

Dear Friend:

Welcome to Growth Track! I am so excited that you have chosen to consider becoming an official member of our church-family. I am even more excited that you are taking your next step toward discovering God's purpose for your life!

This kit contains all the resources you will need to complete Steps 1-3 of Growth Track:

Video Links

User notes, including fill-in-the-blank notes

Follow-up Cards for each Step

QR Codes that will connect you with information about our church—and about our Dream Team ministries—not contained in this packet

Our Leadership Team has put great effort into making our new-and-improved Growth Track process as user-friendly as possible. But please do not hesitate to ask, should any questions arise. We are here to resource on your journey with Jesus in any way that we can. You should also be able to find all digital Growth Track resources on the Resources tab, at sojourncity.com.

I am praying for you as you begin. It gives me great joy to know that God has allowed us to connect with you and your family. May He continue to order your steps, moving forward.

We're just getting started, and the best is yet to come!

Tyler Crowder
Pastor, Sojourn City Church
Midway, KY

Growth Track Resources

Below are instructions for accessing all the resources online you will need to complete Growth Track, Steps 1-3.

You can access our online Growth Track resources in one of two ways:

1. Use the QR code at the bottom of the page.
To use the QR code, hover your device's camera (or use a QR code reader app) over the QR code at the bottom of the page. When you do, a link will show up on your device. Tap that link to go to our Growth Track Resources page on our website.

OR

2. Type the web address into your internet browser: <https://www.sojourncity.com/growth-track>

On our Growth Track page, you will find the following resources to help you complete Growth Track:

- ✓ Growth Track Videos for Steps 1-3
- ✓ A PDF Download of the Growth Track Manual
- ✓ Connection Cards for Steps 1-3
- ✓ Sojourn City Church Bylaws
- ✓ Sojourn City Church Statement of Faith
- ✓ SIPs (Systems in Place) for Dream Team Ministry Teams



Growth Track

stepONE: Connect to Our Church

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

JOHN 10:10

Sojourn City Church

Growth Track

Sojourn City Church's Growth Track guides you through the process of discovering your redemptive purpose and living the life God created for you. Growth Track consists of three steps that equip you to 1) connect to our church, 2) discover the strengths of your purposeful design, 3) develop your personal leadership, and use your God-given gifts to make a difference in the lives of others.

stepONE – Connect to Our Church

Explore the ministry of Sojourn City Church, and find out how to connect with our church.

stepTWO – 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.

stepTHREE – Develop Your Leadership

Find out what it means to be a leader at Sojourn City Church, and learn how you can strengthen your character to fulfill your leadership potential.

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. _____

“[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. _____

“[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. _____

“[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. _____

“[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).

PART I: VISION AND STRATEGY

Sojourn City Church is intentionally organized around these four steps:

1. KNOW GOD – _____

Reaching people who do not know God personally is our greatest responsibility. Our Sunday Services are for people at all stages in their spiritual journey, but they are primarily geared toward those who do not yet have a genuine relationship with God.

Our Sunday services focus on four values:

1. _____: 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. _____: 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).

3. _____: We believe church should be a place where people learn how the Bible applies to their 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. _____: 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).

Every one of us can do our part to reach people who are far from God by following these four principles:

1. Accept the personal _____.

2. Build a personal _____.

3. Share your personal _____.

4. Give a personal _____.

Disciples of All Nations

"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 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, Serve Day, and Outreach Small Groups.

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).

We reach our nation by starting new churches and strengthening existing churches through our partnership with the Assemblies of God, both in Kentucky and across the U.S. For example, 2% of every dollar given to our General Fund is invested in church-planting and revitalization, right here in Kentucky!

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).

We intentionally invest at least 10% of our resources in missions-work all around the world, every year!

How you can participate:

1. _____.

Pray that we 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- _____

Life change happens in the context of relationships. Small Groups have one simple purpose: to bring people together. God created us for community; it's only then that we can experience the full life God has 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).

Small Groups provide a place to 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).

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).

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

Small Groups Model

We base our Small Groups model on the early church as described in the Bible in the book of Acts. The Early Church held small group meetings in homes, which laid the foundation for tremendous growth and impact!

"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).

Sojourn City Church is a church *of* Small Groups, not a church *with* Small Groups.

