



KINGDOM BUILDERS

Eternal Return On Investment

Coaching Resource Pages

v.5152023



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“Pastors Set The Table” by Lee Domingue

Pastors are gifted by God to possess great vision, a supernatural ability to see far-reaching for influencing the lost and discipling the saints. In fact, these visions are so exciting, they can keep you up at night... one, because you are so fired up to see God working through you and your church, and two, because you have no idea how God is going to provide all the resources you need in order to implement these great plans! But here's one thing you can always count on: If God gave you the vision, He will always supply the PRO-vision.

That provision is sitting right in front of your pulpit. It's the business leaders who attend your church, many of whom are trying to medicate the pain of the discontentment they are feeling through destructive behaviors. They though success would bring the fulfillment and validation they were searching for, but the money and the influence only left them wanting more. This is because they have never connected to their true Kingdom purpose. They're longing to invest their lives into a God-purposed destiny, and YOU hold the key that will unlock this door.

When a businessperson connects to Kingdom purposes, everything changes! These men and women are awakened to their own new visions and strategies, and their resources flourish like never before. The result? Churches get built and paid for. The Gospel goes forth and more lives are saved. Missions are sent, the poor are fed, the oppressed are helped, and our communities are transformed. Simply put: pastors need business people, and vice versa. These two destinies are indelibly intertwined, and designed like this by God. We all need to understand the value of each other's calling and how important and powerful it is that we come into covenant.

The first thing pastors must come to understand is no matter how brilliant or successful your marketplace leaders are, they absolutely need YOU to invite them to the table of this covenant. Not only are they looking to you for spiritual leadership, but they also understand authority, so most of them would never usurp your pastoral lead. They need you to invite them and pastor them so they can understand THEIR value to the vision God has placed on the church. Once you have, they will be ignited! They will come alongside you and freely offer their influence, time, resources.

Secondly, pastors and business leaders must take time to understand each other and to learn each other's language. Or as I like to say, we need to interpret each other's dialect. We are like the Chinese language in many ways. They are both called “Chinese,” but the Mandarin dialect and the Cantonese dialect are very different! One cannot understand the other with learning how both dialects communicate. So many times in the church, the business leaders are speaking Mandarin while the pastors are speaking Cantonese... but we both believe we are speaking Chinese. And we wonder why sometimes we miscommunicate. It's simply because we need to learn each other's dialect. This is done by a consistent effort by all to build authentic and transparent relationships.

Pastors, you hold the key to unlock this dynamic partnership that will advance the cause of the Local Church... your church! If we really believe what we preach: that the local church is the hope of the world... we much realize this will never happen if we don't engage our modern-day kings to charge into battle with us. Side by side, pastors and business people will become a force of epic proportions and we will be the hope AND the change our world is crying out for!



Purpose of Kingdom Builders

Purpose of the Kingdom Builders (KB) Team

The KB Team is an outlet for those who are called and equipped to finance the Kingdom of God and to leave a legacy. The KB Team serves our church with the gift of giving.

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

The Five KB Lanes of Impact

A lane gives clarity, intentionality and focus for team members. All five lanes are unique in their mission yet all are focused on a single purpose. Each lane has its own report to provide the KB Team with information on new projects, existing projects, connect opportunities, financial need and Kingdom impact.

Church Projects:

Focus: capital projects for buildings

Goal: to keep our buildings and facilities in pace with our church growth while maintaining a debt-free position

Roster: leaders with passion to see the church expanding to reach more people and those with experience in larger-scale capital projects and budgets

Measurables: the tangible difference being made by opening more seats at more services in more locations

Connection Opportunities: periodic site visits with team leaders

NexGen:

Focus: facilities expansion, scholarships, buildings, endowments

Goal: to develop an accredited top-tier Christian students ministry raising up generations of leaders impacting the world for Christ

Roster: those passionate to see the next generations of young people equipped to become church leaders

Measurables: facilities, academic and graduation metrics, post graduation placement and impact in the ministry field

Connection Opportunities: mentor young leaders, attend marketplace leader/students connection lunches, and offer internships

Local Missions:

Focus: Dream Centers, inner city outreach, prison ministry, organizations that serve communities throughout our state

Goal: to reach the poor, oppressed and needy through the local church

Roster: those who feel called to serve our local and state communities

Measurables: number of people serving, lives touched, difference being made

Connection Opportunities: serve at a Dream Center, prison* or outreach projects

National Missions:

Focus: church planting through ARC, church development through GrowLeader and fighting human trafficking in the USA through Trafficking Hope

Goal: to help life-giving churches be planted and impact their community

Roster: those passionate about church planting and growing healthy local churches



Measurables: number of churches planted, growth rates, number of lives touched
Connection Opportunities: attend GROW trainings, ARC All Access Conferences and events, serve or host human trafficking awareness events

Global Missions:

Focus: global church planting, discipleship, outreach
Goal: to fulfill the Great Commission through church planting, people coming to Christ, and nations being changed
Roster: those with the heart to fund, equip and or serve in international missions
Measurables: number of churches planted, leaders trained, and people saved
Connection Opportunities: mission trips to see and serve at various areas we are making a difference

Vision Gap

Each KB Lane will have a Vision Gap listed that will be the total vision dollar amount need, less what's currently received, equaling the total financial gap needed.

Join the KB Team

KB people give influence, resources, and time as a local church ministry expression to advance the cause of Christ. Each member prayerfully commits to give over and above their tithe to impact eternity for generations to come—to leave a legacy.

Members of the KB Team fulfill the following items:

- **To be a member of our Church**
- **To have completed all steps of the Growth Track**
- **To have committed to giving over and above their tithe**
- **To have the spiritual gift of giving (Romans 12:4-8)**
- **To view giving as an act of worship unto the Lord**
- **To desire to use resources, influence and/or time to make a difference through the local church**

Please choose one or more KB Lanes that you feel called to serve in and reply to kb@yourchurch.com so that we can connect you to your Team Leader.

*Each of you should give what you have decided in your heart to give, not reluctantly or under compulsion, for God loves a cheerful giver.
-2 Corinthians 9:7*

Thank you for partnering with us to invest in the Kingdom of God!



Kingdom Builders Pastor Job Description

Position Description EXAMPLE ONLY

Position Title:	KB Pastor or Leader
Location:	Main Campus
Business Unit Name:	KB Team
Reports to (title):	Senior Pastor

Position Summary:

The KB Pastor is responsible for providing direction, development, and oversight of the KB Team at all church campuses. They will support the Senior Pastor's vision through a variety of tasks related to organization, administration, and communication. The KB Pastor's duties and responsibilities are but not limited to the following:

Essential Duties and Responsibilities:

- Develop and lead the KB Team initiatives, KB Lane and Campus Leaders.
- Oversee all KB events, Pastor lunches, and resources, in collaboration with the event/church staff for all event details, logistics, etc.
- Oversee KB Admin Coordinator (KAC) regarding overall Quality Control in every teaching resource, letters, communication, proofread all documents and website for spelling, grammar, and layout errors. Ensure the KAC is intuitive to keep everything excellent.
- Oversee KB Team Relationship Support in which the KAC will execute
 - o Campus Pastors KB Campus Leaders, KB Team members, key leaders birthdays, anniversaries, cards, thank you notes, lunches, gifts, always thinking of ways to bless others. Excellence is all we do.
- Represent Senior Pastor, Pastoral Executive Team, Church and KB Team Ministry in the best light always.
- High level of discretion and confidentiality required.

Other Knowledge, Skills, Abilities, Certifications:

- Personally have the spiritual gift of giving (Romans 12:6-8) and part of the KB Team.
- Previous (successful) executive or entrepreneur experience is invaluable.
- Not intimidated by people who are very successful in business, have large amounts of wealth, large scale projects with vast financial numbers.
- Passionate about seeing business people fulfill what God created them to do in the marketplace.
- Precious track record with the ability to raise money for business or a charity cause.
- Ability to build teams and lead thru empowering others.
- Others focused. Submitted to church's vision and not trying to create their own.
- Believe the local church is the hope of the world. Understands the difference between philanthropy and giving in Jesus name advancing the local church.
- Ability to connect and work well with multiple levels of the marketplace institution (i.e. CEO, Presidents, or their delegates).
- Professional image/presence tailored to targeted audience.
- Excellent verbal/written communication skills with high level of experience working with high capacity people.



Kingdom Builders Pastor Job Description

Other skills not required but good to have knowledge of:

- PC knowledge and experience with Outlook, Power Point, Word, Excel, Adobe, Church Database, and mass email communication solutions.
- Web intuitive.
- Excellent intuitive skills questioning/investigative skills to uncover needs and creatively translates to solutions.
- Excellent planning, organizational and prioritization skills.
- Writing skills to communicate vision to learn through emails and letters.



Kingdom Builders Administrative Coordinator Job Description

Position Description EXAMPLE ONLY

Position Title:	KB Administrative Coordinator
Location:	Main Campus
Business Unit Name:	KB Team
Reports to (title):	KB Pastor/Leader

Position Summary:

The Administrative Coordinator is responsible for providing administrative support to ensure efficient day-to-day operation of the KB Team and KB Leadership small groups. They will support the KB Pastor and KB Team through a variety of tasks related to organization, administration, events, and communication. The Administrative Coordinator duties and responsibilities are, but not limited to the following:

Essential Duties and Responsibilities:

- Manage KB Team, campus leaders, KB pastor appointment schedule and overall calendar by planning and scheduling meetings, conferences, teleconferences, and travel.
- Assist in coordinating all KB events, resources, working with event/church staff for all event details, logistics.
- Overall Quality Control in every teaching resource, letters, communication, proofread all documents and website for spelling, grammar, and layout errors. Learn to be intuitive to keep everything excellent.
- Respond/Direct any general KB team emails and phone calls.
- Assist in development and management of KB resource library.
- Provide general administrative support including mailing, scanning, and copying.
- Relationship support
 - o Campus Pastors, KB Campus Leaders, KB Team members, key leaders birthdays, anniversaries, cards, thank you notes, lunches, gifts, always thinking of ways to bless others. Excellence in all we do.
- Represent Pastor, Pastoral Team, Church and KB Team Ministry in best light always.
- Hospitality inside and outside office when meetings visitors require it.
- High level of discretion and confidentiality required.

Other Knowledge, Skills, Abilities, Certifications:

- Passionate about seeing people fulfill what God created them to do.
- Serve with excellence. Always.
- Excellent verbal/written communication skills with high level of experience working with high capacity people.
- Not intimidated by people who are very successful in business, have large amounts of wealth, large scale projects with vast financial numbers.
- Excellent listening skills and interpersonal skills.
- Excellent intuitive skills questioning/investigative skills to uncover needs and creatively translates to solutions.
- Excellent planning, organizational, project management, and prioritization skills.
- Demonstrated ability to manage multiple tasks simultaneously.
- Professional image/presence tailored to targeted audience.
- Excellent writing skills to draft memos, emails, letters.
- Excellent phone skills.



Kingdom Builders Administrative Coordinator Job Description

- Problem-solving skills, solution oriented; able to identify problems and suggest solutions.
- Ability to work both independently and as a team player in a team environment.
- Excellent memory skills; ability to retain information.
- Ability to work well with multiple levels of the marketplace institution (i.e. CEO, Presidents or their delegates).
- Advanced skills with Outlook, Power Point, Word, Excel, Adobe.
- Web intuitive.
- Ability to overcome obstacles and objections.
- Ability to work in a fast-paced changing environment.



Kingdom Builders Admin Coordinator Responsibilities

Weekly Items:

- Sending out birthday cards from/signed by KB Pastor to KB Team members (send out 2 days in advance of the birth date)
- Sending out hand written thank you giving notes to generous givers from that week (admin writes notes from KB Pastor/Leader)
- Set calls/lunches/breakfasts/meetings of KB pastor with church staff & KB team members
- Make sure all devotionals are scheduled out ahead of time to be sent out
- Respond to email sent to kb@yourchurch.com email as needed
- Add new KB Team members from growth track, gatherings, or personal calls/meetings with KB pastor

Monthly Items:

- Compile KB pastor's monthly report to direct report
- Campus Gatherings:
 - Coordinate date of gathering with KB pastor's schedule and campus team's schedule
 - Compile invite list from campus team
 - Send out invite & RSVP
 - Manage RSVPs & keep campus team up to date
 - Bring connection cards to gathering & collect at end of night
 - Add new members to the team from the gathering
- KB Lunches with Senior Pastor:
 - Coordinate with Senior Pastor's admin dates for lunch
 - Compile list of Legacy couples to incite to lunch from KB pastor
 - Send invite out on behalf of KB pastor
 - Assist Senior Pastor's admin in picking up food/serving at lunch/clean-up at end

Event to Event Basis:

- Vision Dinner
 - Send out an electronic SAVE THE DATE
 - Work with KB pastor on potentials to add to the invite list that would join the team following the dinner
 - Work with Creative Team to create a mail out invitation
 - Make sure all addresses of KB Team are up to date
 - Have all addresses printed on the envelopes and mail out all invitations
 - Manage all RSVPs
 - Coordinate and make sure all departments involved are on the same page (Creative, Production, Events, etc.)
- Christmas Party
 - Send out an electronic SAVE THE DATE
 - Work with Creative Team to create a mail out invitation
 - Make sure all addresses of KB Team are up to date
 - Have all addresses printed on envelopes and mail out all invitations
 - Manage all RSVPs
 - Coordinate and make sure all departments involved are on the same page (Creative, Production, Events, ect.)
- KB Reports (3 times a year)
 - Send out 30-Day reminder of due date of report to correct contact
 - Send 2-week out reminder
 - Send 1-week out reminder
 - Compile & proof all reports & send to KB pastor for final review
 - Create and send out reports to all of KB Team



Kingdom Builders Campus Leader Role

Campus Pastor:

- 1) Campus Pastor works with KB Pastor/Leader to identify the prospective KB Campus Leader.
- 2) Campus Pastor to engage and discuss with the prospect if they are interested in serving in this leadership role.
- 3) KB Pastor/Leader interviews the prospective KB Campus Leader, approves and trains them on the KB vision, purpose and their role as KB Campus Leader including how to conduct the **StepTHREE** interview with the KB Team Interview card.

