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Heartland Growth Track

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

Step One – Become a Member

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

Step Two – Discover Your Design

Dive into the details of your personality, discover your gifts, and see how your design reveals your purpose in life and your best fit in ministry. Step Two takes place the second Sunday of every month.

Step Three – Join the Team

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



Step One: Become a Member

Heartland
Growth Track

The Heartland Story

Pastor Darryn Scheske dreamed of planting a church with a simple goal—to love people well, lead them into a transforming relationship with Jesus Christ, and launch out to make a difference. The dream began with 17 people in the Scheske's living room on Sunday, February 4, 2001. By Easter, over 40 people attended and 12 people were baptized. Quickly out growing the Scheske's home, the original Dream Team multiplied into new small groups that came together on Sunday evenings at the former Fishers Holiday Inn. Four weeks after 9/11, on October 14, 2001, Heartland Church held its grand opening and first Sunday morning services in a former computer store at the corner of I-69 and 96th Street.

From the beginning, Heartland Church has focused on reaching those who do not know God personally and building relationships through Small Groups. The life-giving message of the Gospel, the passion and joy of Sunday services, and the authentic, simple style brought immediate growth. In its first year, the church grew to over 300 people, and baptized 81.

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

[Psalm 92:13 NKJV](#)



Our Prayer for You

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

[Ephesians 1:17-18](#)

"I ask the God of our Master, Jesus Christ, the God of glory—to make you intelligent and discerning in knowing Him personally, your eyes focused and clear, so that you can see exactly what it is He is calling you to do, grasp the immensity of this glorious way of life He has for His followers."

[Ephesians 1:17-19 MSG](#)

Our spiritual journey consists of four steps:

1. _____

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

[Ephesians 1:17-18](#)

"Some of these people have missed the most important thing in life— they don't know God."

[1 Timothy 6:21 TLB](#)

At Heartland, we help people **know God** through _____.

2. _____

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

[Ephesians 1:17-18](#)

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

[James 5:16](#)

At Heartland, we help people **find freedom** through _____.

3. _____

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

[Ephesians 1:17-18](#)

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

[Psalm 139:16](#)

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

[Romans 12:6](#)

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

4. _____

"[I pray]... that you may grasp the immensity of this glorious way of life He has for His followers [in his holy people]."

[Ephesians 1:17-18](#)

"All of you together are Christ's body, and each of you is a part of it."

[1 Corinthians 12:27 NLT](#)

"This is to my Father's glory, that you bear much fruit, showing yourselves to be my disciples. I have told you this so that my joy may be in you and that your joy may be complete."

[John 15:8, 11](#)

"God has given gifts to each of you from His great variety of spiritual gifts. Use them well to serve one another."

[1 Peter 4:10 NLT](#)

At Heartland, we give people an opportunity to **make a difference** on the _____.



Heartland Church Government

As you consider investing your heart, time, family, and finances into the life of a church, it is important for you to feel confident in church leadership. Our goal in sharing the details of Heartlands' government is that you will understand that our church is structured to support the values of integrity, accountability, and spiritual authority.

Our church is made up of three groups of leadership:

1. Guided by _____

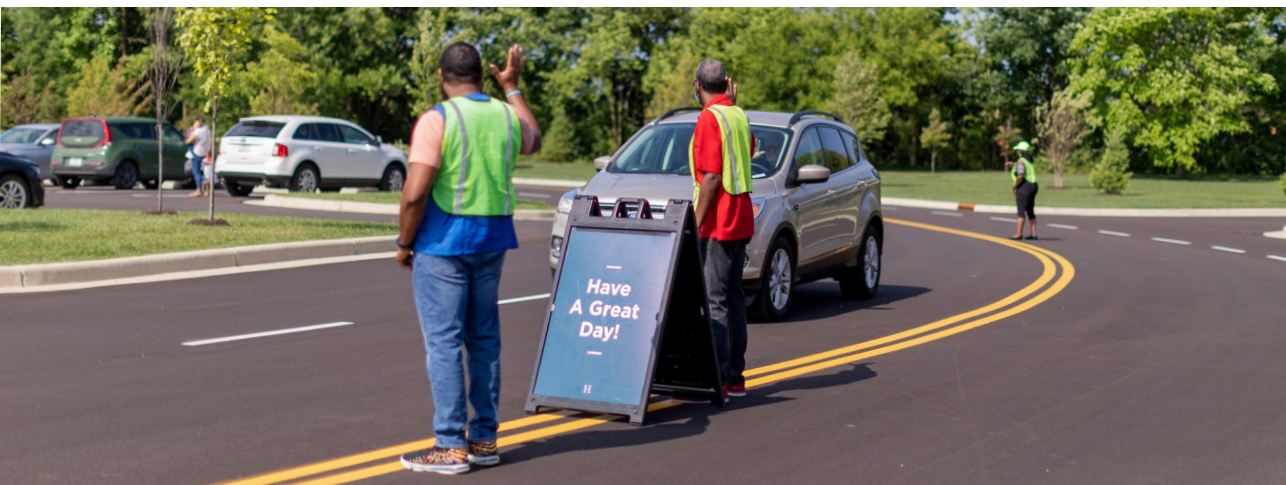
The Vision of Heartland Church comes from God and is implemented by the Pastoral Staff team, led by Pastor Darryn Scheske. This team oversees the day-to-day ministry and operations of the church. These staff pastors serve the congregation and are responsible for the development of the spiritual life of the church.