Four Things You Should Know About Small Groups:

1. Our groups are "Free Market."

We want people to gather together based on things that they enjoy and are important to them. Essentially, the things you are already doing in your life are the things that can make up your Small

Group! From sports groups to lunch groups, parenting groups to student groups, Bible study groups to creative arts groups, our groups are as varied as we are. All groups fall within eight hubs:

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

2. We have three semesters every year.

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

Winter/Spring – 10 Weeks
February-April

Summer – 6 Weeks
June-July

Fall – 10 Weeks
September-November

3. Everyone can join a group.

Our hope is for every person at Sojourn City Church to be connected to a Small Group. With many groups to choose from, we are confident there is a group that is a great fit for you. During the semester, you can search through our groups directory at sojourncity.com.

4. Everyone can host a group.

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

To learn more about becoming a Small Group Leader, attend a Small Group Leadership Training. Even if you’re not sure if you’re ready to host a group, we invite you to come to a training.

3. DISCOVER PURPOSE- _____

Growth Track helps you discover your purpose and live the full life God created for you. Growth Track is made up of three steps, which guide you on your journey toward knowing God, finding freedom, discovering purpose, and making 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).

4. MAKE A DIFFERENCE- _____

God has a plan for your unique abilities and passions to impact the lives of others. Your life will make sense when you find, develop, and fulfill that 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...There are different kinds of service to God [ministry]...All of you together are the one body of Christ, and each one of you is a separate and necessary part of it” (1 Cor. 12:4-5, 27, TLB).

AT SOJOURN CITY CHURCH:

1. Every member is a _____.
2. Every task is _____.
3. Every member is a “10-out-of-10” in _____.

Discover what you do well, and use your gifts to make a difference. You can start by joining the Dream Team, after you complete Growth Track, Steps 1-3.

MAKE A DIFFERENCE ON THE DREAM TEAM:

Our Dream Team does the work of the ministry during our services and throughout the week. The Dream Team consists of dedicated, passionate individuals who want to make a difference in the world around them.

To join the Dream Team, you need to complete Steps 1-3 of the Growth Track. You will have the opportunity to join the Dream Team upon completion of all three steps.

Part II: Organizational Structure

Organizational Structure

- a. Government
- b. Finances

As you invest yourself in the life of a church, it’s important to feel confident in that church’s leadership. Our goal in sharing the details of Sojourn City Church’s government is that you will understand how our church is structured for integrity, accountability, and spiritual authority.

A. CHURCH GOVERNMENT:

Our church government is overseen by two primary groups of Leaders:

1. _____
The Pastoral Ministry team is led by the Lead Pastor. This team oversees day-to-day ministry and church operations. They are responsible for the development of the spiritual life of the church.
2. _____
The Elder Board consists of up to seven members of our congregation, affirmed by the church’s active partners (members). They oversee the finances and the facilities needed by the church. They provide counsel to the Lead Pastor regarding major financial commitments. The Elder Board also provides spiritual protection to the church. They may be called upon to help in accountability matters relating to the Lead Pastor if requested to do so by the Pastoral staff, the partners, or by their own initiative.

B. CHURCH 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 Sojourn City Church, 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).

Jesus talked more about giving than about 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 “first fruits” of our labor belong to God. We find this principle throughout God’s Word. Giving the first 10% of our income through a local church is the primary way we acknowledge God as first in our lives (Proverbs 3:9–10).

2. Offerings

An offering is giving beyond the tithe. The Bible says that by giving generously, we are able to “take hold of the life that is truly life.” When you are freely giving, you are really living (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 Sojourn City Church, 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 our financial practices, givers 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. Funds are not “income only,” they are worship and are not considered to be a business transaction but an expression of gratitude toward God.

Sojourn City Church’s Budget

Every year, our goal is that all monetary investments made into Sojourn City Church will be budgeted accordingly:

<u>10-20%</u>	Missions
<u>35-50%</u>	Personnel
<u>20-25%</u>	Ministry
<u>20-30%</u>	Facilities

Part III: Becoming a Member

Sojourn City Church Membership Covenant

Having received Christ as my Lord and Savior and being in agreement with the values and ideas presented in Growth Track: Step One, I feel led by the Holy Spirit to join the Sojourn City Church family. In doing so, I commit myself to the following:

1. I will protect the unity of my church:

By acting in love toward other members.
By refusing to gossip.
By following the leaders.

“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.
By inviting the unchurched to attend.
By warmly welcoming those who visit.

“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, 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 support 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 Sunday Services 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).

“...make sure that your everyday life is worthy of the Gospel of Christ” (Philippians 1:27, PH).

To read through our full Statement of Faith, see the handout attached to this packet.

Where do we go from here?