Criteria:

- KB Campus Leader currently serves on KB Team. They have self-identified they have the spiritual gift of giving, completed the **Growth Track**, and actively attend their respective campus.
- The KB Campus Leader is the point of contact for the KB Team at their respective Campus while providing support to overall **CHURCH NAME** KB Team, KB Pastor, KB Lane Leaders and the **CHURCH NAME** vision.

Role:

- KB Campus Leader will conduct or ensure completion of the KB Team Interview Card with individuals at your campus during the monthly **StepTHREE of the Growth Track**. All new members to the KB Team should be vetted by the KB Campus Leader and/or Campus Pastor, with the exception of special circumstances initiated by the Central or KB Lead Team.
- Please scan and email the completed KB Team Interview Card to kb@mychurch.com after completing **StepTHREE**.
- Upon completion clearance from the **Growth Track Team** and entered onto the team in Church Database, we send them a welcome email and further communication through the KB Lane Reports.
- Communicate and Attend church-wide KB events, respective KB events, and serve as campus ambassador for all KB events.
- Serves as representative for KB Team to field KB Team questions, coordinate events, communicate vision projects to be funded, and to grow and strengthen KB Small Groups.
- Connects with business leaders from time to time at your campus for coffee, breakfast or a lunch. Include Campus Pastor and/or KB Pastor as needed.
- Leads KB focused small groups and serves and the Small Groups Coach for the KB small groups at their campus.
- Assists with the invitation lists for campus Gatherings and KB lunches. Also attends and provides input of the agendas for both events.



Kingdom Builders **StepTHREE** Guide

- **StepTHREE** is the **3rd Sunday of each month**. See Campus Pastor for exact time.
- Ensure KB Team meeting place is on **StepTHREE** campus map.
- Campus Leader (or approved designee) is to interview all prospective Kingdom Builders people using the preprinted KB Interview Card in **StepTHREE Guide**.
 - o All approved interview designees must have completed **Growth Track** and actively serve on Kingdom Builders.
- Meet at designated **StepTHREE** campus location. Wait 5-10 minutes to ensure everyone has time to find location.
- If 1 Attendee or Couple:
 - o Welcome.
 - o Proceed to Kingdom Builders Interview Card.
- If 2+ Attendees:
 - o Welcome.
 - o Share the Kingdom Builders Vision of what Kingdom Builders is and what it does.
 - o Attendee completes Kingdom Builders Interview Card and returns to you.
 - o Inform them that you will follow-up with them via phone very soon.
- Please scan and email the completed Kingdom Builders Interview Card to kb@yourchurch.com after completing **StepTHREE**.
- Upon completion clearance from the **Growth Track** Team and input into in Database, Kingdom Builders Central will send them a welcome email as well as notification of further communication through the Kingdom Builders Lane Reports.
- See attached Interview Card sample, Vision Document, Lane Reports sample.



KINGDOM BUILDERS TEAM CARD

Applicant: _____ Date: _____

Profession: _____ Phone: _____

Email: _____

Interviewer: _____ Campus: _____

Questions:

1. Tell me about you. How did you come to Christ? How long have you been at our church?

2. Tell me about the season of life you are in? (Single, Married, Personally, Professionally)

3. Have you completed the Growth Track? Check which Steps: 1 ___ 2 ___ 3 ___

*We encourage you to complete all 3 Steps.

4. Why do you feel like you have the spiritual gift of giving?

5. What do you want your legacy to look like?

6. Which lane(s) are you most passionate about? (Circle all that apply)

1) Capital Projects Lane 3) Local Missions Lane 5) Global Missions Lane

2) NexGen Lane 4) National Missions Lane

FOR KB LEADER ONLY: H ___ N ___ Y ___ Email to kb@yourchurch.com
(H - Hold N - No Y - Yes)



KINGDOM BUILDERS TEAM CARD

Applicant: _____ Date: _____

Profession: _____ Phone: _____

Email: _____

Interviewer: _____ Campus: _____

Questions:

1. Tell me about you. How did you come to Christ? How long have you been at our church?

2. Tell me about the season of life you are in? (Single, Married, Personally, Professionally)

3. Have you completed the Growth Track? Check which Steps: 1 ___ 2 ___ 3 ___

*We encourage you to complete all 3 Steps.

4. Why do you feel like you have the spiritual gift of giving?

5. What do you want your legacy to look like?

6. Which lane(s) are you most passionate about? (Circle all that apply)

1) Capital Projects Lane 3) Local Missions Lane 5) Global Missions Lane

2) NexGen Lane 4) National Missions Lane

FOR KB LEADER ONLY: H ___ N ___ Y ___ Email to kb@yourchurch.com
(H - Hold N - No Y - Yes)



Kingdom Builders Welcome Email Template

Dear John and Sarah,

Thank you for taking the next step in joining the Kingdom Builders Team. We are so glad that you have decided to serve God's Kingdom by using your Spiritual Gifts. Your Kingdom Builders Campus Leader is **Tim Heard**. Please feel free to connect with him at tim@yourchurch.com on any questions you may have or let him know if you are passionate about a particular Kingdom Builders Lane.

Please note that you will receive via email all five Kingdom Builders Lane Reports three times a year as a way to keep you informed and connected. You can find the most recent Kingdom Builders Lane Reports located in the links below. Take a moment and review them as we believe you will find them helpful. If you have any questions please do not hesitate to email us. Know that our Kingdom Builders prayer team prays for you and your family every day by name. Thank you for playing a critical role at **YOUR CHURCH NAME** in advancing the Kingdom of God!

Projects Lane Report
NextGen Lane Report
Local Missions Lane Report
National Missions Lane Report
Global Missions Lane Report

Blessings,

Lee Domingue
Kingdom Builders Pastor

Church of the Highlands

Legacy Lane Report - May 2021

Vision Gap
\$101,400,000

Vision \$110,000,000
Funded \$8,600,000



Lane Overview

For the Capital Projects of Church of the Highlands, our goal is to keep our buildings and facilities on pace with our church growth while maintaining a debt-free position. We see this tangible difference by opening more seats at more services in more locations.

Lane Highlights

- Alabaster Campus: Final design in process, construction date to be determined.
- Woodlawn Campus: Old Gibson School building has been demolished, construction to begin mid-May.
- McCalla Campus: Site has begun clearing and grading, construction expected to begin early June 2021.
- Sylacauga Campus: Purchased property, construction date to be determined.
- The Lodge - Pastoral Health & Recovery Center: Design in process.

New Vision Projects

Additional Dream Centers

Building Facilities: Montgomery and Tuscaloosa Properties

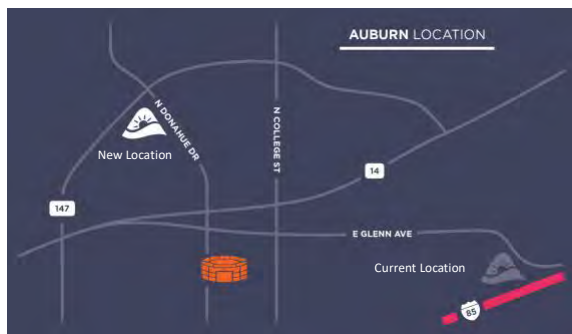
Estimated Land and Building Cost: \$6,000,000 (Est. \$3,000,000 each)

Campus Projects

Auburn (West)

We have purchased **55 acres of land** on the corner of North Donahue and Shug Jordan Blvd. This property now houses the new Auburn Dream Center. The future Auburn West Campus will be located on the same property.

Campus Building Cost including Land Purchase: \$20,000,000



Huntsville (East)

We have purchased **21 acres of land** on Whitesburg Road for a future campus on the east side of the city.

Campus Building Cost including Land Purchase: \$24,500,000

Progress Reports

Alabaster Campus

We are working on the final design but do not have a construction date yet. We will start construction after the new McCalla and Woodlawn campuses have been completed.

Cost: \$13,500,000 - for land and construction

Woodlawn Campus

We have completed the purchase of the old Gibson High School property in Woodlawn. The current building will be demolished, and a new construction will be built. We are working on the final design, with construction expected to begin mid-year 2021.

Cost: \$13,000,000 - for land and construction

Connection Opportunities

Site visits available upon request – email Bruce Adams at bruce@churchofthehighlands.com.

Wins

Gadsden Campus

Construction has been completed and the first service was held on January 31, 2021.



2021 Year to Date

Avg. Weekly In-Person Attendance:	28,595
Avg. Weekly Online Engagements:	47,462 (live and on demand)
Documented Salvations:	7,853 (campuses and correctional)
Visiting Families:	2,664(campuses and correctional)
Easter Attendance:	64,914 (live and on demand)

Prayer

- Pray God’s favor and wisdom for the Highlands Trustees, Pastor Chris, and Executive team as they plan and lead future campus expansion efforts.
- Pray for God’s favor and wisdom for all government officials that lead our cities and state.
- Pray for safety for the workers at all construction sites.
- Pray for great weather and pray against any attacks of the enemy to stall, obstruct, or impede our projects.
- Pray for the people that will connect with Highlands and ultimately the Lord as these projects are completed and opened.

Highlands College

Legacy Lane Report - May 2021

Vision Gap
\$55,000,000

Vision \$100,000,000
Funded \$45,000,000



Lane Overview

Highlands College is the biblical higher education institution of Church of the Highlands. Through facilities expansion, scholarships, buildings, and endowments we are able to further develop an accredited top-tier Christian College, raising up generations of leaders impacting the world for Christ. We show this by the progression of facilities, academic and graduation metrics, post-graduation placement, and impact in the ministry field.

Lane Highlights

- **87%** year-over-year increase in Traditional Program acceptance & **360%** increase in confirmations.
- **36%** year-over-year increase in Evening Program acceptance & **800%** increase in confirmations.
- New **\$1 Million Dollar** Scholarship Package for the Fall Semester.
- Approved from the Association of Biblical Higher Education and the State of Alabama to begin awarding an Associate of Arts in Ministry Leadership.
- Over **800** graduates & trainees placed in the last ten years.

Projects

Eternal Impact Campaign

Phase I

- Tuition Endowment – \$75,000,000
 - The tuition endowment will eliminate the financial burden for students, allowing them to graduate debt-free, without utilizing government funding.
 - Endowed Student Scholarship – \$150,000
 - Provides tuition for one student, per year, in perpetuity
 - ESS may be named for individual/family donor or in memory/honor of a designee
 - Capital expenditures for the initial renovation of Grandview – \$25,000,000
 - Naming opportunities are available throughout the campus

Phase I Fundraising Goal: \$100,000,000

Progress Reports

Advancement

Eternal Impact Campaign

Since its inception, over **\$45 million** has been committed to Highlands College and the Eternal Impact Campaign. From January 1 through April 1, 2021, Highlands College gained **68 new donors** and received over **1,000 gifts dedicated** to the Eternal Impact Campaign.

Enrollment Services

Spring 2020 Students in Training

- Traditional Students – **320**
- Evening Students – **530**
- Interns – **27**
- Total in Training – **877**

Fall 2021 Enrollment Update (As of April 8, 2021)

Total Traditional Program acceptances have **increased 87%** year-over-year, and confirmations are running at a **360% increase** year-over-year.

Total Evening Program acceptances have **increased 36%** year-over-year, and confirmations are running at an **800%** increase year-over-year.

Directed Study Zoom Calls

This semester, we added a monthly Directed Study Zoom call, hosted by our DS Directors, for students to get a more in-depth look into their Directed Study, ask questions, and build relationships with other students within their Directed Study.

Ministry Placement

Student Placements and Church Engagement

This quarter, Highlands College reached the significant milestone of over **800 graduates and trainees** placed in the last ten years. That is 800 highly trained and experienced leaders equipped by Highlands College to serve the Church and make an eternal impact. In the first quarter of 2021, over **19 graduates** have been placed, with numbers trending toward pre-COVID hiring patterns. More than 200 ministry jobs were consistently available to students and graduates during this quarter through our ministry job board, myIMPACT.

Student Coaching and Development

The team placed a heightened emphasis on accessibility and coaching students this quarter and conducted more than **80 personal coaching sessions** with students to discuss next steps and potential placement opportunities. The majority of these meetings were with students in their final semester who feel the weight of finishing HC soon, pursuing a ministry career, and transitioning into a new city or church. Additionally, as part of our Placement Pathway implementation, we increased the number of large workshops this quarter to four, with several more scheduled before graduation.