2. Protected by _____

Our Overseers are seven members of the congregation appointed by the Senior Pastor to oversee the finances and direct the provision of the facilities needed by the church. They provide counsel to the Senior Pastor regarding the major financial commitments of the church.

3. Strengthened by _____

The Covering Pastors are three pastors of respected congregations and ministries who love Heartland Church and are willing to provide spiritual protection to the church. They may be called upon to help in accountability matters relating to the Senior Pastor if requested to do so by the Pastors or Overseers.



Church Finances

At Heartland, we practice tithing for the support of Christ's body, the church, as God commands. We recognize that giving 10% of our income is the Biblical standard for giving.

"Be sure to set aside a tenth of all that your fields produce each year."

[Deuteronomy 14:22-26](#)

"Bring the whole tithe into the storehouse, that there may be food in my house.

Test me in this," says the Lord Almighty, "and see if I will not throw open the floodgates of heaven and pour out so much blessing that there will not be room enough to store it."

[Malachi 3:10](#)

Giving is one of the central themes in the Bible. Jesus talked more about this subject than Heaven, Hell, or prayer. To understand what it means to be a Christ-follower, we must also understand what it means to be a giver.

1. Tithe

The tithe, or "first fruits," of our labor/income belong to God. We find this principle all through God's Word. Tithing, giving God the first 10% of our income to the local church, is the primary, practical way we acknowledge that God is first (Proverbs 3:9-10).

2. Offerings

An offering is giving over and above the tithe. The Bible says that by giving generously, we are able to "take hold of the life that is truly life."

3. The Gift of Giving

The gift of giving is a spiritual gift that God gives to some people (Romans 12:8). It is a Spirit-given capacity and desire to serve God by giving of your material resources, far beyond the tithe, to further the work of God. Those who want to use their gift of giving to help accelerate the vision of Heartland serve on the Legacy Team.

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

The giving of tithes and offerings is worship to Jesus and an expression of the relationship between the individual giver and the Lord. That is why we don't have people fill out pledge cards or make faith promises. Funds are not "income only," they are worship and are not considered to be a business transaction but an expression of gratitude toward God.

Next Steps

1. [Become a member](#) of Heartland Church.

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

2. Join a [Small Group](#).

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

3. [Complete](#) the Growth Track.

Step Two – Discover Your Design
Step Three – Join the Team

4. Serve on the [Dream Team](#).

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



Becoming a Member

Heartland Church Membership Covenant

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

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

Acting in love toward other members.

Refusing to gossip.

Following the leaders.

“So let us concentrate on the things which make for harmony, and on the growth of our fellowship together.”
[Romans 14:19 Phillips](#)

“Live in complete harmony with each other—each with the attitude of Christ toward each other.”
[Romans 15:5 TLB](#)

“Have a sincere love for other believers, love one another earnestly with all your heart.”
[1 Peter 1:22 GNT](#)

“Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs.”
[Ephesians 4:29](#)

“Have confidence in your leaders and submit to their authority, because they keep watch over you as those who must give an account. Do this so that their work will be a joy, not a burden, for that would be of no benefit to you.”
[Hebrews 13:17](#)

2. I will share the responsibility of my church by:

Praying for its growth and health.

Inviting the unchurched to attend.

Warmly welcoming those who visit.

“To the church...we always thank God for all of you and continually mention you in our prayers.”