1. Become a member of Sojourn City Church.

Membership at Sojourn City Church is not about adding your name to a roster; it’s about connecting with the people and the vision of the church. It’s becoming a partner with our church.

2. Join a Small Group.

Browse our online directory of groups at sojourncity.com. Find a group that interests you, contact the leader and make plans to try it out in person.

3. Complete all three steps of the Growth Track.

Step ONE – Connect to Our Church

Step TWO – Discover Your Design

Step THREE – Develop Your Leadership

SOJOURN CITY CHURCH

stepONE Card

Name _____

Date _____ Circle: M or F

DOB _____ Married or Single

Cell Phone # (____) _____

Address

City/ST/Zip

Email address

_____ I am interested but want to learn more.

_____ I am ready to join Sojourn City Church.

- I have committed my life to Jesus Christ, and I trust Him for my salvation.
- I commit to the Sojourn City Church Membership Covenant.
- I support the Sojourn City Church Statement of Faith.

Print Name: _____

Signature: _____

Growth Track

stepTWO: Discover Your Design

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

 **SOJOURN CITY CHURCH**
Growth Track

Sojourn City Church's Growth Track guides you to discover your redemptive purpose and live the life God created for you. Growth Track is made up of 3 steps:

stepONE – Connect to Our Church

Explore the ministry of Sojourn City Church and find out how to connect with our church.

stepTWO – 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.

stepTHREE – Develop Your Leadership

Find out what it means to be a leader at Sojourn City Church and learn how you can strengthen your character and gifting to fulfill your leadership potential.

OFFICIAL MEMBERSHIP PROCESS:

Step 1 + Step 2 + Step 3 + Dream Team Application

|

Dream Team Orientation (w/Dream Team Leader)

|

Schedule 1-2 Dream Team Service Opportunities/month

|

Official Membership Recognition by Sojourn City Church Elder Board

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 3:11-12, NLT).

Framework for Discovering Your Purpose

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 to _____ by _____.