New Internship Application Process

Highlands College launched a new application process for Fall 2021 internships. The new process debuted this quarter and mirrored the traditional placement process. Students who are interested in internships are required to apply competitively to opportunities within and external to Church of the Highlands. The new process facilitates more clarity on both sides and gives students a development opportunity to learn the placement process. We are collaborating with eight closely related churches and ARC to host internships. Internships are a great next step for graduates to continue their ministry skill development while also filling a vital role for each church. Additionally, internships have proven a valuable path to placement for many graduates.

Connection Opportunities

Eternal Impact Campaign

If you would like to participate in any of the below opportunities to support Highlands College, please email the HC Advancement Team at campaign@highlandscollege.com.

- Referrals: If you know someone interested in learning more about the Eternal Impact Campaign, please complete our referral form [here](#).
- Impact Events: Attend a private Eternal Impact event with the HC Lead Team to learn more about the Campaign. Virtual options are also available.
- Strategic Giving: Talk with an HC Advancement Team member about strategic giving toward an Endowed Student Scholarship, Grandview Naming Opportunity, or current student scholarship.
- Make a Gift to Highlands College. Next steps for an online donation, personal or business check, stock or wire transfer, direct debit, donor-advised fund, or planned gift can be found [here](#).

Highlands College Admissions

Refer Students to Highlands College

Highlands College exists to holistically develop the potential in every believer to impact eternity. If you, or someone you know, is ready to pursue their God-given calling, the HC team would love to connect. There are program options designed for any stage of life:

- Find the [Traditional Admissions here](#)
- Find the [Evening Admissions here](#)

If you'd like to refer someone, or apply yourself, you can:

- [Visit the website here](#), for more details.
- Email the team at admissions@highlandscollege.com

Media and Merchandise

Like and share Highlands College on any media outlet, and [check out the online store](#) for a new line of HC merchandise options launched this quarter.

Wins

Executive Roundtable

In March, Highlands College hosted an Executive Roundtable with David Green, Founder, and CEO of Hobby Lobby, and Bill High, Executive Founder and Chairman of The Signatry. This event allowed Birmingham business leaders to experience the vision and culture of Highlands College while learning about the Eternal Impact Campaign.

Half Marathon

Highlands College hosts the Half Marathon + 10k races every year to fulfill the Character Formation pillar of its holistic training model. This year, the event had twelve new sponsors, including the Title Sponsor, Fresh Value. Fresh Value's passion for healthy lifestyles aligns with Highlands College's vision as Fresh Value seeks to make healthy food options more affordable and accessible.

Prayer

As Highlands College enters the most transformational period since its founding, please continue to pray for grace and favor on its development. Pray for the HC team that is building the college of the future. Pray for the students who will come and train and eventually go on to make a difference around the world. Finally, please pray a blessing over those that have supported this vision by personally investing in making it a reality.

Highlands College holds candidate status with the Association for Biblical Higher Education Commission on Accreditation, 5850 T. G. Lee Blvd., Ste. 130, Orlando, FL 32822, 407.207.0808. Candidate status is a pre-accreditation status granted to those institutions that meet the ABHE Condition of Eligibility and that possess such qualities as may provide a basis for achieving accreditation status within five years.

Local Outreach

Legacy Lane Report - May 2021

Vision Gap
\$6,308,995

Vision \$6,751,500
Funded \$442,505



Lane Overview

The Local Outreach of Church of the Highlands allows us to reach the poor, oppressed, and needy. We do this through the Dream Centers of Church of the Highlands, inner-city outreach, correctional ministry, partnering with organizations that serve communities throughout Alabama, and fighting human trafficking in the US through Trafficking Hope. We share the impact by the number of people who have served, lives touched, and met needs.

Lane Highlights

- **Montgomery Dream Center:**
 - **42** Outreaches.
 - **220** Outreach Participants.
 - **64** Salvations.
- **Tuscaloosa Dream Center:**
 - Reached over **4,000** people and completed **31** projects not including the weekly serves completed by small groups.
- **Auburn Dream Center:**
 - **407** children will have food to eat through the weekend due to our Snacks in a Backpack efforts.
- **Birmingham Dream Center:**
 - Outside of disaster relief, the truck-mounted wifi system is being installed.

New Vision Projects

Disaster Response - New Equipment Vision Expansion Needs

As we have continued to see this ministry grow, our efforts have expanded for specific equipment in further aid to our teams. For onsite disaster equipment we are seeking:

- Heavy-Duty Truck, Gooseneck Trailer, and Skid Steers (for 1st Saturdays)
- 1 Dingo/Mini Skid Steer (for Montgomery and Tuscaloosa response teams)
- 3 Cargo Trailers (for Montgomery and Tuscaloosa response teams)

Estimated Cost: \$200,000 (for cost breakdown, email legacy@churchofthehighlands.com)

Trafficking Hope Campaign - EPIK Project

One of the best ways to stop sex trafficking is to stop the demand for it. EPIK Project has a leased software platform to target people purchasing sex and have real, live conversations with them. Each conversation and phone number will be recorded for law enforcement use if needed. Through this outreach, men now have an opportunity to have a direct impact in fighting against trafficking.

First Year Cost: \$12,000 (Annual Recurring Cost: \$5,280 for 12 months)

Ongoing Vision Projects

Auburn Dream Center (ADC)

Heavy Duty Equipment to Expand Disaster Response and Skilled Project Ministries

Church of the Highlands (COTH) has been able to respond to **6 different disaster events** this year while continuing to serve other needs through outreach projects. COTH's influence with disaster-impacted communities and local and national EMA Directors has grown tremendously over the last 3 years. The Church has become a valuable resource to serve, supply, and share the love of Jesus to see lives changed for eternity.

- Heavy-Duty Truck to tow trailers for machinery, showers, dump trailers, and more.
- Skid Steer with Grapple to help with clean-up and restoration projects.
- Trailer for transport of Skid Steer.
- We continue to serve the needs of Lee County residents impacted by the tornadoes to help them rebuild and get back into permanent housing and will continue throughout this year.

Estimated Cost: \$125,000 (\$55,000 for Truck / \$55,000 for Skid Steer / \$15,000 for Trailer)

15-Passenger Van

This van will expand the reach of the Dream Center in Auburn/Opelika to:

- International Students – we are reaching and discipling a tremendous number of international students at Auburn University.
- DC Kids and Neighborhood Outreach.
- Food Serve (teams and neighborhoods).
- Medical Serve (medical outreach team).

Estimated Cost: \$35,000

Washer and Dryer Trailer

With a washer and dryer trailer to support community outreaches, this will not only provide a viable option for lower-income communities to have clean clothes for kids but will be used during disaster response efforts as well.

Estimated Cost: \$65,000

Skilled Project Team Enclosed Trailer and Zero-Turn Mower

This year our team has impacted multiple families throughout the Montgomery area. As we continue to grow, the ability to have a pre-organized trailer loaded with tools and materials for projects would help us to steward our time and energy. This trailer would allow for more time to focus on projects but most importantly the people being served.

Estimated Cost: \$13,500 - (\$6,500 for 14ft medium-duty trailer and logo wrap / \$7,000 for Mower)

Dream Center and Community Scholarships

Dream Center Community Highlands College Traditional and Evening Scholarships

We would like to award Highlands College Traditional and Evening scholarships on behalf of our Dream Centers in Auburn, Birmingham, Tuscaloosa, and Montgomery. This scholarship would be awarded to a member of our Dream Team or student called to ministry who desires to develop their leadership and vocational skills, but due to their financial situation is not able to afford formal ministry training. This scholarship would assist them in getting their formal education and training for ministry.

Estimated Cost: \$144,000

Connection Opportunities

First Saturday Outreach

We host 1st Saturday outreaches at each campus and Dream Center offering you an opportunity to serve in the local community at schools, neighborhoods, and nursing homes so you can be the hands and feet of Jesus. A wide range of ministry opportunities are offered from kid-friendly projects to skilled construction-type projects.

Dream Center Serves

- Serve the poor, homeless, and neighborhood residents at the Café on Tuesdays and Thursdays.
- Meet with the Dream Center Team for lunch while they share the vision and passion, followed by a tour of the facility.
- Serve a local school through a small outreach group—in many different areas from athletics to business mentoring.
- Attend a 1st Saturday outreach—opportunities for all ages to serve in family-friendly and skilled projects.
- Attend and participate in a neighborhood outreach on 2nd, 3rd, 4th Saturdays—people-focused outreach in local neighborhoods.
- Participate in an outreach small group or serve as an outreach small group leader.
- Lead and/or participate in a community small group—these are groups held in local communities focused on reaching local residents in housing projects.

Birmingham Dream Center:

Please contact Jamil Gilleylen: jamil@churchofthehighlands.com for more information about serving at the Birmingham Dream Center.

Montgomery Dream Center:

Please contact Travis Dawkins: travis@churchofthehighlands.com for more information about the Montgomery Dream Center.

Auburn Dream Center

Please contact Wes Harrell: wes@churchofthehighlands.com for more information about the Auburn Dream Center.

Tuscaloosa Dream Center

Please contact Steve Repke: steve.repke@churchofthehighlands.com for more information about the new Tuscaloosa Dream Center.

Disaster Response

- Join a disaster response team.
- Participate in training.
- Join and serve on a team when mobilized during disasters.
- Meet with Central team on how you can serve or participate with response efforts of Highlands.
- Join or lead a small group on Disaster Response.
- Serve on 1st Saturday doing various projects.

For more information about Disaster Response, contact Dennis Harris or Andy Bailey:

dennis@churchofthehighlands.com; andy@churchofthehighlands.com

Serving in Correctional Ministry

- Attend Step 3 to take the next step in joining the Correctional Ministry Team and complete ALDOC Training.
- We have numerous opportunities for instructors in the CORE program at Bibb County Correctional Facility. We provide instruction in life and social skills, employment and vocational preparation, family life skills, behavioral skills, etc. We need to provide the curriculums for each class.

For more Information, contact Randy Walker: randy@churchofthehighlands.com

Trafficking Hope C.A.R.E.S., Prayer, and Redeeming Men Small Groups

- Join a Trafficking Hope C.A.R.E.S. (Coalition, Awareness, Rescue, Education, Services), Prayer, or Redeeming Men small group. Our C.A.R.E.S. and Redeeming Men small groups are for those that would like to gain more knowledge or be more involved with what Highlands is doing to fight human trafficking.
- Join a 1st Saturday Serve at your campus. Check the SERVE app to see if an anti-human trafficking focused outreach is happening in your area.

For more information, email legacy@churchofthehighlands.com

Wins

Montgomery DC

- 42 Outreaches
- 220 Outreach Participants
- 64 Salvations
- In February and March, our teams hosted a drive-thru prayer and lunch. Over **250 individuals** have been prayed for in their cars and 64 accepted Jesus! Each one of these filled out a connection card, checked the box, and has been followed up with to connect them to the church.
- At **3 schools** our outreach teams have been able to provide a complete overhaul to the teachers' lounges. In one of the schools, they didn't have a microwave, fridge, or a single coffee maker in the school. We

Prayer

Dream Center/Outreach

- Pray for our pastors, staff and SERVE teams that minister weekly in some of the poorest communities in our cities. They need God's anointing, grace, wisdom, and strength daily.
- Pray for our partners who are providing valuable resources in job readiness training, addiction recovery, shelter, food, and literacy training.
- Pray for protection of our teams as they serve in neighborhoods and higher crime areas.
- Pray for the development of the vision God has given for addressing illiteracy issues among students and adults.
- Pray for our teams to continue to develop and deepen as more leaders emerge to expand what we are doing in schools, after-school programs, and family ministry programs.
- Pray for the development of our new Tuscaloosa DC and the expansion of the Auburn and Montgomery DC. Pray for the development of SERVE teams and leaders. Pray for open doors in communities and for favor.
- Pray for direction in developing new ministry opportunities that will be strategic in impacting the greatest needs among communities served.
- Pray for wisdom in developing a working life-coaching model that will help take people on a journey of next steps through some of the toughest circumstances and life situations.

Disaster Response

- Pray for the development of teams and leaders.
- Pray for strategic partner development to network in time of disaster.
- Pray for safety of teams who serve during disasters.
- Pray for divine connections and community impact on those affected during storms, that by serving them they will see Jesus!
- Pray for our partner churches that have a desire and vision to serve in disasters as they develop out their teams and resources.

Prison Ministry

- Pray for the inmates, their families, the prison workers, and the Highlands correctional ministry teams that serve them. Also, pray for God's spirit to change lives providing wisdom, grace, and favor.
- Pray for increased favor and grace with ADOC leadership as we press in for greater presence and influence.
- Pray for the peace of God to settle upon our correctional facilities.
- Pray for wisdom and favor for the Correctional Ministry Staff as we pursue growth.

Trafficking Hope

- Pray that we would continue to bring greater awareness to our nation.
- Pray for the safety of our teams and law enforcement.
- Pray that rescued victims would experience the love and power of Christ—that they would have a personal relationship with Jesus Christ.
- Pray for the traffickers that God would open their eyes and they would see the heinous crime they are committing and come to a personal relationship with Jesus Christ.

National Outreach

Legacy Lane Report - May 2021

Vision Gap
\$245,000

Vision \$350,000
Funded \$105,000



Lane Overview

Through ARC and GROW, our National Outreach Lane helps plant life-giving churches that impact their communities. With the number of churches planted, growth rates, and the number of lives touched, we can share the direct impact your giving makes!

Lane Highlights

- **30** Church Launches in Spring of 2021 (Global included).
- **961** ARC Church Launches since inception (Global included).
- **43+** Churches to Launch in Fall 2021 (6 in spring of 2022).
- **564** GROW Churches have broken **1,000** in Sunday attendance since engaging in Grow (48 of these in 2020).

New Vision Projects

ARC Resources

In 2018 we began to assess our digital infrastructure (websites, mobile app, CRM, and dashboard for church planters). We must understand where we are as an organization, to include the changes required for sustainability both now and in the future. In 2019 we decided on a significant investment of \$250,000 to overhaul our digital platforms that serve the people, churches, and organizations that makeup ARC.

We took our research and began working with a team of developers to build a custom solution unique to ARC. In phase one of this overhaul, we created a platform that provides us with a centralized source of data, ensures data integrity, and allows us to scale how we care for the ARC Family. We are calling it The Hub, and the five key areas that The Hub helps us track are investment, engagement, opportunity, interactions, and training.

In addition to creating The Hub, phase one included developing a COVID-19 Resources site, ARC Resources site, Launch Season site, ARC Global websites, updating our ARC Family onboarding experience, and extensive research and discovery into the ARC Launch Dashboard and future processes.

As we've begun development on phase two, we are excited about providing the best in class training content and learning experience for those going through the ARC Launch Training. We have begun creating excellent new training content, delivery methods, and improved launch process. In addition to an overhaul of our front-facing content to church planters, the new ARC Launch Dashboard will provide automated support around launch milestones, to streamline our staff workflow and help us better support church planters through their journey. We are expecting to release phase two in the early fall of 2021.

Our digital transformation is well underway. We will continue to invest roughly \$250,000 annually to continue developing the updated ARC Launch Dashboard and remain current with the ever-changing digital environment.

Cost: \$250,000

Grow Leader Conference

We are excited to announce the in-person 2021 GrowLeader Conference. With capacity restrictions being lifted, we will be able to facilitate labs and provide an incredible experience for the church teams attending.

We are committed \$100,000 in scholarships for the 2021 conference.

Cost: \$100,000

Progress Reports

Below are progress reports on existing projects and initiatives.

ARC:

Church Planting

Wins:

- Spring 2021 Church Launches: 29 + 1 Global
- Total Launch Day Attendance: 5,654
- Total Launch Day Decisions: 201
- Total ARC Church Launches: 961

We had 16 church planting couples at a Launch Intensive in March. We will host 2 more Launch Intensive Trainings this Spring/Summer. We will start a new training process this Fall that will allow us to impact even more planters and pastors.

Upcoming:

- Fall 2021 Church Launches to-date: 43+
- Spring 2022 Church Launches to-date: 6
- Fall 2022 Church Launches to-date: 2

Global Networks:

ARC Global Networks

- ARC Canada: 21 Plants
- ARC Australasia: 10 Plants
- ARC Ireland: 5 Plants
- ARC Southern Africa: 5 Plants
- ARC China: 54+ Plants
- ARC Pakistan

Upcoming ARC Global Networks

- ARC Brazil
- ARC UK
- ARC India

Global Plants (Individual)

- Trinidad: Fall 2021, JP and Sarah Ramjattan
- Brazil: Spring 2021, Samuel and Sabrina Brum
- Germany: Fall 2021, Josh and Niki Brahman
- Italy: Fall 2021, Andrea and Elizabeth Imperator

Grow:

Churches in Grow

309 churches have signed up for Grow in 2021 with a total of **15,392** churches engaged with Grow

Connection Opportunities

Connection opportunities for Legacy team to serve or attend an ARC event.

ARC Launch Intensive

This is a great opportunity to meet and connect with future church planters that have already been assessed and approved to launch with ARC. They will spend 2 days in the new ARC Launch Intensive, with hands-on and in-depth training from our team and coaches.

August 17-18 – San Diego, CA – Coastline Church

For more information, contact Amy Roberie: amy@arcchurches.com

ShARC Tank

Join Pastor Lee and the ARC team at the ARC Intensives to vet the pitches of prospective ARC church planters for supporting their upcoming church plants. As one who serves on the Legacy Team, your expertise and wisdom in the marketplace along with being committed to the local Church is so valuable to these new church planters.

For more information, email legacy@churchofthehighlands.com

ARC Conference

This is one of the best environments to see a representation of the DNA and cross-section of the pastors and leaders that make ARC what it is.

East Coast: October 19-20 & 20-21 – Seacoast Church – Charleston, SC

For more information, contact Marc Cleary: marc@arcchurches.com or Lynn Ray: lynn@arcchurches.com.

ARC Meet-Ups

These are strategic gatherings of pastors that encourage relationship building within their cities or regions.

There have already been over 60 Meet-Ups this Spring across the country with 300+ in attendance. There are many more Meet-Ups already scheduled for this year.

For more information, contact Claire Ohlerking claire.ohlerking@arcchurches.com or go to <https://www.arcchurches.com/connect>.

Wins

ARC:

Church Planting

961 ARC Church Launches since inception including Global Launches.

2021 Spring Recap:

30 Church Launches

5,654 Total Launch Day Attendance

201 Total Launch Day Decisions

60+ Meet-Ups held all over the country with over 300+ in attendance.

Grow:

Churches Breaking 1,000

564 churches have broken 1,000 in Sunday attendance since engaging in Grow. We have confirmed 48 new churches so far in 2021. Praise God!

Prayer

Grow and ARC

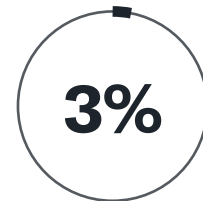
- Pray for more potential church planters to come in.
- Pray for church planters that are in process—for healthy and strong launches. Strength and health for their families, and for a healthy, thriving church.
- Pray for the ARC team—they feel a lot of the same demands of ministry as any church staff. Pray for personal health, their families, and their protection.

Global Outreach

Legacy Lane Report - May 2021

Vision Gap
\$12,485,792

Vision \$12,821,792
Funded \$336,000



Lane Overview

Our Global Outreach efforts work to fulfill the Great Commission through church planting, people coming to Christ and nations being changed. Through various ministries and missions hand selected around the world we are able to directly assist in global church planting, discipleship and outreach. We share these stories through numbers of churches planted and leaders trained as well as stories of people coming to know Christ.

Lane Highlights

Through Hands of Hope's projects in India & Southeast Asia your giving is making a difference!

INDIA - Hyderabad Ranchi, Gujarat, Punjab

- Number of people at outreaches - **1,116,845**
- Number of Salvations - **10,912**
- Books distributed - **67,743**
- Number of Baptisms - **39,530**
- New churches started - **657**

Southeast Asia - Thailand and Laos

- Number of people at outreaches - **176,090**
- Number of Salvations - **36,689**
- Books distributed - **8,991**
- Number of Baptisms - **9,976**
- New churches started - **165**

Global Partners

Our Global Outreach Strategy

As we go to the ends of the earth to see the Great Commission fulfilled, the following areas shape how and what we invest in. These areas give us a framework to make sure we properly steward and maximize our available resources. The main filters we use are: unreached and unengaged people groups, church planting, leadership development (church strengthening), and scripture engagement. Through each of these filters, we can effectively reach more people and meet the pressing needs around the world. Just as important as the how and what we invest in, is where we invest. As we look at the globe, while these are not the only places we invest, these areas make up the majority of places where we try to invest our money. The following are our seven strategic areas of the world where the ministries we invest with do ministry and are an extension of Highlands for the Great Commission to be fulfilled.

- **Central Asia**
- **China**
- **Europe (Germany and Norway)**
- **Iran**
- **Middle East**
- **Northern India and Himalayas (India, Nepal, Bhutan, Tibet)**
- **Sahel Belt of Africa**

4africa – LASS Leadership Academy of South Sudan

New Vision

Due to COVID-19 and government restrictions, we had to suspend our regular Leadership Academy activities until Feb 2021. We supported both (300+) students and (30+) faculty through this difficult time. The four areas we focused on through February were: student/staff fellowship, staff capacity development, financial assistance, and academic support.

Cost: \$59,000 (all direct in-country costs)

Ongoing Vision

Uganda COVID-19 response.

Progress Report and Wins

Thank you for your recent generous gift. It had a huge impact on our current **100 students, 30+ Academy staff** and let us get 2021 off to a great start after a full year of COVID shutdown. **46,000** people were provided clean and safe water through 92 clean water projects. 58 new wells were drilled and 34 old wells were rehabilitated.

7,488 people were positively affected by 4health programs. 330 health promoters trained in Community Lead Total Sanitation & Participatory Hygiene and Sanitation Transformation and 199 health promoters trained in maternal health, malaria and HIV/AIDS prevention.

302 young people were served through our leadership programs, including the Leadership Academy of South Sudan, our Gap Year Program, as well as programs for university students and alumni. 120 students were enrolled for the 2020 school year and 23 students graduated from university.

A21

New Vision

A21 seeks a unified data platform to facilitate and improve its diverse operational functions, as well as structuring and housing A21's key operational data, past, present and future. The proposed solution must be able to provide a uniform system that can be easily accessed, updated, and shared by approximately 200+ users in the various departments of A21.

Cost: \$650,000 (year 1 total cost), \$150,000 (ongoing support costs)

Ongoing Vision

From South Africa to Norway to the U.S., we've been forming partnerships with school districts, governments, and educators to empower students to protect themselves, others, and combat trafficking.

In the Western Cape of South Africa, A21 created a lesson plan in partnership with the Ministry of Education that was distributed to 680,000 students during lockdown.

Progress Report and Wins - 2020 Totals

- **151** Victims Identified
- **94** New survivors came into our care
- **165** Active aftercare cases
- **1,599** Frontline professionals trained
- **2,603** Hotline calls linked to trafficking
- **755,896** Students

Bible Translation Projects (illumiNations)

New Vision

Bible Translation Strategy

Sensitive area translation projects are underway consisting of 9 major languages and representing 130+ million people. 12 New Testaments were dedicated in March 2019. Another 19 NTs will be completed in 2021.

Cost:		
\$60,000	-	1 year of translation work in a whole language
\$120,000	-	Portion of Scripture
\$420,000	-	New Testament
\$960,000	-	Full Bible

Total Cost: \$1,560,000

Remaining Cost: \$687,200 to complete this project.

2033 Vision

1,352 Languages in Africa with little or no access to God's word

836 Languages in the Americas and Pacific with little or no access to God's word

1,603 Languages in Asia & the Middle East with little or no access to God's word

If you would like more information on 2033 Vision please email tim@churchofthehighlands.com.

Ongoing Vision

Flock Cluster (Nepal)

This project is now 30% complete. This is a project you've invested in since 2014. You have invested \$50,000 per year at the beginning or end of each year totaling \$250,000. When you first started this project, there was zero access to the Gospel and any translation.

Progress Report and Wins

Because of your investment in Flock Cluster (Nepal), now there are **25+** quality-checked oral Bible stories. Continuing in the next phase (2) Luke has been finished, 400+ verses of Genesis has been drafted, as well as a few chapters of Mark. They are finishing the Jesus Film, the book of Acts, 1-2 Thessalonians, and the Pastoral Epistles (1-2 Timothy and Titus).

Flock Cluster (Omidistan) is producing **8 animated videos** – Adam, Noah, Abraham, Moses, David, Solomon, Jonah, and Jesus in nine different languages. So far, two videos have been completed and four are in progress. The scripts have been translated into seven languages, with two underway.

Nearly four decades in the making, the American Sign Language Version (ASLV) is now published.

Work is being done in more than **2,700 languages** worldwide and at least 2,100 of these projects involve Wycliffe Global Alliance partners.

Camino de Vida – Peru

Ongoing Vision

One of our closest and longtime ministry partners is experiencing tremendous success and favor in South and Central America. They have two projects to see the Gospel spread through church planting and church strengthening.

Haciendo Iglesia Project

Church-to-Church round tables for pastor discipleship in Latin America.

Cost: \$50,000

Church Plant

Church plant in Villa El Salvador to expand reach in Central America.

Cost: \$100,000

Progress Report and Wins

Due to COVID-19, many organizations have had to make crucial pivots to serve and reach people. Therefore, many of their normal operations could not provide accurate reporting of their usual activities. We have had conversations to assure them we are with them and would work with them to obtain progress reports as they clarify what their ministry will look like going forward.

Connection Opportunities

Connection opportunities for Legacy Team with our global partners.

Attend Global Lane Nights as opportunities arise to meet with our global partners. These lane nights are a chance to learn more about the current condition of the global landscape and how you are making a difference through Highlands and our partners.

For more information contact: legacy@churchofthehighlands.com

Highlands Leader: Dino Rizzo and Tim Heard
Legacy Leader: Brent Fields

Prayer

The Lost and New Believers

Pray for the eyes of the lost to be opened and receptive to the Gospel of Jesus Christ. Pray for new believers in Christ - protection and that they are strong, courageous, and full of faith as they witness to their families and communities in a life changing way.

The Big “C” Church

Pray for leaders and believers as we are seeing an increased number of enemy attacks on workers in the harvest fields. Governments are making it more difficult, and spiritual attacks and accusations concerning ministries are on the rise globally.

Pray for favor and protection over missionaries, church pastors, and their teams and congregations as they spread the gospel of Jesus Christ in very challenging and dangerous places.

Pray that the persecuted believer will sense God’s presence and feel connected to the greater body of Christ. Pray for their boldness to make Christ known and that they will forgive and love their persecutors. Pray that they will be refreshed through God’s Word and grow in their faith.

If you would like more information about Global Missions Legacy Lane Partnerships and their initiatives, please contact Tim Heard at tim@churchofthehighlands.com.



Kingdom Builders Launch Event Talking Points

Over the past several months, the team has met with to discuss and collaborate the idea of how those with the spiritual gift go giving can serve at church. Came up with KB Team as a way to accomplish this.

Some meeting takeaways:

- Clarity – Need Consistency
- Define Communication
 - o What is KB and what does it do?
 - o What's expected of me?
 - o How do I get involved?
 - o How do I know if I am able to be on KB?

New Language:

- **“5 KB Lanes”**
 - o **A lane gives clarity, intentionality, and focus for the person in it and the team.**
 - o **Church provides a KB team “on-ramp” process through the Growth Track and it gets you into your lane(s).**
- Share a Creative KB Lane slide for reference so people can connect.
 - o Projects Lane
 - Building demand (Vision Gap) is higher than current ability
 - o NextGen
 - Scholarships, Student Ministry
 - o Local Lane
 - Dream Center, Prisons, Outreach Partnerships
 - o National Lane
 - ARC, Human Trafficking (Trafficking Hope)
 - o Global Lane
 - Mission Trips (we are creating opportunities for KB team to see what they are supporting)
 - Great Commission, Church Planting, Leadership Development, Scripture Engagement

We want the KB team to not know we appreciate them but to understand the value of their calling. It's about calling and fulfilling the purpose of what God created you to do. It's not about the money. Money is just a tool to accelerate the vision.

- Introduce the “KB Lane Report” – 3 times a year
 - o Report keeps KB team connected, informed, ways to connect, vision gap
 - o Lane specific Updates, Wins, Upcoming Projects, Connection Opportunities, Mission Trips, Vision GAP (what's needed to get it done)
 - o This will also help with any Annual Report, as certain info will be useful.

DRAFT – Possible Order of Night

- Greeters at door, stairs and foyer welcoming KB team upon arrival
- Step & Repeat for picture w/ pastor as gift emailed later (optional)
- Volunteers ready to guide guests to assigned seating
- Pastor welcome guests (if applicable - why they are here)
- Prayer & Eat
- Sr. Pastor shares his heart for KB Vision with testimonial of a life impacted because of church's generosity. “The life impacted on the other side of the check they wrote”
- Intro Guest speaker (if applicable). If not then Sr. Pastor will communicate Lanes and Reports as better communication consistently to this team. Affirm KB Leader/Pastor as well.
- KB Pastor closes out in prayer.



Kingdom Builders Launch Event Example Agenda

- 7:00PM - Guests Arrive / Fellowship Time
- 7:05PM - Pastor gives food serving directions and prays over meal/night
MEAL
- 7:30PM - Pastor Opens
Welcoming Guests
Shares KB Vision
Introduces Guest Speaker
- 7:50PM - Guest Speaker (or Pastor if no guest speaker)
- 8:15PM - Pastor Encapsulate The Night / Share Spiritual Thought
Introduce KB Pastor/Leader
Opt In Card
- 8:30PM - Dismissed



Kingdom Builders Vision Dinner Example Agenda

- 7:00pm - Guests Arrive/Fellowship Time
- 7:05pm - KB Pastor/Leader gives food serving directions and pray
MEAL
- 7:30pm - KB Pastor/Leader opens
Welcoming guests
Introduces Sr. Pastor
- 7:35pm - Sr. Pastor
Shares KB Vision & intros each lane speaker
 - 7:40pm - Projects Lane
 - 7:45pm - Global Lane
 - 7:50pm - National Lane
 - 7:55pm - Local Lane
 - 8:00pm - NextGen Lane
- 8:05pm - Sr. Pastor Encapsulate and share spiritual thought
- 8:15pm - KB Pastor/Leader closes

Vision Dinner Example Recordings: click below to watch

Church of the Highlands – 2019

Church of the Highlands – 2020 (Vision Dinner/Christmas Party Combo due to Spring COVID Cancellation)

Church of the Highlands – 2022

PASTOR CHRIS & TAMMY HODGES
INVITE YOU TO THE ANNUAL

**LEGACY
VISION
DINNER**


A night of vision and fellowship with the Legacy Team

FRIDAY, APRIL 14 | 6:00PM - 8:00PM

GRANDVIEW CAMPUS
3660 Grandview Parkway
Birmingham, Alabama 35243

Please RSVP via email by April 3 to
legacy@churchofthehighlands.com

Business Casual Attire



PASTOR CHRIS & TAMMY HODGES
INVITE YOU TO THE ANNUAL

LEGACY VISION DINNER

A night of vision and fellowship with the Legacy Team

MONDAY, APRIL 11

7:00PM – 9:00PM

GRANTS MILL CAMPUS

Please RSVP via email by April 1 to
legacy@churchofthehighlands.com

Business Casual Attire

JOIN US FOR A

Legacy Christmas Party

WITH PASTOR CHRIS & TAMMY HODGES

December 10 from 7-9 pm

GRANDVIEW CAMPUS

3660 GRANDVIEW PARKWAY
BIRMINGHAM, ALABAMA 35243

...

RSVP BY DECEMBER 4TH
LEGACY@CHURCHOFTHEHIGHLANDS.COM

Business Casual or Festive Attire



Kingdom Builders Launch Email Template

Dear <First Name>,

What an incredible night we had last night as Pastor XXX shared the vision for **XXXX Church's** new Kingdom Builders Team as well as hearing from our guest, Pastor Lee Domingue from Church of the Highlands, who shared his marketplace journey into connecting to Kingdom Purpose.

The KB Team is an outlet on the Dream Team for those who are called and equipped to finance the Kingdom of God and to leave a legacy. The KB Team serves our church with the gift of giving according to Romans 12:6-8. Pastors set vision for a church, but business leaders set the speed of that vision. If you were not able to join us last night, Pastor XXXX wanted you to be able to experience our time together. It was an historic night in the life of our church! Please see the below link to watch.

[\(watch vision night\)](#)

The KB Team will be getting detailed information throughout the year on what we are doing as a church and the impact being made locally, nationally and globally. We will also be meeting periodically as a team as well as creating connection opportunities like KB Team mission trips led by Pastor.

The entire vision of our church is broken up into what we now call the Five KB Lanes. We have created a Lane Report for each to keep you informed and connected. On behalf of Pastor XXXX and the leadership team we are excited to release our 1st KB Lane Reports. Each "Lane" report will have current information on new projects, progress reports, connection opportunities, vision gap needs, wins and prayer needs. This report will go out every 4 months as an information and stewardship tool. We not only want you informed, but also find ways to help you step up into your God given lane to make a difference. In addition to the Lane Reports you will receive a weekly devotional that are designed just for KB Team only, the first devotional will be delivered Tuesday morning, **(Date)**. Also, be sure to check out the new KB Team Webpage for more information.

Take a moment and review the Lane Reports as we believe you will find them helpful. If you have any questions, please do not hesitate to email me.

- Projects Lane Report
- NextGen Lane Report
- Local Missions Lane Report
- National Missions Lane Report
- Global Missions Lane Report

Know that we have established a new KB prayer team that prays for you and your family and business every day. We want you to know what you do Monday through Friday matters to God and sets the pace of the vision of our church. Thank you for playing a critical role at **XXXX Church** in advancing the Kingdom of God!

Blessings,

John Doe
KB Team



Name _____

Email _____

-

I want to join the KB Team? Yes _____ No _____



Name _____

Email _____

-

I want to join the KB Team? Yes _____ No _____



Name _____

Email _____

-

I want to join the KB Team? Yes _____ No _____



Name _____

Email _____

-

I want to join the KB Team? Yes _____ No _____

LEGACY DECLARATION

THE LEGACY DECLARATION IS A DAILY FAITH CONFESSION OF GOD'S WORD. THE WORD OF GOD IS POWERFUL, LIFE-CHANGING, AND ESSENTIAL TO EVERY BELIEVER IN CHRIST. THIS SIMPLE DECLARATION WILL HELP YOU NAVIGATE LIFE WITH CLARITY AND WILL ACTIVATE YOUR FAITH LIKE NEVER BEFORE.



KINGDOMBUILDERS

Eternal Return On Investment

Jesus is Lord over my spirit, soul, and body. Jesus has been made unto me wisdom, righteousness, sanctification, and redemption. I can do all things through Christ who strengthens me. The Lord is my shepherd. I lack nothing. My God supplies all my needs according to His riches in glory in Christ Jesus. I do not fret or have anxiety about anything. I do not have a care. I dwell in the House of Prayer. I am the body of Christ. I am redeemed from the curse, because Jesus bore my sickness and carried my diseases in his own body. By His stripes I am healed. I forbid any sickness or disease to operate in my body. Every organ, every tissue of my body functions in the perfection in which God created it to function. I honor God and bring glory to Him in my body. I have the mind of Christ and hold the thoughts, feelings, and purposes of His heart.

Philippians 2:9-11, 1 Corinthians 1:30, Philippians 4:13, Psalm 23, Philippians 4:19 Philippians 4:6; 1 Peter 5:6-7, Galatians 3:13, Matthew 8:17, 1 Peter 2:24, 1 Corinthians 6:20, 1 Corinthians 2:16

I am a believer and not a doubter. I hold fast to the confession of faith. I decide to walk by faith and practice faith. My faith comes by hearing, and hearing by the word of God. Jesus is the author and developer of my faith. The love of God has been shed abroad in my heart by the Holy Spirit, and His love abides in me richly. I keep myself in the Kingdom of light, in love, in the Word, and the wicked one touches me not. I fear not for God has given me a spirit of power, of love, and of a sound mind. No weapon formed against me shall prosper. Every tongue that rises against me in judgement shall be shown to be in the wrong. God is on my side.

Hebrews 4:14, Hebrews 11:6, Romans 10:17, Hebrews 12:2, Romans 5:5, 1 John 4:16, 1 John 5:18, 2 Timothy 1:7, Isaiah 54:17, Romans 8:31

I tread upon the serpents and scorpions and over all the power of the enemy. I take my shield of faith and quench every fiery dart. Greater is He who is in me than he that is in the world. I let the Word dwell in me richly. He who began a good work in me will continue until the day of Christ. I am delivered from this present evil world. I am seated with Christ in heavenly places. I reside in the Kingdom of God's dear Son. The law of the Spirit of life in Christ has made me free from the law of sin and death. I hear the voice of the Good Shepherd. I hear my Father's voice and the voice of a stranger I will not follow. I roll my words upon the Lord. I commit and trust wholly to Him. He will cause my thoughts to become agreeable to His will, and so shall my plans be established and succeed. I am a world overcomer because I am born of God. I represent the Father and Jesus well. I am a useful member in the body of Christ. I am his workmanship created in Christ Jesus. My Father God is all the while effectually at work in me to do His will and do His good pleasure. I am the righteousness of God in Christ Jesus. I am the head and not the tail. I am above only and not beneath. I am blessed when I go in and when I go out. The Lord is my light and my salvation. I let my light shine before men. They see my good deeds and praise my Father in heaven. I am like a tree planted by rivers of water, that brings forth fruit in season; my leaf shall not wither, and whatsoever I do shall prosper.

Psalm 91:13, Ephesians 6:16, 1 John 4:4, Colossians 3:16, Philippians 1:6, Galatians 1:4, Ephesians 2:6, Colossians 1:13, Romans 8:2, John 10:27, Proverbs 16:3, 1 John 5:4-5, Ephesians 2:10, Philippians 2:13, 2 Corinthians 5:21, Deuteronomy 28:13, Deuteronomy 28:6, Psalm 27:1, Matthew 5:16, Psalm 1:3

I have the mind of Christ. I cast down imaginations and every high thing that exalts itself against the knowledge of God. I bring every thought into captivity in obedience to Christ. I think on whatever is true, honest, just, pure, and lovely, whatever is of a good report, and on any praise. My mind is stayed in the Lord Jehovah. I trust in the Lord. I am in perfect peace. I dwell in the secret place of the Most High, and I remain stable and fixed under the shadow of the Almighty, whose power no foe can withstand. The Lord is my refuge and fortress. No evil shall befall me, no accident shall overtake me, nor any plagues or calamity come near my home. The Lord gives His angels charge over me, to accompany and defend and preserve me in all my ways of obedience and service. They are encamped around me. Through skillful and Godly wisdom is my house built, and by understanding it is established on a solid foundation. My house is securely built. Jesus is our cornerstone. As for me and my house we shall serve the Lord.

1 Corinthians 2:16, 2 Corinthians 10:5, Philippians 4:8, Isaiah 26:3-4, Psalm 91:1-2; 10-11, Psalm 34:7, Proverbs 24:3-4, Luke 6:48, Acts 4:11, Joshua 24:15



KINGDOMBUILDERS
Eternal Return On Investment



Kingdom Builders Gathering Protocol

Date and Time - set 6 weeks+ out by Campus Pastor, KB Campus Leaders and KB Leader.

Order of Night and Speakers - KB Coordinator will work with the Campus Pastor, KB Leader.

Event Attire and Feel - Casual and Modest.