[1 Thessalonians 1:1-2](#)

“Go out into the country...and urge anyone you find to come in, so that the house will be full.”

[Luke 14:23 TLB](#)

“So, warmly welcome each other into the church, just as Christ has warmly welcomed you; then God will be glorified.”

[Romans 15:7 TLB](#)

3. I will serve the ministry of my church by:

Discovering my gifts and talents.

Using my God-given gifts to make a difference in the lives of others.

Developing a servant's heart.

“Serve one another with the particular gifts God has given each of you.”

[1 Peter 4:10 PH](#)

“So Christ Himself gave...pastors and teachers, to equip His people for works of service, so that the body of Christ may be built up.”

[Ephesians 4:11-12](#)

“Let each of you look out not only for his own interests, but also for the interests of others. Let this mind be in you which was also in Christ Jesus...taking the form of a bondservant.”

[Philippians 2:4-5, 7 NKJV](#)

To read through our full Statement of Faith, see Appendix page 50.



Step Two: Discover Your Design

Heartland
Growth Track

Discovering your Gifts

1. Your _____

“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. Your _____

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

[Romans 12:1 MSG](#)

3. Your _____

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

[2 Corinthians 1:3-4 NLT](#)





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

In this section, you will take a personality assessment to help you discover your gifts.

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 _____

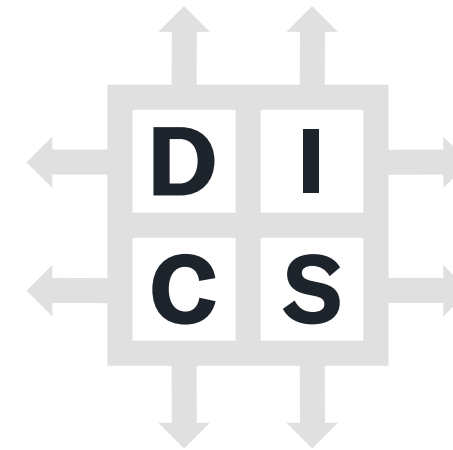
	Never	Rarely	Sometimes	Often	Always
--	-------	--------	-----------	-------	--------

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 NAS

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.

Total	Gift
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39. I'm very sensitive to sad stories.	56. I want to make more money so that I can give more.	1.	_____	25.	_____	49.	_____	_____	A.	_____
40. Miracles often happen when I'm nearby.	57. God has used me to bring healing to those who are sick.	2.	_____	26.	_____	50.	_____	_____	B.	_____
41. The idea of living in another country to benefit the Gospel is exciting to me.	58. Being a part of the process is fulfilling to me.	3.	_____	27.	_____	51.	_____	_____	C.	_____
42. I desire to serve the church through worship.	59. I tend to make total strangers feel at home.	4.	_____	28.	_____	52.	_____	_____	D.	_____
43. I enjoy connecting, caring for, and coaching others.	60. People often ask me to pray for them.	5.	_____	29.	_____	53.	_____	_____	E.	_____
44. Confronting someone about a sin in their life is important to me.	61. I enjoy knowing Biblical details and helping others understand them, too.	6.	_____	30.	_____	54.	_____	_____	F.	_____
45. It bothers me when people sit around and do nothing.	62. I delegate responsibilities to accomplish tasks.	7.	_____	31.	_____	55.	_____	_____	G.	_____
46. I share Biblical truth with others to help them grow.	63. I am motivated to help people in need.	8.	_____	32.	_____	56.	_____	_____	H.	_____
47. I pray in tongues daily.	64. I have a constant hunger to see God's miraculous power.	9.	_____	33.	_____	57.	_____	_____	I.	_____
48. When I study Scripture, I receive unique insights from God.	65. I focus a lot on reaching the world for Christ.	10.	_____	34.	_____	58.	_____	_____	J.	_____
49. Creating a task list is easy and enjoyable for me.	66. I gain my deepest satisfaction through leading others in vocal or instrumental worship.	11.	_____	35.	_____	59.	_____	_____	K.	_____
50. I am attracted to ministries that start new churches.	67. I enjoy helping people who are going through a difficult time.	12.	_____	36.	_____	60.	_____	_____	L.	_____
51. Building something with my hands is very satisfying to me.	68. I enjoy hearing passionate and clear preaching of God's Word.	13.	_____	37.	_____	61.	_____	_____	M.	_____
52. I can pinpoint issues or problems quickly.	69. I like to do small things that others overlook.	14.	_____	38.	_____	62.	_____	_____	N.	_____
53. Sharing the Gospel with someone I do not know is exciting and natural for me.	70. I prefer to teach and study the Bible topically rather than verse by verse.	15.	_____	39.	_____	63.	_____	_____	O.	_____
54. I look for ways to encourage other people.	71. Praying in tongues is encouraging and important to me.	16.	_____	40.	_____	64.	_____	_____	P.	_____
55. I trust that God has my back in every situation.	72. When faced with difficulty, I tend to make wise decisions.	17.	_____	41.	_____	65.	_____	_____	Q.	_____
		18.	_____	42.	_____	66.	_____	_____	R.	_____
		19.	_____	43.	_____	67.	_____	_____	S.	_____
		20.	_____	44.	_____	68.	_____	_____	T.	_____
		21.	_____	45.	_____	69.	_____	_____	U.	_____
		22.	_____	46.	_____	70.	_____	_____	V.	_____
		23.	_____	47.	_____	71.	_____	_____	W.	_____
		24.	_____	48.	_____	72.	_____	_____	X.	_____



Using Your Spiritual Gifts

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

On the following pages, you can learn about your spiritual gifts. To learn more about how you can best utilize your gifts to serve at Heartland Church, check out the Dream Team Booklet.

A. Administration

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

[Luke 14:28-30](#); [Acts 6:1-7](#); [1 Corinthians 12:28](#)

B. Apostleship

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

[Acts 15:22-35](#); [1 Corinthians 12:28](#); [2 Corinthians 12:12](#); [Galatians 2:7-10](#); [Ephesians 4:11-14](#)

C. Craftsmanship

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

[Exodus 30:22, 31:3-11](#); [2 Chronicles 34:9-13](#); [Acts 18:2-3](#)

D. Discernment

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

[Matthew 16:21-23](#); [Acts 5:1-11, 16:16-18](#); [1 Corinthians 12:10](#); [1 John 4:1-6](#)

E. Evangelism

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

[Acts 8:5-6, 8:26-40, 14:21, 21:8](#); [Ephesians 4:11-14](#)

F. Exhortation

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

[Acts 14:22](#); [Romans 12:8](#); [1 Timothy 4:13](#); [Hebrews 10:24-25](#)

G. Faith

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

[Acts 11:22-24](#); [Romans 4:18-21](#); [1 Corinthians 12:9](#); [Hebrews 11](#)

H. Giving

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

[Mark 12:41-44](#); [Romans 12:8](#); [2 Corinthians 8:1-7, 9:2-7](#)

I. Healing

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

[Acts 3:1-10, 9:32-35, 28:7-10](#); [1 Corinthians 12:9, 28](#)

J. Helps

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

[Mark 15:40-41](#); [Acts 9:36](#); [Romans 16:1-2](#); [1 Corinthians 12:28](#)

K. Hospitality

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

[Acts 16:14-15](#); [Romans 12:13, 16:23](#); [Hebrews 13:1-2](#); [1 Peter 4:9](#)

L. Intercession

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

[Hebrews 7:25](#); [Colossians 1:9-12, 4:12-13](#); [James 5:14-16](#)

M. Knowledge

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

[Acts 5:1-11](#); [1 Corinthians 12:8](#); [Colossians 2:2-3](#)

N. Leadership

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

[Romans 12:8](#); [1 Timothy 3:1-13, 5:17](#); [Hebrews 13:17](#)

O. Mercy

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

[Matthew 9:35-36](#); [Mark 9:41](#); [Romans 12:8](#); [1 Thessalonians 5:14](#)

P. Miracles

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

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

Q. Missionary

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

[Acts 8:4, 13:2-3, 22:21; Romans 10:15](#)

R. Music/Worship

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

[Deuteronomy 31:22; 1 Samuel 16:16; 1 Chronicles 16:41-42; 2 Chronicles 5:12-13, 34:12;](#)

[Psalm 150](#)

S. Pastor/Shepherd

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

[John 10:1-18; Ephesians 4:11-14; 1 Timothy 3:1-7; 1 Peter 5:1-3](#)

T. Prophecy

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

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

U. Service

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

[Acts 6:1-7; Romans 12:7; Galatians 6:10; 1 Timothy 1:16-18; Titus 3:14](#)

V. Teaching

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

[Acts 18:24-28, 20:20-21; 1 Corinthians 12:28; Ephesians 4:11-14](#)

W. Tongues & