

“I have come that
they may have life
and have it to the full.”

John 10:10 NIV



KNOW
FIND
DISCOVER
TAKE A D

Table of Contents

01	Introduction
02	Step One – Become a Member
18	Step Two – Discover Your Design
23	How to Take the Personality Assessment
33	How to Take the Spiritual Gifts Assessment
46	Step Three – Join the Team
52	Appendix
54	Statement of Faith
55	Dream Team Descriptions
68	Youth Protection Policy
69	Leadership Honor Code





Highlands Growth Track

The Highlands Growth Track guides you to discover God's unique purpose for your life and how to live the life that He has 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 intentional design, and 3) use your God-given gifts to make a difference in the lives of others.

Step One – Become a Member

Connect with Highlands and discover the ins and outs of the church, learn details about beliefs, leadership and church government, how we handle money, and how we intentionally organize our church. You will also have the opportunity to become a Highlands member. 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 begin the journey of discovering your purpose in life and how you can make a difference in the lives of others. Step Two takes place the second Sunday of every month.

Step Three – Join the Team

Find out what it means to make a difference with Highlands and connect to the opportunities available at Highlands to live out your purpose and serve others by using your God-given gifts. Step Three takes place the third Sunday of every month.

Step One: Become a Member

**Highlands
Growth Track**



The Highlands Story

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

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

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

"Those who are planted in the house of the Lord shall flourish in the courts of our God."

[Psalm 92:13 NKJV](#)



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 NIV](#)

Our spiritual journey consists of four steps:

1. _____.

“Some of these people have missed the most important thing in life—they don’t know God...”

[1 Timothy 6:21 TLB](#)

“Not everyone who says to me, ‘Lord, Lord,’ will enter the kingdom of heaven, but only the one who does the will of my Father who is in heaven.”

[Matthew 7:21 NIV](#)

“[I pray]...that you may know Him better [personally].”

[Ephesians 1:17-18 NIV](#)

At Highlands, we help people know God through _____.

2. _____.

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

[Ephesians 1:17–18 NIV](#)

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

[James 5:16 NIV](#)

At Highlands, we help people find freedom through _____.

3. _____.

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

[Ephesians 1:17–18 NIV](#)

“All the days ordained for me were written in Your book before one of them came to be.”

[Psalm 139:16 NIV](#)

“We have different gifts, according to the grace given us.”

[Romans 12:6 NIV](#)

At Highlands, we help people discover their purpose through the _____.

4. _____.

“[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 MSG](#)

“All of you together are Christ’s body, and each of you is a part of it.”

[1 Corinthians 12:27 NLT](#)

“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 NIV](#)

“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](#)

At Highlands, we help people use their gifts to make a difference on the _____.



Church of the Highlands

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 Highlands' government is that you can better understand that our church is structured to support the values of integrity, accountability, and spiritual authority.

Our church government is made up of three groups of elders.

We are:

1. Guided by _____.

The Pastoral Staff team is led by the Senior Pastor, Chris Hodges. This team oversees the day-to-day ministry and operations of the church. These staff pastors serve the congregation and are responsible for the development of the spiritual life of the church. The Senior Pastor Leadership Team members serve as Staff Elders.

2. Protected by _____.

Our Trustees are seven members of the congregation appointed by the Senior Pastor to oversee the finances and provide counsel to the Senior Pastor Leadership Team regarding the major financial commitments of the church. The Trustees serve as Non-staff Elders.

3. Strengthened by _____.

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



Church Finances

At Church of the Highlands, we believe in the principle of tithing. We recognize that giving 10% of our income is the biblical standard for giving, and we practice tithing for the support of Christ's body, the Church, as God commands.

"Honor the Lord with your wealth, with the firstfruits of all your crops; then your barns will be filled to overflowing, and your vats will brim over with new wine."

[Proverbs 3:9-10 NIV](#)

"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 NIV](#)

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” (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. Those who want to use their gift of giving to help accelerate the vision of Highlands serve on the Legacy Team.

Many people love to give to God and want to feel confident in the organization through which they give. At Highlands, we want people to understand they are giving to God through the church, not to the church. As we openly share the honesty, integrity, and spiritual values that guide the financial practices of Highlands, we believe people can focus on what God is calling them to give and trust that He is leading our church to steward it well.

The giving of tithes and offerings is worship to Jesus. Giving is not considered a business transaction but an act of worship and an expression of gratitude to God. That is why we don’t have people fill out pledge cards or make faith promises.



Next Steps

1. _____ **of Church of the Highlands.**

Membership at Highlands is not about adding your name to a roster; it's about connecting with the people and the vision of the church. We would love for you to be a part of our church family.

2. _____ **a Small Group.**

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

3. _____ **the Growth Track.**

Step One - Become a Member
Step Two - Discover Your Design
Step Three - Join the Team

4. _____ **on the Dream Team.**

You're invited to be a part of the team! Find a serve opportunity that fits your gifts, and get ready to make a difference in the lives of others.



Becoming a Member

Church of the Highlands Membership Covenant

Having received Christ as my Lord and Savior and being in agreement with the values and ideas presented in Step One of the Growth Track, I now feel led by the Holy Spirit to unite with the Church of the Highlands family. In doing so, I make the following commitment to God and my fellow church members:

1. I will protect the unity of my church by:

- Acting in love toward other members.
- Refusing to gossip.
- Following the leaders.

“So then, let us aim for harmony in the church and try to build each other up.”

[Romans 14:19 NLT](#)

“May God, who gives this patience and encouragement, help you live in complete harmony with each other, as is fitting for followers of Christ Jesus.”

[Romans 15:5 NLT](#)

“Now that you have purified yourselves by obeying the truth so that you have sincere love for each other, love one another deeply, from the heart.”

[1 Peter 1:22 NIV](#)

“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 NIV](#)

“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 NIV](#)

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 NIV](#)

“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.

“Each of you should use whatever gift you have received to serve others, as faithful stewards of God’s grace in its various forms.”

[1 Peter 4:10 NIV](#)

“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 NIV](#)

“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 NIV](#)

“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 Phillips](#)

To read through our full Statement of Faith, scan the QR code below, or visit churchofthehighlands.com/about/faith.





Step Two: Discover Your Design

**Highlands
Growth Track**



Discovering Your Gifts

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

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

Ephesians 2:10 NIV

“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 NIV

“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 (LB)

At Church of the Highlands:

Every member is a _____.

Every task is _____.

Every member is a “10” in _____.

“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.”

Psalms 139:13-14 NLT

_____ **reveals destiny.**



1. Your _____.

“We have different gifts, according to the grace given to each of us. If your gift is prophesying, then prophesy in accordance with your faith; if it is serving, then serve; if it is teaching, then teach; if it is to encourage, then give encouragement; if it is giving, then give generously; if it is to lead, do it diligently; if it is to show mercy, do it cheerfully.”

[Romans 12:6–8 NIV](#)

2. Your _____.

“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. Your _____.

“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](#)

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.).

My Personality/Leadership Style _____

1. Total _____

	Never	Rarely	Sometimes	Often	Always
I am assertive, demanding, and decisive.	1	2	3	4	5
I enjoy doing multiple tasks at once.	1	2	3	4	5
I thrive in a challenge-based environment.	1	2	3	4	5
I think about tasks more than others or myself.	1	2	3	4	5
I am motivated by accomplishment and authority.	1	2	3	4	5

2. Total _____

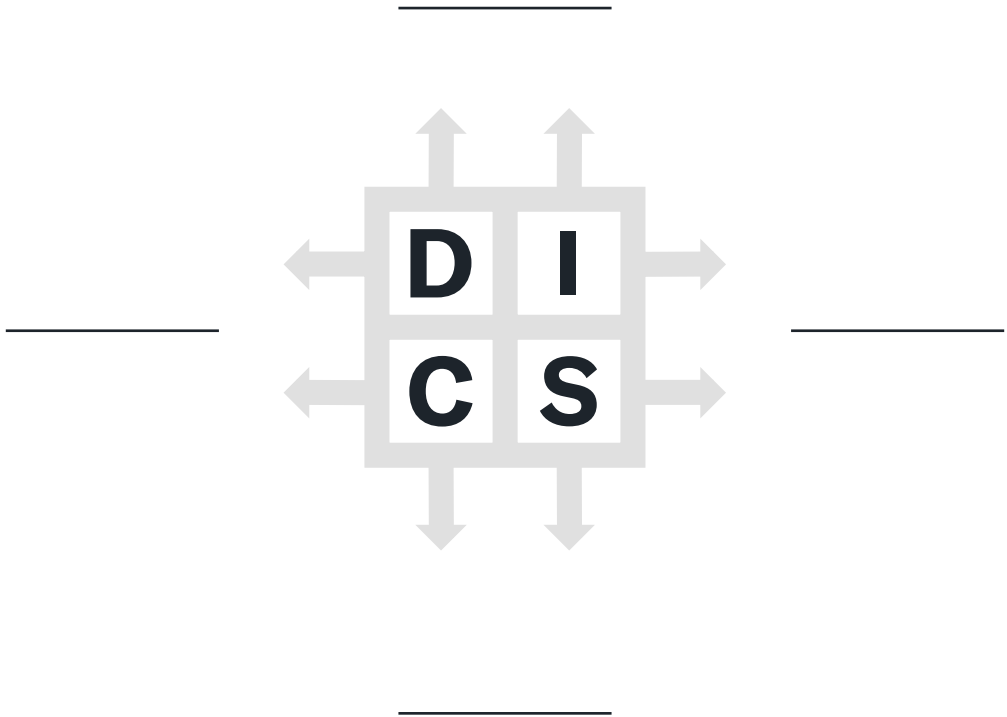
	Never	Rarely	Sometimes	Often	Always
I enjoy influencing and inspiring other people.	1	2	3	4	5
I am optimistic about others.	1	2	3	4	5
I tend to be the life of the party.	1	2	3	4	5
I think about motivating people.	1	2	3	4	5
I am motivated by recognition and approval.	1	2	3	4	5

3. Total _____

	Never	Rarely	Sometimes	Often	Always
I thrive in consistent environments.	1	2	3	4	5
I prefer specifics over generalizations.	1	2	3	4	5
I enjoy small groups of people.	1	2	3	4	5
I prefer being a member of a team.	1	2	3	4	5
I am motivated by stability and support.	1	2	3	4	5

4. Total _____

	Never	Rarely	Sometimes	Often	Always
I typically avoid 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 NIV](#)

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 a 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 could 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 \(Matthew 16, 26; Acts 3\)](#), [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, critical, and can also be overly persuasive—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 us 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 make us inclined to be overly tolerant and non-confrontational. We could 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 challenges include being highly sensitive especially when faced with criticism, and we should be aware of how we interact with others. Operating best in precise and cause-worthy projects, we can be a peacemaker; this makes us a loyal team member and friend.

[Moses \(Exodus 3, 4, 20, 32\)](#), [John \(John 19:26-27\)](#), [Eliezer \(Genesis 24\)](#)

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

C/I We are attentive to the details. We tend to impress others by doing things right and stabilizing situations. Not considered aggressive or pushy, we enjoy both large and small crowds. Though we work well with people, we are sometimes too sensitive to what others think about us and our work. We could benefit from being more assertive and self-motivated. Often excellent judges of character, we easily trust those who meet our standards. We are motivated 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. 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 35:30-35, 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 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, goal-oriented, focused on tasks, 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 NIV](#)

How to Take the Spiritual Gifts Assessment

Step 1: Respond to the spiritual gifts statements on pages 34-35 by writing the number that indicates how each statement describes you in the blanks on page 36:

- 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 36 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.

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 for the lost daily.
6. Encouraging others is a high priority in my life.
7. Believing God for our daily needs is important to me.
8. Influencing others for the Kingdom of God through finances is extremely important to me.
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

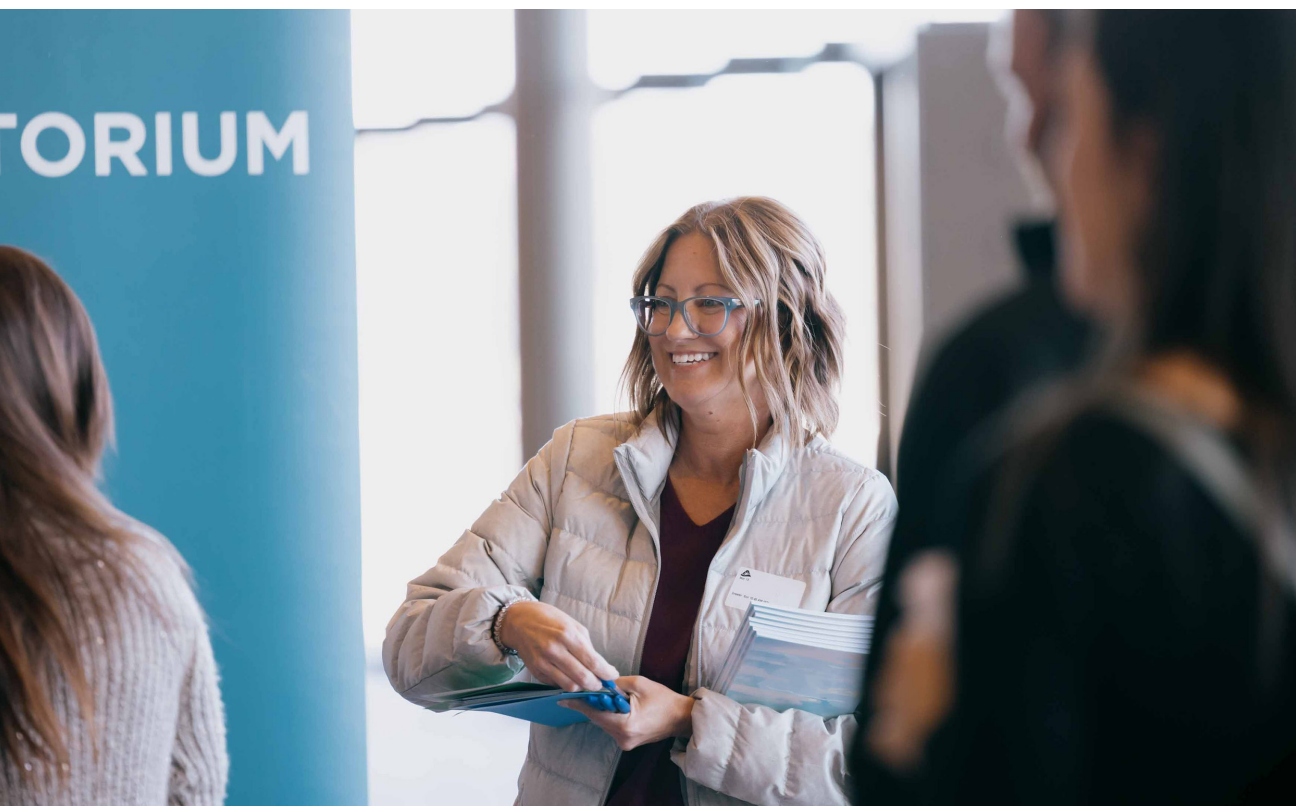
2 Sometimes

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 and find out more about how you can use your gifts to serve God and others as part of a team.

A. Administration

The gift of administration is the divine strength or ability to organize multiple tasks and groups of people to accomplish these tasks.

Luke 14:28-30; Acts 6:1-7; 1 Corinthians 12:28

(A-Team, Correctional Ministry, Dream Team Check-In, Events, Kids Check-In, Production, Resource, Set-Up/Take-Down)

B. Apostleship

The gift of apostleship is the divine strength or ability to pioneer new churches and ministries through planting, overseeing, and training.

Acts 15:22-35; 1 Corinthians 12:28; 2 Corinthians 12:12; Galatians 2:7-10; Ephesians 4:11-14

(Dream Center, Growth Track Host, Local Campus Outreach, Small Groups)

C. Craftsmanship

The gift of craftsmanship is the divine strength or ability to plan, build, and work with your hands in construction environments to accomplish multiple ministry applications.

Exodus 30:22, 31:3-11; 2 Chronicles 34:9-13; Acts 18:2-3

(Campus Support/Facilities, Dream Center, Highlands Kids, Students, Local Campus Outreach, Production, Set-Up/Take-Down)

D. Discernment

The gift of discernment is the divine strength or ability to spiritually identify falsehood and to distinguish between right and wrong motives and situations.

Matthew 16:21-23; Acts 5:1-11, 16:16-18; 1 Corinthians 12:10; 1 John 4:1-6

(Correctional Ministry, Growth Track Host, Highlands Haven, Kids Check-In, Prayer, Small Groups, Ushers)

E. Evangelism

The gift of evangelism is the divine strength or ability to help non-Christians take the necessary steps to becoming Christ followers.

Acts 8:5-6, 26-40, 14:21; 21:8; Ephesians 4:11-14

(Correctional Ministry, Dream Center, Students, Local Campus Outreach, Prayer, Small Groups)

F. Exhortation

The gift of exhortation is the divine strength or ability to encourage others through the written or spoken word and biblical truth.

Acts 14:22; Romans 12:8; 1 Timothy 4:13; Hebrews 10:24-25

(Campus Host, Correctional Ministry, Dream Team Check-In, Dream Team Host, Events, Greeters, Growth Track Host, Highlands Kids, Students, Information, Parking, Small Groups, Ushers)

G. Faith

The gift of faith is the divine strength or ability to believe in God for unseen supernatural results in every arena of life.

Acts 11:22-24; Romans 4:18-21; 1 Corinthians 12:9; Hebrews 11

(All Teams)

H. Giving

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

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

(Legacy)

I. Healing

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

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

(First Aid, Highlands Haven, Prayer)

J. Helps

The gift of helps is the divine strength or ability to work in a supportive role for the accomplishment of tasks in Christian ministry.

Mark 15:40-41; Acts 9:36; Romans 16:1-2; 1 Corinthians 12:28

(A-Team, Campus Host, Campus Support/Facilities, Dream Center, Dream Team Host, Events, First Aid, Information, Local Campus Outreach, Resource)

K. Hospitality

The gift of hospitality is the divine strength or ability to create warm, welcoming environments for others in places such as your home, office, or church.

Acts 16:14-15; Romans 12:13, 16:23; Hebrews 13:1-2; 1 Peter 4:9

(Baptism, Campus Host, Dream Team Check-In, Dream Team Host, Events, Greeters, Growth Track Host, Students, Information, Kids Check-In, Parking, Small Groups, Ushers)

L. Intercession

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

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

(Prayer, Small Groups)

M. Knowledge

The gift of knowledge is the divine strength or ability to understand and bring clarity to situations and circumstances, often accompanied by a word from God.

Acts 5:1-11; 1 Corinthians 12:8; Colossians 2:2-3

(First Aid, Highlands Haven, Online Campus, Prayer, Production, Small Groups, Ushers)

N. Leadership

The gift of leadership is the divine strength or ability to influence people at their level while directing and focusing them on the big picture, vision, or idea.

Romans 12:8; 1 Timothy 3:1-13, 5:17; Hebrews 13:17

(Small Groups, All Teams)

O. Mercy

The gift of mercy is the divine strength or ability to feel empathy and to care for those who are hurting in any way.

Matthew 9:35-36; Mark 9:41; Romans 12:8; 1 Thessalonians 5:14

(Correctional Ministry, Dream Center, First Aid, Highlands Haven, Local Campus Outreach, Small Groups)

P. Miracles

The gift of miracles is the divine strength or ability to alter the natural outcomes of life in a supernatural way through prayer, faith, and divine direction.

Acts 9:36-42, 19:11-12, 20:7-12; Romans 15:18-19; 1 Corinthians 12:10, 28

(First Aid, Prayer)

Q. Missionary

The missionary gift is the divine strength or ability to reach others outside of your culture and nationality, while in most cases living in that culture or nation.

Acts 8:4, 13:2-3, 22:21; Romans 10:15

(Correctional Ministry, Dream Center, Local Campus Outreach, Small Groups)

R. Music/Worship

The gift of music/worship is the divine strength or ability to sing, dance, or play an instrument primarily for the purpose of helping others worship God.

Deuteronomy 31:22; 1 Samuel 16:16; 1 Chronicles 16:41-42; 2 Chronicles 5:12-13, 34:12;

Psalms 150

(Highlands Kids, Students, Highlands Worship, Nursery/Preschool, Small Groups)

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

(Correctional Ministry, Dream Center, Growth Track Host, Highlands Kids, Students, Local Campus Outreach, Online Campus, Small Groups, Ushers)

T. Prophecy

The gift of prophecy is the divine strength or ability to boldly speak and bring clarity to scriptural and doctrinal truth, in some cases foretelling God's plan.

Acts 2:37-40, 7:51-53, 26:24-29; 1 Corinthians 14:1-4; 1 Thessalonians 1:5

(Prayer, Small Groups)

U. Service

The gift of serving is the divine strength or ability to do small or great tasks in working for the overall good of the body of Christ.

Acts 6:1-7; Romans 12:7; Galatians 6:10; 1 Timothy 1:16-18; Titus 3:14

(A-Team, Baptism, Dream Center, Dream Team Check-In, Dream Team Host, Events, Kids Check-In, Nursery/Preschool, Parking, Local Campus Outreach, Production, Resource, Set-Up/Take-Down)

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

(Highlands Kids Elementary, Nursery/Preschool, Small Groups)

W. Tongues & Interpretation

The gift of tongues is the divine strength or ability to pray in a heavenly language to encourage your spirit and to commune with God. The gift of tongues is often accompanied by interpretation and should be used appropriately.

Acts 2:1-13; 1 Corinthians 12:10, 14:1-14

(Prayer)

X. Wisdom

The gift of wisdom is the divine strength or ability to apply the truths of Scripture in a practical way, producing a fruitful outcome and the character of Jesus Christ.

Acts 6:3, 10; 1 Corinthians 2:6-13, 12:8

(Dream Center, Highlands Worship, Local Campus Outreach, Prayer, Small Groups, Ushers)

To access additional Growth Track resources online, scan the QR code or visit churchofthehighlands.com/growth-track/resources.







Next Steps

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

Now that you've discovered your God-given gifts, find a team where you can use those strengths to make a difference in the lives of others. For a comprehensive list of teams, see page 55.



Step Three: Join the Team

**Highlands
Growth Track**



Dream Team Core Values

1. We love _____.

“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 NIV](#)

Develop your _____.

Develop your _____.

Develop your _____.

2. We love _____.

“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 the 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 NIV](#)

Be a _____.

Be a _____.

Be _____.

3. We pursue _____.

“People were overwhelmed with amazement. ‘He has done everything well,’ they said.”

[Mark 7:37 NIV](#)

Do things _____.

Do things _____.

Do _____ than is _____.

4. We choose _____.

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

[2 Corinthians 6:10 NIV](#)

Be _____.

Be _____.

Be _____.

Make every experience a _____.

To Begin Serving:

1. Complete your Step Three card.
2. Attend an orientation in the serve area of your choice.
3. Have a conversation with one of our team members at your orientation for a personal connection to the team and to receive your next steps.



I Have Decided

I Have Decided

Next Steps

At Highlands, we believe everyone has a Next Step in growing closer in their relationship with Jesus. 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.

To access additional information about the below Next Steps, scan the QR code or visit churchofthehighlands.com/next-steps.

Complete the Growth Track

Water Baptism

Join a Small Group

One Year Bible Reading Plan



Appendix

Highlands Growth Track



Team Availability by Age

Age Range	Available Serve Teams
11+ (6th - 8th Grade)	JV Dream Team*
14+ (High School)	Baptism, Campus Host, Disaster Response*, Dream Center, Dream Team Host, Events, Greeter, Growth Track Host, Highlands Haven, Highlands Kids Elementary, Highlands Kids Nursery/Preschool, Information, Local Campus Outreach, Online Campus, Prayer, Resource, Set-Up/Take-Down, Students
16+	Highlands Worship, Parking, Trafficking Hope
18+	A-Team, Campus Support/Facilities, College Ministry, Dream Team Check-In, Highlands Kids Check-In, Legacy, Usher
19+	Correctional Ministry*, First Aid

**See Team Description*

Dream Team Table of Contents

56 Host Teams

A-Team	Events	Parking
Baptism	First Aid	Prayer
Campus Host	Greeter	Resource
Campus Support/Facilities	Growth Track Host	Set-Up/Take-Down
Dream Team Check-In	Information	Usher
Dream Team Host	Online Campus	

60 Highlands Kids Teams

Check-In	JV Dream Team
Elementary	Nursery/Preschool
Highlands Haven	

62 Students Teams

Motion Students
College Ministry

64 Outreach Teams

Correctional Ministry	Local Campus Outreach
Disaster Response	Trafficking Hope
Dream Center	

66 Small Groups Team

66 Highlands Worship

Music
Production

66 Legacy Team

Host Teams

Host Teams are an essential part of church life and make Highlands feel like home to every person who walks through our doors. The environment we create goes far beyond big smiles, a friendly greeting, and hot coffee—God uses host teams to set the stage to reach more people and change lives.

A-Team

The A-Team uses the gift of administration to collect and maintain data to ensure information is secure, complete, and accurate so that everyone can take their next steps.

Age: 18+, Background Check

Baptism Team

The Baptism Team hosts water baptism services, ensuring the experience is excellent and meaningful for those making a public declaration of their faith in Jesus.

Age: 14+ in High School

Campus Host Team

The Campus Host Team uses the gift of hospitality to greet, host, and engage guests in the lobby and auditorium.

Age: 14+ in High School

Campus Support/Facilities Team

The Campus Support/Facilities Team helps to create an excellent, distraction-free environment by working “behind the scenes” to maintain and support excellence in every area of our church, including baptism, conferences, and special events.

Age: 18+, Background Check

Dream Team Check-In Team

The Dream Team Check-In Team creates a welcoming environment for Dream Team members by providing an excellent check-in experience at services, conferences, and outreach events.

Age: 18+, Background Check

Dream Team Host Team

The Dream Team Host Team creates an engaging environment in Dream Team Central for Dream Team members to enjoy food and refreshments, build relationships, and receive words of encouragement during services, conferences, and special events.

Age: 14+ in High School

Events Team

The Events Team creates an excellent, memorable experience through food, giveaways, and more at services, conferences, and special events.

Age: 14+ in High School

First Aid Team

The First Aid Team uses their gifts to meet basic first-aid needs at weekend services, conferences, and special events.

Age: 19+, Medical Certification, Background Check

Greeter Team

The Greeter Team creates a positive first impression by welcoming, greeting, and encouraging each guest as they enter and exit Church of the Highlands.

Age: 14+ in High School

Growth Track Host Team

The Growth Track Host Team helps everyone attending the Growth Track find their place in the local church, discover their God-given purpose, and make a difference serving on the Dream Team.

Age: 14+ in High School

Information Team

The Information Team helps guests identify their next steps by providing resources and information about campuses, weekend services, Small Groups, Growth Track, conferences, and special events.

Age: 14+ in High School

Online Campus Team

The Online Campus Team connects with guests of Highlands from near and far through our Online Campus experience. We serve people in a live chat environment by warmly welcoming them to church, helping them find their next step, and praying over their needs.

Grandview, Grants Mill, Greystone

Age: 14+ in High School

Parking Team

The Parking Team gives guests a positive first and last impression as they arrive and exit by providing clear direction for a safe and efficient parking experience.

Age: 16+

Prayer Team

The Prayer Team provides prayer covering for services, conferences, teams, and ministries.

Age: 14+ in High School

Resource Team

The Resource Team serves “behind the scenes” to provide supplies and materials to create a welcoming environment and an excellent worship experience.

Age: 14+ in High School

Set-Up/Take-Down Team

The Set-Up/Take-Down Team helps transform spaces for Highlands services, providing distraction-free, excellent environments where guests can experience God.

Age: 14+ in High School

Usher Team

The Usher Team provides a positive worship experience by assisting guests with seating, facilitating tithes/offerings, and helping to secure a distraction-free worship environment.

Age: 18+, Male

← CAFE
← THEATER
↗ RESTROOMS
→ HIGHLANDS KIDS
→ CHAPEL
→ OFFICES



Highlands Kids Teams

Highlands Kids is one team with five areas. Our team helps kids have a genuine relationship with God, build a biblical foundation for their lives, grow with friends and leaders, and love being at church.

Check-In Team

The Kids Check-In Team creates a welcoming environment and assists families with checking in, dropping off, and picking up children in our Elementary and Nursery/Preschool areas.

Age: 18+, Background Check

Elementary Team

The Elementary Team invests in the lives of children who are in 1st through 5th grade by giving them the opportunity to discover and develop a passion for God through Bible teaching, worship, Small Groups, prayer, and games.

Age: 14+ in High School. Background Check

Highlands Haven Team

The Highlands Haven Team serves children and teens with special needs, providing support so that each one can participate in our environments successfully.

Age: 14+ in High School, Background Check

JV Dream Team

The JV Dream Team is a leadership development opportunity for students in 6th-8th grade, led by our Highlands Kids and Students teams. Middle school students can serve without a parent as they learn to serve and lead in Elementary and Preschool.

Age: 11+ in 6th Grade

Nursery/Preschool Team

The Nursery/Preschool Team serves children 6 weeks through Kindergarten and offers them the opportunity to hear the life-giving message of Jesus through Bible stories, worship, prayer, and hands-on activities.

Age: 14+ in High School, Background Check



Students Teams

The Students Teams help middle school, high school, and college students feel welcome and known by creating environments where they connect with God, experience Him, and take their next steps.

Motion Students Team

The Motion Students Team helps middle school and high school students get connected through Motion Night, Motion Midweek, Small Groups, retreats, conferences, and serving at the Students area on Sundays.

Age: 14+ in High School, Background Check

College Ministry Team

The College Ministry Team helps students get connected through our weekly college services, Small Groups, outreaches, retreats, and conferences.

Age: 18+, Background Check



Outreach Teams

Outreach is one team with five areas. Our team serves others by showing God's love in practical ways through meeting the needs within our communities and spheres of influence.

Correctional Ministry Team

The Correctional Ministry Team facilitates Small Groups and Sunday services in state prisons and other correctional facilities, and provides prayer support and written letters of encouragement.

Age: 18+ for Juvenile Facilities, 19+ for Adult Facilities, Background Check

Disaster Response Team

The Disaster Response Team is a specialized team trained to serve in disaster areas ministering to the physical, spiritual, and emotional needs of those affected.

Age: 14-16 years must be accompanied by parent, 17-18 years can serve with parental permission, 19+, Background Check

Dream Center Team

The Dream Center Team supports local campus outreach and also facilitates various serve opportunities through Highlands Dream Centers in Birmingham, Auburn, Tuscaloosa, and Montgomery.

Age: 14+ in High School, Background Check

Local Campus Outreach Team

The Local Outreach Team helps meet the practical and spiritual needs of our communities by leading and supporting outreach initiatives like First Saturday Serve, Easter Outreach, Mother's Day Outreach, Serve Day, Back to School Outreach, Thanksgiving Outreach, Giving Hope, and more.

Age: 14+ in High School, Background Check

Trafficking Hope Team

Our team partners with Trafficking Hope to provide education and awareness about human trafficking in our local communities and support victim service providers through outreach serve opportunities.

Age: 16+, Background Check



Highlands Worship Teams

Music Team

The Music Team facilitates a powerful, on-stage worship experience through utilizing the skills of vocalists and instrumentalists.

Age: 16+, Music Audition, Development Training Process, Background Check

Production Team

The Production Team facilitates a powerful, distraction-free worship experience through the use of lighting, video technology, and audio engineering.

Age: 16+, Development Training Process, Background Check

Small Groups Team

The Small Groups Team leads weekly Small Groups for people to experience authentic community, find freedom, and grow in their relationship with Jesus.

Background Check (Groups with Unaccompanied Minors)

Legacy Team

The Legacy Team is called and equipped to finance the Kingdom of God and to leave a legacy through the gift of giving.

Age: 18+



Youth Protection Policy

I understand that Church of the Highlands is a safe place for children and vulnerable adults and that Highlands complies with all Federal and State laws regarding reporting suspected child abuse. As a member of the Dream Team, I understand that suspected abuse is to be reported to the staff member who oversees the area in which I serve. I also understand the four types of abuse defined below:

- **Physical:** a physical act directed at a child or vulnerable adult that causes injury.
- **Sexual:** contact or interactions between a child and an adult, or another child, when the child is being used for sexual stimulation of the perpetrator or another person. This includes exploitation through photographs, videos, or other communication methods.
- **Emotional:** acts or omissions by the parent or other caregivers that have caused, or could cause, serious behavioral, cognitive, emotional, or mental disorders.
- **Neglect:** failure to provide for the child or vulnerable adult's basic needs. This includes adequate adult supervision, medical attention, housing, food, and clothing. Most cases of physical neglect involve inadequate adult supervision that has caused harm to the child or vulnerable adult or places them in danger of such harm.

I understand it is not my responsibility to investigate and in no instance will I confront a parent or caregiver if abuse is suspected. As a member of the Dream Team, I agree to comply with this policy and report any suspected abuse to the staff person who oversees the area in which I serve.

I also understand that nothing in this policy is intended to omit or limit any mandatory reporting obligations that I may personally have under state, federal, or local law.

Leadership Honor Code

As an essential part of the Church of the Highlands Leadership family, you have a responsibility to develop and exhibit mature Christian behavior. This should be the basic premise of your desire to participate in a servant-leader position here at Church of the Highlands.

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

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

Exemplifying the highest moral commitment, Church of the Highlands' leaders are to maintain a disciplined life of Bible reading, prayer, and fasting. You must also refrain from such things as:

- Profanity
- Smoking or chewing tobacco
- Gambling
- Indulging in much wine or other alcoholic beverages
- Dishonest gain
- Illicit drugs
- Pornography
- Sexual immorality (sexual activity outside of marriage)
- All behaviors which might cause Christ to grieve and others to stumble

By providing an example in speech and action, we encourage others to grow in Christ and become servant-leaders themselves. This is a way of life measured by the heart and commitment of each leader in the Church of the Highlands family. We should regard it as an essential part of our development, not as an imposition or restriction.

Notes
