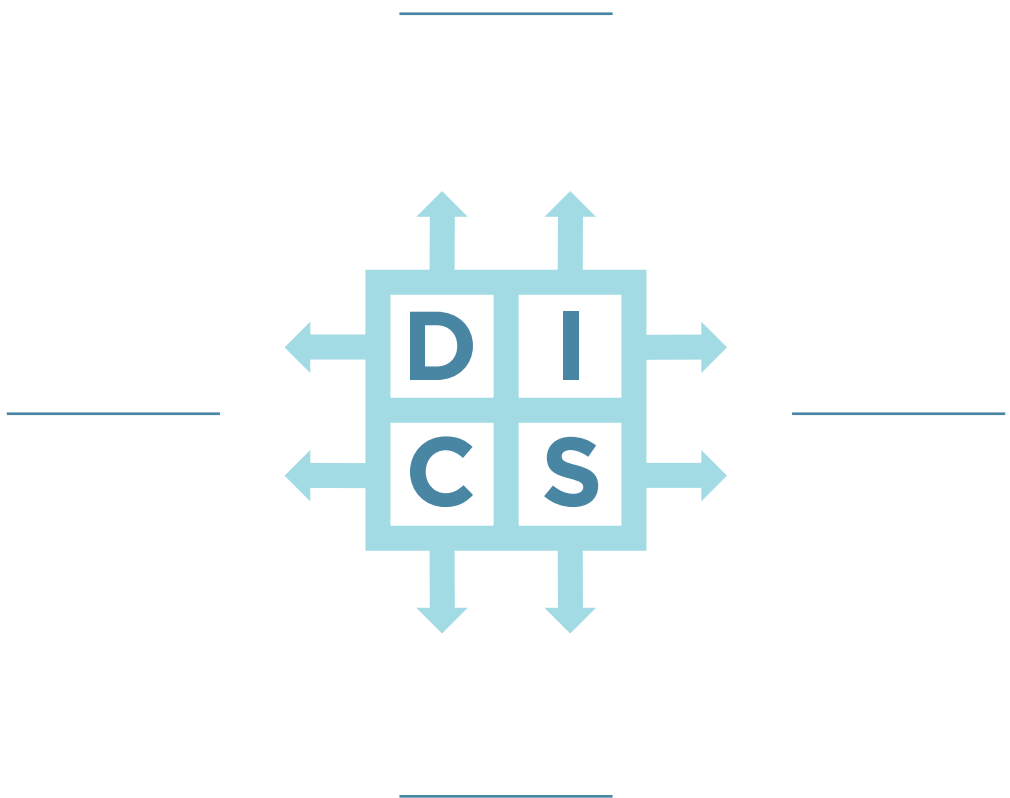
Never Rarely Sometimes Often Always

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



"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 we 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 down-right 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

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



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. To find out more about the areas available to serve at Church on the Hill in which you can best use your gifts, please see the Celebration Service Team Descriptions in the Appendix.

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

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

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

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

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

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

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

H. Giving

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

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

I. Healing

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

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

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

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

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

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

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

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

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

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

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; Psalm 150

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

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

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

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

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

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



NEXT STEPS

1. **Read the Celebration Service Team Descriptions in the Appendix to start getting ideas for where you can use your gifts to serve.**

As you read, pray for God to reveal to you which team might be a good fit for you. In Step 4, you'll have the chance to learn in-depth and connect with the leader of the Celebration Service Team of your choice!

2. **Register for Step 3 of the Grow Track (Develop Your Leadership) for next week.**

You can register through the “Events” tab on the Church on the Hill Texas app, or online at coth.us/events/ -- don't forget to mark your calendar!

*step***THREE**

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?" _____
2. "What if they?" _____
3. "I have never." _____
4. "Use someone else." _____

"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 _____.

"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 _____.

Develop your _____.

Develop your _____.

2. We _____.

"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 _____.

Be a _____.

Be _____.

3. We pursue _____.

"People were overwhelmed with amazement. 'He has done everything well,' they said."

MARK 7:37

Do _____.

Do them _____.

Do _____.

4. We choose _____.

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

2 CORINTHIANS 6:10

Be _____.

Be _____.

Be _____.



LEADER DECLARATION

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, Lord, my answer in advance is yes! Wherever You lead and whatever the cost, Lord, 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

1. Read the Servant Leadership Honor Code. In Step 4, you'll have the chance to sign that you agree with this code before serving with a Celebration Service Team.

We ask every person serving at Church on the Hill to agree to the Servant Leadership Honor Code and other church policies.

Servant Leadership Honor Code

As an essential part of the Church on the Hill servant-leaders, 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 on the Hill.

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

Having read the Church on the Hill Servant Leadership Honor Code, I commit today to live by the standards expected of a servant-leader at Church on the Hill.

signature

date

2. Read the Celebration Service Team Descriptions in the Appendix of this booklet and circle the one you are most interested in.

When you register for Step 4, we'll ask you to pick ONE Celebration Service Team to learn more about during our informational break-out groups during that session.

3. Please make sure you have attended Steps 1, 2, and 3 before you register for Step 4.

This is ESSENTIAL for you to successfully complete the Grow Track by the end of Step 4!

4. Register for Step 4 of the Grow Track (Join the Team) for next week.

You can register through the "Events" tab on the Church on the Hill Texas app, or online at coth.us/events/ -- don't forget to mark your calendar!

*step***FOUR**

join the team

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."

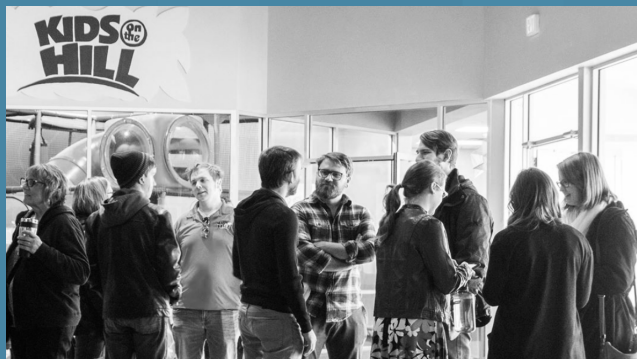
ECCLESIASTES 4:9

NEXT STEPS:

1. **Attend today's informational break-out session for one Celebration Service Team (CST) of your choice to learn more and see if you'd like to get involved.**
2. **Have a one-to-one conversation with one of our CST leaders to make a personal connection to the team.**
3. **Fill out & submit your Step 4 General CST Application, and a CST representative will follow up with you.**
4. **Follow your CST Leader's instructions for specific next steps to joining the team!**

CONGRATULATIONS! You have completed the Grow Track -- thank you for your commitment to this process!

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 with a Celebration Service Team, 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

STATEMENT OF FAITH

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

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.

Listen to the Grow Track Hosts and CST Leaders for ways to connect with the Celebration Service Team, Small Group, or Outreach that complements your personality, highest rated spiritual gifts, and availability to serve..

CELEBRATION SERVICE

TEAM DESCRIPTIONS

Café Team

Do you love making people HAPPY and bringing PEACE and HARMONY to the world? How about just putting smiles on people's faces? If that sounds like you, then join the Café Team! We will train you to make specialty coffee drinks and serve up happiness with every order!

Communications

Are you sitting there with a degree in Marketing/Design, wondering why Church on the Hill doesn't create better promo materials? Do you wish Church on the Hill had a better presence on social media, or communicated more often about all that God is doing here? Then stop wondering and put your gifts to use with us!

Tech Arts Team

For all you folks who love tech stuff, this is the team for you! Tech Arts covers all the Audio/Video/Lighting workings of our Celebration Service. Push those buttons, turn those knobs, and swipe those screens right here.

Creative Production Team

Notice all those cool videos we make? We could do even more if we had your help. The Creative Production Team has needs for everything from camera work to video editing to organizing photo shoots and just capturing all the great stuff happening at Church on the Hill.

Welcome Team & Parking Team

Do you enjoy being friendly? Do you recognize the power of a smiling face and a helpful hand? From the parking lot to the sanctuary, come help us make a difference!

Guest Services Team

Do you like informative communication, practical processes, and pointing people in the right direction? Want to help people get connected with Church on the Hill? Then our Guest Services team could really use you!

Service Logistics Team

Do you “love it when a plan comes together”? Then we need you! Everything from securing areas, to distributing information during the services, this team helps make sure our Celebration Services get handled logistically.

Prayer Team

Our team provides prayer covering for services, teams and ministries at Church on the Hill.

PLEASE NOTE: The following Teams are highly screened and will require a thorough qualification process:

Kids Ministry Team

Kids on the Hill is looking for big-hearted, energetic people who love serving kids. Do you like animal crackers, dancing, creative illustrations, and sharing the Word of God? At Kids on the Hill, you will have an opportunity to serve our kids and have fun while doing it!

Background check required

Finance Team

Do you have a knack for numbers? Do you have a desire to assist people in giving to the Lord during offering times? Then our Church on the Hill financial team may be a fit for you!

Background check required

Worship Team

Worship is the bedrock of Church on the Hill. If you are gifted at playing an instrument or singing, and if you have a desire to lead people into God's presence, then consider connecting with this team.

Audition & Background check required

Small Group Leader

Do you enjoy caring for people and cultivating life-giving relationships? Do you feel stirred to help folks grow in their faith and have fun together? Then you just might be the kind of leader we've been praying for!

ABUSE POLICY

I understand that Church on the Hill is a safe place for children and vulnerable adults and that Church on the Hill complies with all Federal and State laws regarding reporting suspected child abuse. As a member of the Celebration Service 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 a Celebration Service 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.

SERVANT LEADERSHIP

HONOR CODE

As an essential part of the Church on the Hill 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 on the Hill.

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

ANSWER KEY

*step***ONE** – Become a Member

- **Page 6:** 1. Know God
- **Page 7:** 2. Find Freedom; 3. Discover Purpose; 4. Make a Difference
- **Page 8:** 1. Celebration
- **Page 9:** 2. Inspiration; 3. Preparation; 4. Salvation
- **Page 11:** responsibility; relationship; story; invitation;
1. “In Jerusalem” – Sunday Services & Small Groups
- **Page 12:** 2. “In Judea & Samaria” – Starting Churches & Planting Campuses
3. “To the ends of the earth” – Giving 10% to Missions
- **Page 13:** 1. Pray; 2. Give; 3.
- **Page 14:** Small Groups
- **Page 15:** connect; protect; grow
- **Page 17:** 1. responsibility; 2. do life
- **Page 18:** Grow Track
- **Page 19:** 1. Become a Member; 2. Discover My Design;
3. Develop My Leadership; 4. Join the Team
- **Page 20:** Celebration Service Team & Small Group Leadership
- **Page 23:** 1. Pastoral Team; 2. Lead Team; 3. Board of Directors;
4. Spiritual Covering

*step***TWO** – Discover Your Design

- **Page 32:** 1. gifts and passions; 2. life experience; 3. pain
- **Page 33:** 1. Discover; 2. Develop; 3. Use
- **Page 35:** (Clockwise) Task; People; Extrovert; Introvert

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

- **Page 52:** 1. Insecurity; 2. Fear; 3. Inadequacy; 4. Reluctance
- **Page 53:** 1. love God; closeness with God; character; calling;
2. love people; servant; team player; real
- **Page 54:** 3. excellence; things well; before you’re asked; more than is expected; 4. joy; enjoyable; positive; loyal

*step***FOUR** – Join the Team

- **Page 60:** 1. I want to; 2. Do something; 3. With people