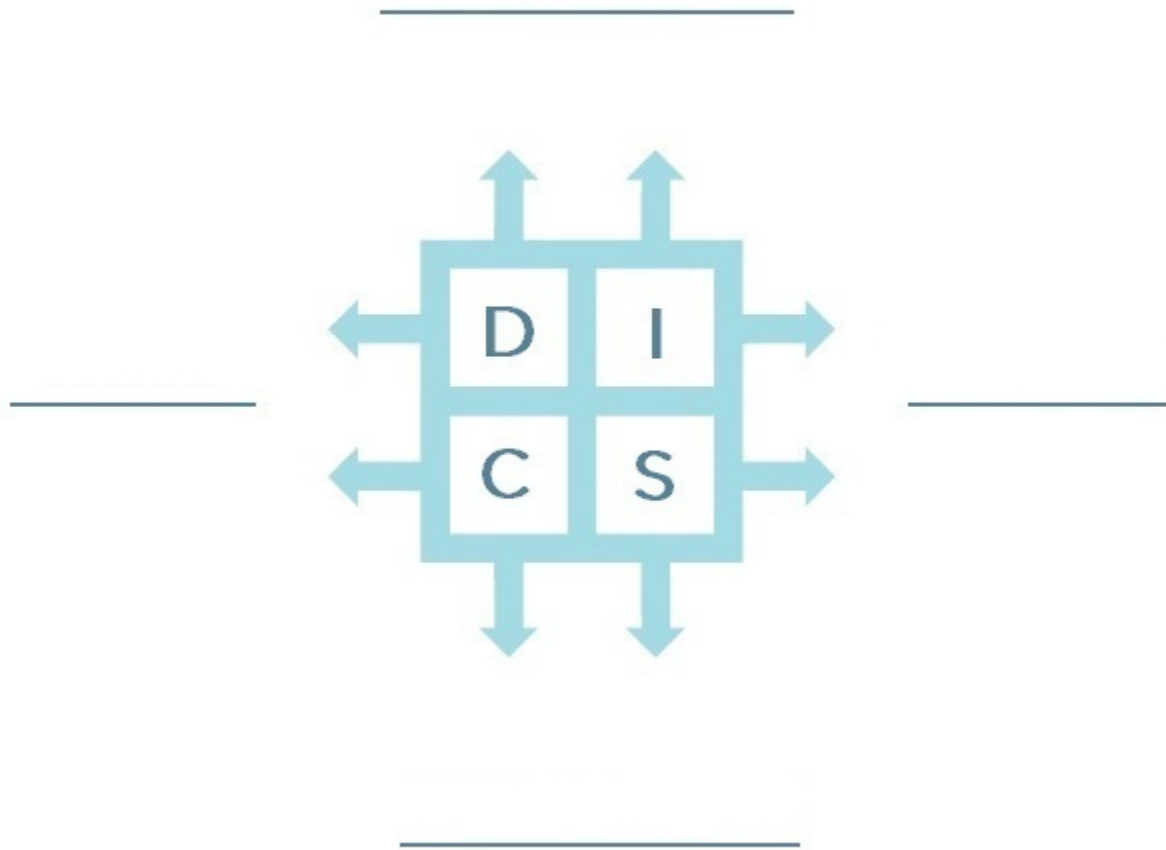
My personality/leadership style _____

_____ 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 above 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 taking 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** 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 we respond to direct confrontation. The greatest fear of a “D” 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** Curious concluders 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 “D/I”s 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** Achievers with an ability to persevere. We are more active than passive, but we 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** 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** Inspiring, 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. An “I”s 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** 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. “I/D”s 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** Influential counselors who love people, and it’s no surprise that people love us. We live to please and serve, and we 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** 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 we can also be overly persuasive and too consumed by the desire to win. “I/C”s 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** Steady and more reserved. We do not like change, and we 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, “S”s 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** 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. “S/D”s 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** 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. “S/I”s 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 this personality type, 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** 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, the “S/C” 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** 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.” The “C”s 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** 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** 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** 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. “C/D”s 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).

Each 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, 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, 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, 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 overall goals of your family or group, not just specific processes or procedures

“C” personalities are compliant, competent, task-oriented, goal-oriented, 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

SPIRITUAL GIFTS ASSESSMENT

Instructions: Read each statement once and record your initial reaction in the space provided on the page after. Do not overthink this—in general, your first response is the best.

1 = almost never 2 = seldom 3 = sometimes 4 = frequently 5 = almost always

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. I trust God to provide 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 the little things that others typically do not.
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 highest 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.

			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 the areas available to serve at Sojourn City Church in which you can best use your gifts.

A. ADMINISTRATION: The gift of administration is the divine strength or ability to organize multiple tasks and groups of people to accomplish these tasks. Luke 14:28-30; Acts 6:1-7; 1 Corinthians 12:28 [*A-Team, Kids' Check-In, Sound & Media, Welcome Home, Growth Track, 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 [*Growth Track, Small Group Leader*]

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 [*Sound & Media, Events, 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 situations. Matthew 16:21-23; Acts 5:1-11, 16:16-18; 1 Corinthians 12:10; 1 John 4:1-6 [*Growth Track, Kids' Check-In, Prayer, Small Group Leader, Security, Usher*]

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 [*Welcome Home, Prayer, Prison Ministry, Small Group Leader, Students*]

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 [*Greeter, Welcome Home, Growth Track, Students, Kids' Check-In, Events, Sojourn Kids, Preschool/Nursery, Usher, Parking Lot, Small Group Leader*]

G. FAITH: The gift of faith is the divine strength or ability to believe in God for unseen supernatural results in every arena of life. Acts 11:22-24; Romans 4:18-21; 1 Corinthians 12:9; Hebrews 11 [*All Teams*]

H. GIVING: The gift of giving is the divine strength or ability to produce wealth and to give by tithes and offerings for the purpose of advancing the Kingdom of God on earth. Mark 12:41-44; Romans 12:8; 2 Corinthians 8:1-7, 9:2-7 [*Legacy*]

I. HEALING: The gift of healing is the divine strength or ability to act as an intermediary in faith, prayer, and by the laying-on of hands for the healing of physical and mental illnesses. Acts 3:1-10, 9:32-35, 28:7-10; 1 Corinthians 12:9, 28 [*First Responders, 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, Hospitality, Welcome Home, Events, First Responders, Sojourn Kids Check-In, Preschool/Nursery, Special Needs, Dream Team Serve, Setup/Takedown*]

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 [*Hospitality, Baptism, Kids' Check-In, Greeter, Usher, Growth Track, Welcome Home, Parking Lot, Dream Team Serve, Setup/Takedown*]

L. INTERCESSION: The gift of intercession is the divine strength or ability to stand in the gap in prayer for someone, something, or someplace, believing for profound results. Hebrews 7:25; Colossians 1:9-12, 4:12-13; James 5:14-16 [*Prayer, Small Group Leader*]

M. KNOWLEDGE: The gift of knowledge is the divine strength or ability to bring clarity to a situation and circumstances often accompanied by a word from God. Acts 5:1-11; 1 Corinthians 12:8; Colossians 2:2-3 [*First Responders, Prayer, Security, Usher, Small Group Leader*]

N. LEADERSHIP: The gift of leadership is the divine strength or ability to influence people at their level while directing and focusing them on the big picture, vision, or idea. Romans 12:8; 1 Timothy 3:1-13, 5:17; Hebrews 13:17 [*Small Group Leader, 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 Thess. 5:14 [*First Responder, Special Needs, Preschool/Nursery, Security, Small Group Leader*]

P. MIRACLES: The gift of miracles is the divine strength or ability to alter the natural outcomes of life in a supernatural way through prayer, faith, and divine direction. Acts 9:36-42, 19:11-12, 20:7-12; Romans 15:18-19; 1 Corinthians 12:10, 28 [*First Responders, Prayer*]

Q. MISSIONARY: The missionary gift is the divine strength or ability to reach others outside of your culture and nationality, while in most cases living in that culture or nation. Acts 8:4, 13:2-3, 22:21; Romans 10:15 [*Small Group Leader*]

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 [*Sojourn Kids, Worship, Small Group Leader*]

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 [*Small Group Leader, Students, Sojourn Kids, Growth Track, Usher*]

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 [*Small Group Leader, Students, Sojourn Kids, Prayer*]

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, Hospitality, Sojourn Kids Check-In, Preschool/Nursery, Dream Team Serve, Setup/Takedown*]

V. TEACHING: The gift of teaching is the divine strength or ability to study and learn from the Scriptures primarily to bring understanding and growth to other Christians. Acts 18:24-28, 20:20- 21; 1 Corinthians 12:28; Ephesians 4:11-14 [*Small Groups Leader, Sojourn Kids, Students*]

W. TONGUES (and Interpretation): The gift of tongues is the divine strength or ability to pray in a heavenly language to encourage your spirit and to commune with God. The gift of tongues is often accompanied by interpretation and should be used appropriately. Acts 2:1-13; 1 Corinthians 12:10, 14:1-14 [*Prayer*]

X. WISDOM: The gift of wisdom is the divine strength or ability to apply the truths of Scripture in a practical way, producing a fruitful outcome and the character of Jesus Christ. Acts 6:3,10; 1 Corinthians 2:6-13, 12:8 [*Small Groups Leader, Students, Sojourn Kids, Growth Track, Prayer, Worship, Usher*]

DREAM TEAM DESCRIPTIONS

Communion Team: This team serves behind the scenes to prepare both the Communion elements and the environment for Communion during Sunday Communion services.

Events Team: This team helps host special events by serving guests with food and creating an environment of excellence.

Greeter Team: This team loves people and makes them feel at home at Sojourn City Church. They welcome guests at the door with a smile and hand out worship guides for Sunday services.

Guest Services Team: This team connects with guests by offering a hot cup of coffee and a warm welcome while also keeping our coffee stations clean and stocked.

Prayer Team: This team of trained intercessors covers each service in prayer, preparing the way for the Lord.

Preschool/Nursery Team: This team leads children into a real relationship with Jesus through Bible stories, worship, prayer, hands-on activities, and personal interactions.

Sound & Media Team: This team uses creativity and technology to reach thousands by delivering the Word and worship through cameras, lighting, and other visual elements.

Small Group Leader: This team hosts small groups, offering a place for people to find meaningful community. Small Group leaders host groups based on topics or activities they are passionate about.

Sojourn Kids Check-in Team: This team welcomes families as they arrive at our Sojourn Kids areas and facilitates the check-in process, ensuring children are cared for effectively and efficiently.

Sojourn Kids Team: This team creates an environment in our kids' services where children are consistently exposed to the real love of Jesus. They intentionally invest in the lives of our children through worship, videos, skits, small groups, greeting, games, and more.

Worship Team: This dynamic team prepares the way for our guests to encounter the presence of God through vocals, instruments, and audio engineering.

Where do we go from here?

1. Complete *Step 3* of 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.

 **SOJOURN CITY CHURCH**
stepTWO Card

Name _____

Date _____ Circle: M or F

DOB _____ Married or Single

Cell Phone # (____) _____

Address

City/ST/Zip _____

Email address _____

Please circle THREE teams you are interested in:

Small Group Leader

Guest Services

Sound & Media

Growth Track

Events

Worship

Sojourn Kids'

Greeter

Prayer

Usher

Growth Track

stepTHREE: Develop Your Leadership

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

JOHN 10:10



**SOJOURN CITY
CHURCH**

- . - .

Sojourn City Church's Growth Track guides you to discover your redemptive purpose and live the life God created for you. Growth Track is made up of 3 steps:

***stepONE* – Connect to Our Church**

Explore the ministry of Sojourn City Church and find out how to connect with our church.

***stepTWO* – 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.

***stepTHREE* – Develop Your Leadership**

Find out what it means to be a leader at Sojourn City Church and learn how you can strengthen your character and gifting to fulfill your leadership potential.

OFFICIAL MEMBERSHIP PROCESS:

Step 1 + Step 2 + Step 3 + Dream Team Application

|

Dream Team Orientation (w/Dream Team Leader)

|

Schedule 1-2 Dream Team Service Opportunities/month

|

Official Membership Recognition by Sojourn City Church Elder Board

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’s not dependent on titles or positions. It’s about people discovering their gifts and passions and then using them to make a difference.

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 _____.

“People were overwhelmed with amazement. ‘He has done everything well,’ they said” (Mark 7:37).

Do _____.

Do them _____.

Do _____.

4. We _____.

“...sorrowful, yet always rejoicing; poor, yet making many rich; having nothing, and yet possessing everything” (2 Corinthians 6:10).

Be _____.

Be _____.

Be _____.

Where do we go from here?

1. Complete a Dream Team application.

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

Leadership Honor Code

As an essential part of the Sojourn City 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 Sojourn City Church.

While working as a servant-leader at Sojourn City Church, 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 people perceive us impacts how they perceive God. Our conduct should never be an embarrassment to Christ, but should exemplify the best qualities of a mature believer.

Exemplifying the highest moral commitment, Sojourn City Church 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 Sojourn City Church family. We should regard it as an essential part of our development, not as an imposition or restriction.

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

NOTE: Please sign and date the copy of the Leadership Honor Code contained in your Dream Team Application.

2. Connect with a Dream Team leader.

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

3. Serve Others

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

SOJOURN CITY CHURCH

Dream Team Application

Name _____ Date _____

Circle: M or F DOB _____ Married or Single

Cell Phone # (____) _____ Cell Phone Carrier _____

Address _____

City _____ State _____ Zip _____

Email Address _____

INFORMATION – Please check yes or no for each statement:

Yes No

- Have you committed your life to Jesus?
- Have you been water baptized?
- Are you a member of Sojourn City Church?
- Are you in a Small Group?
- Have you completed all four steps of the Growth Track?

BELIEFS - Please check yes or no for each statement.

Yes No

- I believe Jesus is God and was born of a virgin.
- I believe Jesus is God's Son and the only sacrifice for sin.
- I believe Jesus rose bodily from the dead.
- I believe the Holy Bible is accurate and without fault.
- I believe the only way to have eternal life with God the Father is through a relationship with Jesus Christ.

BACKGROUND - Please check yes or no for each statement.

Yes No

- Has anyone ever brought or threatened to bring a civil or criminal claim against you alleging physical or sexual abuse or sexual harassment?
- Have you ever terminated your employment or had your employment terminated for reasons relating to allegations of physical or sexual abuse or sexual harassment?
- Have you ever been charged, arrested, or convicted of a felony or misdemeanor?
If yes, list the year of occurrence _____
- Have you ever been reprimanded as a student or employee for harassment of another individual or other inappropriate behavior with another individual? If yes, list the year of occurrence: _____

COMMITMENTS - Please read the following sections detailed in Step *Three* of the Growth Track book and initial each statement to express your commitment:

_____ I commit to abide by the Sojourn City Church Leadership Honor Code.

_____ I am ready to join the Dream Team and serve on the _____ TEAM.

Leadership Honor Code Commitment

As an essential part of Sojourn City Church's 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 Sojourn City Church.

While serving the Body of Christ as a servant-leader at Sojourn City Church, 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, Sojourn City Church 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
- Illegal drugs
- Pornography
- Sexual immorality
- Inappropriate social media communication
- 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 Sojourn City Church family. We should regard it as an essential part of our development, not as an imposition or restriction.

AVAILABILITY TO SERVE ON SUNDAYS:

_____ 1st, 3rd, 5th Sundays

_____ 2nd, 4th Sundays

By signing below, I am stating that the information contained in this application is complete, accurate, and not misleading in any way. Should my application be accepted, I agree to comply with the policies and procedures of Sojourn City Church membership.

SIGNATURE

DATE