Campus Events Team is responsible for:

- Set up and tear down
- Set location of event and reservation
- Food & Beverage
 - o Local restaurants with established Highlands relationship
 - o Cost under \$15/person
 - o Required Proposal from company at least two weeks out
 - o Send proposal to Central Team for approval
- Rent tables, table cloths, chaffing dishes, serving dishes (if required)
- Purchase disposable dinner plates, cups, dessert plates, cups, flatware, and napkins (if needed)
- Ice
- Greeting and hospitality
- Table Flowers

Campus Leader is responsible for:

- Guest list (if any non-KB team members are attending)
- Be attentive to all attendees and guests

KB Leader and Central Team is responsible for:

- Speaking content
- Nametags for attendees
- KB Connection Cards (if needed)
- Invitation email and RSVPs for the event
- Follow-up thank you next steps email to attendees

All invoices and proposals need to be emailed to kb@yourchurch.com no later than two weeks prior to the event. Anything requiring a PO number needs three weeks' notice.



Kingdom Builders Gathering Example Agenda

Campus Name
KB Team Gathering
Date

06:30PM	Arrival – List Room
06:40PM	Campus Pastor Welcome and Prayer
06:43PM	Dinner buffet style
07:03PM	Campus Pastor & Wife share their Church story
07:20PM	Campus Pastor intros KB Leader (if attends). If KB Leader does not attend, Campus Pastor or KB Campus Leader shares KB Team Vision (Why, What) Legacy Lanes, Reports.
07:45PM	Campus Pastor closes referencing Campus Leader opportunity, KB Opt In cards for those not on team, and dismisses states they will be around after to answer any questions about KB or campus.
08:00PM	Dismissed



Kingdom Builders Lunch Example Agenda

- 11:50am - Guests Arrive
KB Pastor/Leader meets guests outside of church Greenroom or location of lunch
- 12:00pm - KB Pastor/Leader walks guests to room of lunch
- 12:02pm - Sr. Pastor welcomes guests
No agenda
Let's guests know be done by 1pm
Sr. Pastor blesses food
- 12:05pm - Sr. Pastor asks everyone to go around and share their story
- 12:30pm - Sr Pastor references "I hope you are liking the Lane Reports we are sending" have tasked the team to make sure you are seeing what I am seeing as your pastor and the incredible difference we are making and also what we could do if.

Touch on the vision of our church is broken up in 5 lanes. Share briefly what they are. Open for any questions. Close in prayer.
- 1:00pm - Lunch concludes



Kingdom Builders Lunch Example Invite

Pastor Lunch Invite Email From KB Pastor:

Hello John and Jane,

I hope this email finds you well.

I wanted to see if you and your spouse are available to join Pastor, myself and 4-5 other couples for lunch in the green room at the Main church Campus on Sunday, May 28th. No agenda, just a private lunch with Pastor. It's a way for him to stay connected to committed church families.

Let me know if you are able on the 28th. It starts at 12noon and ends promptly at 1pm. You can arrive at 11:50 at the main entrance and we can meet you there.

Hope you can make it either day. Have a great week!

James Smith
KB Leader



Kingdom Builders Team Communication Frequency

Birthday Cards to KB Team – Central Mailed Card Communication

- Communicated to: All KB Team
- Purpose: Individually wish every team member “Happy Birthday!”
- Frequency: Card sent once a year.

Notes to Givers – Central Mailed Card Communication

- Communicated to: Those who give \$XXXX or above.
- Purpose: Say thank you for generous gift.
- Frequency: Cards are sent out every week; those that give frequently are sent a note once a year.

Devotional – Central Email Communication

- Communicated to: All KB Team
- Purpose: Share devotional written to business leaders by Lee Domingue.
- Frequency: Every Tuesday at 6am.

Gatherings – Central Email Communication

- Communicated to: KB Teams at Campuses
- Purpose: To invite KB Team members to gatherings happening at the campus they attend. Gatherings happen 1-2 times at a campus per year. The frequency and dates are at full discretion of KB Campus Leader and Campus Pastor.
- Frequency: Invite 1 month out + Reminder 1 week out – CPs and KB Leader are given phone numbers to make personal call invites.

Lane Nights – Central Email Communication

- Communicated to: All KB Team
- Purpose: Invite KB Team to a night of highlighting 1 of the 4 lanes (not projects).
- Frequency: Invite 1 month out + 1

Small Groups – Direct Individual Communication

- Communicated to: KB Team Leading or interested in small groups.
- Purpose: Direct interest towards a KB Team small group.
- Frequency: As often as we get inquiries.

Annual Campus Leaders Meeting – Direct Individual Communication

- Communicated to: KB Campus Leaders
- Purpose: Invite for KB Pastor to connect, fellowship, and share vision with KB Campus leaders and wives.
- Frequency: Invite 1 month out + 1 reminder

Ps. Lunches – Direct Individual Communication

- Communicated to: 4-5 Legacy couples.
- Purpose: Invite KB Team couples to have lunch with Senior Pastor, Next Steps Pastor, and KB Pastor.
- Frequency: Invite 3 weeks out

Vision Dinner – Central Invite Communication

- Communicated to: All KB Team
- Purpose: Invite the KB Team to the annual KB Vision Dinner.
- Frequency: 1 Save the Date via Central email + 1 mailed invitation + 1 reminder via Central email.

Christmas Party – Central Invite Communication

- Communicated to: All KB Team
- Purpose: Invite the KB Team to the annual KB Christmas Party.
- Frequency: 1 Save the Date via Central email + 1 mailed invitation + 1 reminder via Central email.

Mission Trips Announcement – Central Invite Communication

- Communicated to: All KB Team
- Purpose: Announce the 3 KB Team specific trips every year (1 family trip + 2 other) and/or number of spots open.
- Frequency: 1 announcement email + 1 reminder email if more spots become available.



Kingdom Builders Small Group Resources

Kingdom Builders Purpose & Pathway

Intentional Living by John Maxwell – Book

Many people believe they have to dream up an amazing idea, be a certain age, have lots of money, or be powerful or famous to make a real difference. Drawing on his personal experiences, Maxwell reveals that the only thing necessary to creating a lasting legacy is to be intentional. Get started today!

Design A Life That Works by Michael Alan Tate – Interactive Book

Draws from proven business planning principles, Written for achievement drive professionals who face a significant career or life change. It significantly guides the reader in creating a one-page life plan that answers the questions: What will you be or achieve in the future? Where are you now? What's your strategy for closing the gap?

Fathered By God by John Eldredge – Video Curriculum

The participant's guide to the video curriculum presented in eight DVD sessions is designed to be used with small groups of men meeting together for an hour and a half each week to view the DVD and discuss the topic. Sections in the guide will help to facilitate conversation and provide some direction and questions for going deeper on each topic between meetings.

Becoming Good Soil by Morgan Snyder – Blog/Podcast

Every man longs to be powerful. What does that journey look like? Specifically what is at the center of the decade of the thirties? What are the pitfalls? What are the points we must have on our road map in order to find our bearings and move toward our destination.

The Legacy Journey by Dave Ramsey – Book

In The Legacy Journey, New York Times bestselling author Dave Ramsey takes you deep into God's Word, revealing His perspective on wealth, your personal and family legacy, and how He wants to use you to further His kingdom work around the world. You can truly live—and leave—a legacy. The journey starts today

The True Measure of a Man by Richard Simmons - Book

Men just "get" this book! It seems to resonate with them. Men who don't read many books read this one and want to get it into the hands of others. Why? Because Richard Simmons "gets it"—he identifies the ultimate issue all men face regardless of their age, occupation, or marital status. "Men so often define themselves by what they do, who they know, or what they own. And when they do so, they unwittingly set themselves up for great confusion and failure in their personal lives.

Halftime by Bob Buford - Book

Midlife. It doesn't need to be a time of crisis---turn it into a catalyst for change! Buford uses personal insights, true-life examples, and inspiring quotes to set you on a course from mere success to true significance.

Pearls of The King by Lee Domingue – Book

God has prepared a life overflowing with His blessing for your spirit, soul, family, relationships, business, and finances, but it is up to you to believe it and pick up the crown God has waiting for you. This book/curriculum will challenge and inspire you to answer the call that has been virtually hidden for over 2,000 years.



Kingdom Builders Small Group Resources

Kingdom Builders Finances

Business Secrets from The Bible by Rabbi Daniel Lapin - Book

Drawing on his wisdom and knowledge of the Bible, the author reveals the clear link between making money and spirituality, and urges readers to focus on self-discipline, integrity, and character strength in order to achieve personal prosperity. Special emphasis is given to establishing positive attitudes toward making money and adopting effective Biblically-based strategies.

The Legacy Journey by Dave Ramsey – Book

See description above.

The Blessed Life by Robert Morris – Video Curriculum

In this seven-week series based on Pastor Robert Morris's bestselling book, *The Blessed Life: Unlocking the Rewards of Generous Living*, you'll be encouraged and challenged to change the way you think about generosity and living a full, blessed life.

Kingdom Builders Lifestyle

Pearls of The King by Lee Domingue - Book

See description above.

The KB Gameplan by Lee Domingue – Weekly Devotional

The KB GAMEPLAN Kingdom Builders Devotional will take you on a one-year journey of faith, healing, and vision-building. My prayer is that after reading each week's devotional, you will experience the rich presence of God and will never be the same.

Daniel Dilemma by Chris Hodges – DVD Curriculum

In *The Daniel Dilemma Study Pack*, author and pastor Chris Hodges uses the book of Daniel to show how to stand strong, stay engaged, love others, and do good in the ever-shifting ungodly culture around us. Learn how to be influential without compromising your values.

Leading On Empty by Wayne Cordeiro - Book

In *Leading on Empty*, Wayne Cordeiro candidly shares his experience with the hope that it will encourage others headed down the same path. He was able to get back in touch with his life, get back in proper balance, and allow God to reenergize his spirit in a way that propelled him forward to greater levels of service. Learn from his experience how you can continue a fruitful ministry. Better yet, take advantage of Wayne's helpful advice early on and avoid burnout altogether.

The Enemies of Excellence by Greg Salicciolie - Book

A handbook that addresses the moral failures and corruption of political and corporate officials, this reference suggests that, regardless of how morally strong a leader, all face seven core risks, but by identifying and learning to recognize each risk, leaders can stop creating misery for themselves and the people who rely on them emotionally and financially and deliver the sustainable success people count on them for. The author offers practical ways to avoid the risk factors with the marshalling of diagnostic tools, questions, and quizzes as well as big-picture solutions and practical tasks that aim to reinforce leadership abilities, retain confidence, and earn and keep the trust of others.



Kingdom Builders Small Group Resources

Counterfeit Gods by Timothy Keller - Book

The Bible tells us that the human heart is an “idol-factory,” taking good things and making them into idols that drive us. In *Counterfeit Gods*, Timothy Keller applies his trademark approach to show us how a proper understanding of the Bible reveals the unvarnished truth about societal ideals and our own hearts. This powerful message will cement Keller’s reputation as a critical thinker and pastor, and comes at a crucial time—for both the faithful and the skeptical.

Developing The Leader Within You 2.0 by John Maxwell – Book

Current culture tells us leaders are born, but John will explain through 10 critical components of authentic, personal leadership how leaders are made.

Leadershift by John Maxwell – Book

In *Leadershift*, John C. Maxwell helps leaders gain the ability and willingness to make leadership changes that will positively enhance their organizational and personal growth. He does this by sharing the eleven shifts he made over the course of his long and successful leadership career.

Divine Direction – Craig Groeschel – Book

Divine Direction will help you seek wisdom through seven principles. You’ll consider one thing to stop that’s hindering you; how to start a new habit to redirect your path; where you should stay committed; and when you should go even if it’s easier to stay. The book also includes criteria that will help you feel confident in the right choice, and encourages you with principles for trusting God with your decisions.

The 5 Dysfunctions of a Team by Patrick Lencioni – Book

The Five Dysfunctions of a Team outlines the root causes of politics and dysfunction on the teams where you work, and the keys to overcoming them. Counter to conventional wisdom, the causes of dysfunction are both identifiable and curable. However, they don’t die easily. Making a team functional and cohesive requires levels of courage and discipline that many groups cannot seem to muster.

Giving It All Away And Getting It All Back Again by David Green with Bill High – Book

David Green believes that generosity and building a legacy based on giving can lead to getting back what you really want: a family that stays together, prays together, and shares life joyfully. Green tells the story of caring for the small things and starting Hobby Lobby in their garage. He shares the difference between the worlds of “having and hoarding” and a world of “giving and generosity,” the principle of working for God and not for men, and that now is not too soon to consider what you want your legacy to be. Green sees the life of giving as a life of adventure. But it’s a life that pays the best rewards personally, offers a powerful legacy to your family, and changes those you touch.

The Treasure Principle by Randy Alcorn – Book

Jesus spent more time talking about money and possessions than about heaven and hell combined. But too often we’ve overlooked or misunderstood his most profound teaching on this topic, from his words in Matthew 6. Jesus offers us life-changing investment advice. He actually wants us to store up treasures for ourselves—just not here on earth. Instead, he urges us to store our treasure in heaven, where they will await us, and last forever. We can’t take it with us—but we can send it on ahead! In *The Treasure Principle*, you’ll unearth a radical teaching of Jesus—a secret wrapped up in giving.



Kingdom Builders Small Group Resources

Kings and Priests by David High – Book

In today's world, it is easy for pastors and business men and women to compete against each other rather than work together to advance the Kingdom. Throughout the Bible, High shows how God appointed "kings" and "priests" that were designed to be in intentional relationships with one another.

The One Year Bible with Daily Devotional by Larry Stockstill – Bible Study

The One Year Bible, which helps you read the entire Bible in one year in as little as 15 minutes a day, has a fresh, new look. The One Year Bible guides readers through God's Word with daily readings from the Old Testament, New Testament, Psalms, and Proverbs. Using daily readings as a guide for discussion you can explore Biblical truths regarding leadership to be the best you can be at work, at home, and in your daily walk.

More Than You Can Handle by Doug Moore, MD – Book

Like the weather, life is full of changes. Some days are tranquil, others stormy, many full of changes. Weathermen are famous for missing the weather as the environment does unexpected things. Life also brings its share of unexpected and often overwhelming challenges. More Than You Can Handle presents God's perspective and path during those times. Life is hard. But it can be lived with peace.

Free Market Small Groups

Prayer Group

Lead a group that prays for one or all of the 5 Lanes of Kingdom Builders, prays for your church here and church Leadership, or prays for the Kingdom Builders members at your campus.

Discipleship Group

Everyone needs an upstream and downstream. Upstream is who you are gaining knowledge and wisdom from, while the downstream is who you're passing that wisdom to. Lead a small group committed to developing others that could learn from your past and current experiences, life choices, etc. These groups could be focused on men, women, parenting, young entrepreneurs, etc. They don't know what they don't know!

Kingdom Builders Couples

Lead a group of Kingdom Builders couples to share and strengthen each other as we lead our families and build the Kingdom while facing the constant challenges and obstacles the enemy places in front of us.

Marketplace Leaders

Lead a group that discusses the leadership lessons grounded in God's Word as we strive to develop ourselves, lead our families, lead in the marketplace, and live a life that produces an eternal rate of return.

Family Meeting Guide

Gather your family once a year with the Family Meeting Guide. Our commitment is to walk you step-by-step through the life-changing process of defining and reaffirming values, sharing vision and self-discovery, overcoming challenges and fears, and setting out on a mission to fulfill all God has created you to do both individually and as a family.



Kingdom Builders Team Israel Mission Trip Example Info Sheet

Trip Leaders:

Name – Cell Number; email
 Name – Cell Number; email

Trip Focus:

Our team will have a firsthand experience meeting with **YOUR CHURCH NAME** ministry partners working in Israel. During our time there, we will have the opportunity to visit many Biblical landmarks allowing the Bible to come to life. Team members will leave their foot prints in the same soil where Jesus walked and be forever changed!

Accommodations:

We will be staying at the well-known and beautiful Mamilla Hotel in the heart of Jerusalem, which features a rooftop terrace that overlooks the Old City.

Food:

Our team will eat an exciting array of traditional Middle Eastern food including falafel, hummus, chicken and rice, salads, and more!

Packing:

- Dress is conservative

MEN	WOMEN
<ul style="list-style-type: none"> • Modest & neat clothes • Modest shorts when visiting nonreligious sites • Comfortable walking/hiking shoes • Modest/longer loose fitting shorts are allowed • Smart casual attire for dinner <p>When visiting religious sites:</p> <ul style="list-style-type: none"> • Long Pants/Trousers at religious sites. 	<ul style="list-style-type: none"> • Modest & neat clothes • Comfortable walking/hiking shoes • Modest/longer loose fitting shorts are allowed • Smart casual attire for dinner <p>When visiting religious sites:</p> <ul style="list-style-type: none"> • Long skirts or pants (can be worn over shorts when entering religious site) • Long shirts that cover your backside • Shirts & blouses must cover shoulders, reaching your elbow • Have a scarf to cover shoulders if your shirt does not

Weather:

- High – 80-90 degrees
- Low – 50-60 degrees

Included in Trip Cost:

- Economy flights
- Team meals
- Ground transportation
- Lodging

**Passport fees, meals or snacks in airport, and souvenirs are at your own cost.*



Kingdom Builders Team Israel Mission Trip Example Itinerary

Monday, May 20th

- 11:00AM - Arrive to Birmingham Airport
- 01:25PM - Departure Flight from Birmingham to Atlanta
- 04:35PM - Departure Flight from Atlanta to Paris

Friday, May 24th

- 06:45AM - Meet in Lobby
- 07:00AM - Jerusalem Tour Day 3 bus departs
 - Mount of Olives
 - Garden of Gethsemane
 - Caiaphas' House
 - Garden Tomb
 - Bethlehem - time permitting
- 07:00PM - Dinner at Naura

Tuesday, May 21st

- 09:45AM - Departure Flight from Paris to Tel Aviv
- 03:20PM - Arrival to Israel - Tel Aviv
 - Transport via van
- 04:40PM - Arrival to Hotel - Mamilla Hotel
 - Check-In
- 05:00PM - Dinner at David Citadel

Saturday, May 25th

- 08:00AM - Breakfast
- 09:00AM - Ministry Day 1 bus departs
 - Visit Church Ministry Partners
- 07:00PM - Dinner at Canela

Wednesday, May 22nd

- 06:45AM - Meet in Lobby
- 07:00AM - Jerusalem Tour Day 1 bus departs
 - Southern Steps
 - Kotel
 - Western Wall Tunnels
 - Arab Quarters
 - LUNCH: Christian Quarter
 - St. Anne's Pool of Bethesda
 - Lion's Gate
 - Golden Gate
- 07:00PM - Dinner at Adom in Old Train Station

Sunday, May 26th

- 08:00AM - Breakfast
- 09:00AM - Ministry Day 1 bus departs
 - Visit Church Ministry Partners
- 07:00PM - Dinner at Canela

Thursday, May 23rd

- 06:45AM - Meet in Lobby
- 07:00AM - Galilee Tour Day 2 bus departs
 - Capernum
 - Mount of Beatitudes
 - Boat Ride Sea of Galilee
 - Magdala
 - Nazereth Overlook - time permitting
 - Jezreel Valley
 - Jordan Baptism
- 07:00PM - Dinner at Mamilla Rooftop Restaurant

Monday, May 27th

- 04:45AM - Meet in Lobby
- 05:00AM - Bus departs for Airport
- 08:00AM - Departure Flight from Israel to Paris
- 01:30PM - Departure Flight from Paris to Atlanta
- 07:59PM - Departure Flight from Atlanta to Birmingham
- 07:56PM - Arrive to Birmingham



Yearend Offering Sequence

October:

- Preach a Giving Series – Biblical theology focused

November:

- At The Movies Series in November – Heart felt stories of generosity impact

December:

- Yearend Legacy Letter from Pastor – Drops Dec. 1st
- Senior Pastor Family Christmas Card – Sent Dec. 5-6th
- Yearend Legacy Offering – 2nd Sunday in December
 - *Not about an specific amount, just 100% participation, as everyone can do something.



Yearend Offering Letter Example

Dear [Church Name] Family,

Christmas is just around the corner, and I am so excited to celebrate the birth of Jesus with you. We have prepared the best “[Church Name] Christmas” program ever for you and your loved ones, and I hope you are making plans to attend. And as you know, this is also the season when we ramp up our generosity for some incredible opportunities and accelerate the vision of our church.

We call this our “Legacy Season” because we believe that when we come together to combine our resources, and do for others what they can’t do for themselves, we build a legacy that makes a difference for all eternity. And as we’ve seen over the years, when all of us do a little, together we do a lot.

I know it’s been a tough year financially for so many people and yet despite this downward trend, the people of Highlands have continued being one of the most generous churches in the world! Your faithful generosity to your local church has produced a huge return on your investment. While the stock market may be down and the return on those investments may not be doing very well, this part of your investment portfolio is up!

In this year alone, 16,438 people have given their life to Jesus in one of our services! We’re reaching more people than ever in prisons, dream centers, and through our multiple outreaches that occur during the year. And because of your faithful generosity, we’ve opened new buildings for our Southwest, Woodlawn, and Grandview family completely debt-free. To God be the glory!

But we now have even more opportunities to touch the lives of people who are hurting and reach those who have never heard the Name of Jesus. And I believe there’s never been a more critical time to do it. Our world is in chaos, our nation is in peril, and there is darkness all around. But light shines best in darkness, and I believe the hearts of people are hungrier than ever for the hope found through the Gospel of Jesus Christ.

And that’s why I’m asking you to pray and participate in this year’s Legacy Offering. On Sunday, December 11, I’m asking all of us to give over and above our regular giving to invest in some incredible opportunities to make a difference for all eternity. Here are just a few ways that we intend to support and bless others through this year’s offering:

Local ministries. We are going to bless some of the local faith-based non-profits that are already doing an amazing job with a special gift. These ministry partners take care of people who live in our communities who have been impacted by hard times and inflation. They provide food, housing, foster care, medical care, and Christian education, while also sharing the love of Jesus with the people they serve.

Christmas blessing. We love churches. And for many pastors and churches, it has been a tough year financially and many have faced unexpected obstacles. A portion of this offering will be a surprise gift to them from us so that they can provide for their families and continue the work God has called them to do. What a joy!

Global missions. Due to many different dynamics, many of the former Soviet countries of Central Asia are opening their doors to the USA in a significant way. A portion of this offering will invest in the training and sending of more than 500 new missionaries to these Muslim countries and plant new churches in some of the most unreached parts of the world.

Highlands College. God is blessing this school way beyond anything we could have ever dreamed. I truly believe we’ll all look back one day and say that the greatest investment we ever made was to train and equip young leaders to go change the world for Christ. This offering will provide scholarships for students who have a call of God on their lives but need help with the cost of tuition. What an honor to be a part of seeing young leaders live a life of eternal impact.



Yearend Offering Letter Example

[Church Name] projects. This offering will also give us a chance to accelerate some projects right here at Highlands. Our team is ready to begin construction on permanent facilities for our Opelika Campus, Oxford Campus, and a second location in Huntsville. We will build these projects without debt at the speed of our generosity, and this offering accelerates that speed.

Now let me be clear: The purpose of the Legacy Offering isn't for things we are already doing. Your consistent and generous giving has fully funded our budget, salaries, missions giving—even the building projects we are in right now have been paid for completely. This offering is specifically for new opportunities that God has given us and allows us to fulfill the vision God has given to our **[Church Name]** family.

And as always, our goal is not some dollar amount—it's a participation goal. Our hope is that all of us will give something so that all of us can be a part of investing in these incredible ministries. So please pray, and ask God what you should do, and just do what He shows you to do. And if this year has been tough for you financially and you can't participate, please do not feel guilty. Because I know you. If you could, you would, because in the past you have, and in the future you will.

This year's Legacy Offering will be on Sunday, December 11, and you can give in the service or give online at **[Churchwebsite.com/give]**. If you prefer using our secure Text-to-Give option, text the word "**Church Name**" plus the amount to 77977. If you have any questions or need assistance, please contact us at **kb@yourchurch.com**.

[Wife Name] and I are humbled and honored to serve with you in the Cause that counts the most.

I love being your pastor!

[Pastor name & Signature]

stepTWO

discover your design

DISCOVERING YOUR GIFTS

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

EPHESIANS 4:11-12 NLT

1. My _____

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

ROMANS 12:6-8

2. My _____

“So here’s what I want you to do, God helping you: Take your everyday, ordinary life—your sleeping, eating, going-to-work, and walking-around life—and place it before God as an offering. Embracing what God does for you is the best thing you can do for Him.”

ROMANS 12:1 MSG

3. My _____

“All praise to God, the Father of our Lord Jesus Christ. God is our merciful Father and the source of all comfort. He comforts us in all our troubles so that we can comfort others. When they are troubled, we will be able to give them the same comfort God has given us.”

2 CORINTHIANS 1:3-4 NLT

DESIGN REVEALS DESTINY



You made all the delicate, inner parts of my body and knit me together in my mother's womb. Thank You for making me so wonderfully complex! Your workmanship is marvelous—how well I know it.

PSALM 139:13-14 NLT

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

My purpose is 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 more than others or myself.	1	2	3	4	5
I am motivated by accomplishment and authority.	1	2	3	4	5

2. Total _____

Never Rarely Sometimes Often Always

I enjoy influencing and inspiring other people.	1	2	3	4	5
I am optimistic about others.	1	2	3	4	5
I tend to be the life of the party.	1	2	3	4	5
I think about motivating people.	1	2	3	4	5
I am motivated by recognition and approval.	1	2	3	4	5

3. Total _____

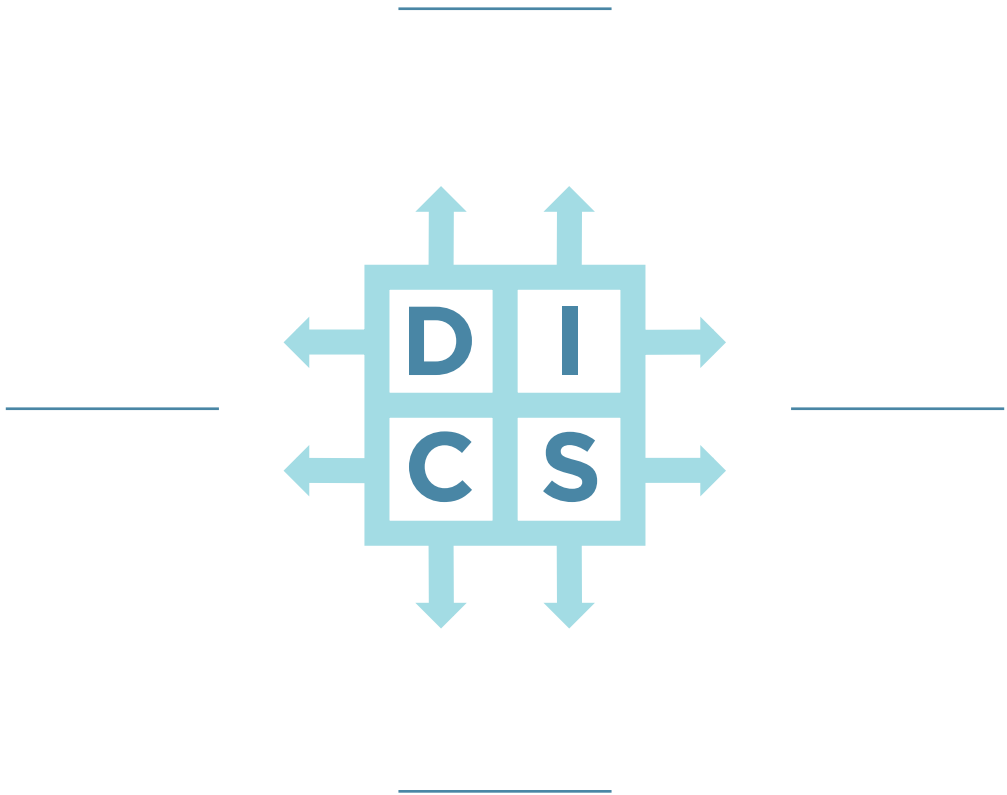
Never Rarely Sometimes Often Always

I thrive in consistent environments.	1	2	3	4	5
I prefer specifics over generalizations.	1	2	3	4	5
I enjoy small groups of people.	1	2	3	4	5
I prefer being a member of a team.	1	2	3	4	5
I am motivated by stability and support.	1	2	3	4	5

4. Total _____

Never Rarely Sometimes Often Always

I typically do not take big risks.	1	2	3	4	5
I love tasks, order, and details.	1	2	3	4	5
I am right most of the time.	1	2	3	4	5
I comply with clearly defined rules.	1	2	3	4	5
I am motivated by quality and correctness.	1	2	3	4	5



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

PSALM 139:14

D We are direct and decisive. We are risk takers and problem solvers. We are more concerned with completing tasks and winning than we are with gaining approval from people. Though the internal drive tends to make us insensitive to those around us, “D”s are not afraid to challenge the status quo, and we thrive when it comes to developing new things. We need discipline to excel, and respond to direct confrontation. Our greatest fear is to be taken advantage of, and even despite our possible weaknesses—which include an aversion to routine, a tendency to overstep authority, an argumentative nature, and a habit of taking on too much—we place a high value on time and use our innovative thinking to accomplish difficult tasks and conquer challenges.

D/I We are curious conclusers who place emphasis on the bottom line and work hard to reach our goals. We are more determined than we are inspirational, yet our high expectations and standards for ourselves and those around us typically cause us to make quite an impact, motivating others to follow us. We have an array of interests and can become distracted by taking on too many projects. We often need to focus, prioritize, and simply slow down. Because we thrive on activity and forward motion, we like to accomplish tasks through a large number of people.

Joshua (Joshua 1), Noah (Genesis 6-9), Sarah (Genesis 16, 1 Peter 3:6)

D/S We are achievers with an ability to persevere. We are more active than passive, but possess a kind of calm sensitivity and steadiness that makes us good leaders. We seem to be people-oriented but can easily be dominant and decisive when it comes to tasks and project planning. We strive to accomplish goals with fierce determination that comes from strong internal drive, but we could benefit from contemplative and conservative thinking as well as spending more time focusing on relationships.

Daniel (Daniel 1-6), Job (Job 1:5, James 5:11), Martha (Luke 10:38-42)

D/C We are challengers that can either be determined students or defiant critics. Being in charge is important to us, yet we care little about what others think as long as we get the job done. We have a great deal of foresight and examine every avenue to find the best solution. We prefer to work alone. Though we fear failure and the lack of influence, we are motivated by challenges and can often be excellent administrators. We can benefit from learning to relax and paying more attention to people.

Malachi (Malachi 4), Nathan (2 Samuel 12:1-13), Nahum (Nahum 1-3)

I We are inspiring and impressive. Enthusiastic, optimistic, impulsive, and emotional—we tend to be creative problem solvers and excellent encouragers. We often have a large number of friends, but we can become more concerned with approval and popularity than with getting results. Our greatest fear is rejection, but we thrive when it comes to motivating others. Our positive sense of humor helps us negotiate conflicts. Though we can be inattentive to details and poor listeners, we can be great peacemakers and effective teammates when we control our feelings and minimize our urge to entertain and be the center of attention. We value lots of human touch and connection.

I/D We are persuaders who are outgoing and energetic. We enjoy large groups and use our power of influence to attain respect and convince people to follow our lead. Sometimes we can be viewed as fidgety and nervous, but it comes from our need to be a part of challenges that have variety, freedom, and mobility. We could benefit from learning to look before we leap and spending more time being studious and still. We make inspiring leaders and know how to get results from and through people.

John the Baptist (Luke 3), Peter (Matthew 16 and 26, Acts 3), Rebekah (Genesis 24)

I/S We are influential counselors who love people, and it's no surprise that people love us. We live to please and serve, and tend to be good listeners. Looking good and encouraging others is important to us, as is following through and being obedient. We often lack in the area of organization and can be more concerned with the people involved than we are with the task at hand. However, we can be center stage or behind the scenes with equal effectiveness, and we shine when it comes to influencing and helping others.

Barnabas (Acts 4, 9, 11-15), Elisha (1 Kings 19, 2 Kings 2-3), Nicodemus (John 3, 7, 19)

I/C We are inspiring yet cautious assessors who are excellent communicators through the combination of concerned awareness and appreciation of people. We excel in determining ways to improve production. We tend to be impatient and critical, and can also be overly persuasive and too consumed by the desire to win. We like to work inside the box, and we could benefit from trying new things and caring less about what others think. This personality type often possesses a gift for teaching; we are generally dependable when it comes to paying attention to details and getting the job done.

Miriam (Exodus 15-21), Ezra (Ezra 7-8), Shunammite Woman (2 Kings 4:8-37)

S We are steady and more reserved. We do not like change, and thrive in secure, non-threatening environments. We are often friendly and understanding as well as good listeners and loyal workers who are happy doing the same job consistently. With an incredible ability to forgive, reliable and dependable “S”s tend to make the best friends. Our greatest fear, however, is loss of security, and our possible weaknesses naturally include not only resistance to change, but also difficulty adjusting to it. We can also be too sensitive to criticism and unable to establish priorities. In order to avoid being taken advantage of, we need to be stronger and learn how to say “no.” We also like to avoid the limelight, but when given an opportunity to genuinely help others, we will gladly rise to the occasion. We feel most valued when we have truly helped someone.

S/D We are quiet leaders who can be counted on to get the job done. We perform better in small groups and do not enjoy speaking in front of crowds. Though we can be soft- and hard-hearted at the same time, we enjoy close relationships with people, being careful not to dominate them. Challenges motivate us, especially ones that allow them to take a systematic approach. We tend to be determined, persevering through time and struggles. We benefit from encouragement and positive relationships.

Martha (Luke 10:38-42), Job (Job 1:5, James 5:11)

S/I We are inspirational counselors who exhibit warmth and sensitivity. Tolerant and forgiving, we have many friends because they accept and represent others well. Our social nature and desire to be likable and flexible makes us inclined to be overly tolerant and non-confrontational. We will benefit from being more task-oriented and paying more attention to detail. Kind and considerate, we include others and inspire people to follow us. Words of affirmation go a long way with us, and with the right motivation, we can be excellent team players.

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

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

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

- C** We are compliant and analytical. Careful and logical lines of thinking drive us forward, and accuracy is a top priority. We hold high standards and value systematic approaches to problem solving. Though we thrive when given opportunities to find solutions, we tend to ignore the feelings of others and can often be critical and downright crabby. Verbalizing feelings is difficult for us, but when we are not bogged down in details and have clear-cut boundaries, we can be big assets to the team by providing calculated “reality checks.” Our biggest fear is criticism, and our need for perfection is often a weakness, as is our tendency to give in when in the midst of an argument. However, we are thorough in all activities and can bring a conscientious, even-tempered element to the team that will provide solid grounding. We value being correct.
- C/I** We are attentive to the details. We tend to impress others by doing things right and stabilizing situations. Not considered aggressive or pushy, we enjoy both large and small crowds. Though we work well with people, we are sometimes too sensitive to what others think about us and our work. We could benefit from being more assertive and self-motivated. Often excellent judges of character, we easily trust those who meet our standards. We are moved by genuine and enthusiastic approval as well as concise and logical explanations.
Miriam (Exodus 15-21, Numbers 12:1-15), Ezra (Ezra 7, 8)
- C/S** We are systematic and stable. We tend to do one thing at a time—and do it right. Reserved and cautious, we would rather work behind the scenes to stay on track; however, we seldom take risks or try new things and naturally dislike sudden changes in our environments. Precisionists to the letter, we painstakingly require accuracy and fear criticism, which we equate to failure. Diligent workers, our motivation comes from serving others.
Esther (Esther 4), Zechariah (Luke 1), Joseph (Matthew 1:1-23)
- C/D** We are cautious and determined designers who are consistently task-oriented and very aware of problems. Sometimes viewed as insensitive, we do care about individual people but have a difficult time showing it. We often feel we are the only ones who can do the job the way it needs to be done, but because of our administrative skills, we are able to bring plans for change and improvements to fruition. We have a tendency to be serious and could benefit from being more optimistic and enthusiastic. Despite our natural drive to achieve, we should concentrate on developing healthy relationships and simply loving people.
Bezalel (Exodus 35:30-36, 8, 37:1-9), Jochebed (Exodus 1:22-2:4), Jethro (Exodus 2,18)

MAKING THE MOST OF YOUR PERSONALITY



“For we are His workmanship, created in Christ Jesus for good works.”

EPHESIANS 2:10 NASB

Every personality has strengths and challenges. The following will give you specific areas to focus on to help you work well with others.

“D” personalities are dominant, direct, task-oriented, decisive, organized, outgoing, and outspoken. As you embrace these strengths, also make sure to:

- Listen attentively to others.
- Support other team members.
- Invest in personal relationships.
- Balance controlling and domineering tendencies.
- Value the opinions, feelings, and desires of others.

“I” personalities are influential, witty, easygoing, outgoing, and people-oriented. As you embrace these strengths, also make sure to:

- Be aware of tasks that need to be accomplished.
- Balance your emotions, words, and actions.
- Remember to consider details and facts.
- Slow down your pace for others when necessary.
- Listen attentively to others instead of only talking.
- Choose thoughtful decision-making over impulsive decision-making.

“S” personalities are steady, stable, analytical, introverted, and people-oriented. As you embrace these strengths, also make sure to:

- Take initiative.
- Practice flexibility.
- Approach confrontation constructively.
- Be direct in your interactions when necessary.
- Realize change can be healthy, and be willing to adapt.
- Consider the overall goals of your family or group, not just specific processes or procedures.

“C” personalities are compliant, competent, task-oriented, goal-oriented, and introverted. As you embrace these strengths, also make sure to:

- Be decisive when necessary.
- Cultivate personal relationships.
- Be open to others’ ideas and methods.
- Balance your focus between facts and people.
- Focus on doing the right things, not just doing things right.
- Help others accomplish their goals.

DISCOVERING YOUR SPIRITUAL GIFTS



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

JOHN 14:12

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

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

1 Almost Never

2 Sometimes

3 Almost Always

TOTAL

GIFT

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

USING YOUR SPIRITUAL GIFTS



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

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

A. Administration

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

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

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

B. Apostleship

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

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

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

C. Craftsmanship

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

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

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

D. Discernment

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

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

(Correctional Ministry, Growth Track Host, Highlands Haven, Kids Check-in, Prayer, Small Group Leadership, Ushers)

E. Evangelism

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

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

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

F. Exhortation

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

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

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

G. Faith

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

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

(All Teams)

H. Giving

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

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

(Legacy)

I. Healing

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

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

(First Responders, Highlands Haven, Prayer)

J. Helps

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

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

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

K. Hospitality

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

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

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

L. Intercession

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

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

(Prayer, Small Group Leadership)

M. Knowledge

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

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

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

N. Leadership

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

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

(Small Group Leadership, All Teams)

O. Mercy

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

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

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

P. Miracles

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

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

(First Responders, Prayer)

Q. Missionary

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

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

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

R. Music/Worship

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

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

Psalms 150

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

S. Pastor/Shepherd

The gift of pastor/shepherd is the divine strength or ability to care for the personal needs of others by nurturing and mending life issues.

John 10:1-18; Ephesians 4:11-14; 1 Timothy 3:1-7; 1 Peter 5:1-3

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

T. Prophecy

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

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

(Prayer, Small Group Leadership)

U. Service

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

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

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

V. Teaching

The gift of teaching is the divine strength or ability to study and learn from the Scriptures primarily to bring understanding and growth to other Christians.

Acts 18:24-28, 20:20-21; 1 Corinthians 12:28; Ephesians 4:11-14

(Small Group Leadership)

W. Tongues *(and Interpretation)*

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

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

(Prayer)

X. Wisdom

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

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

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

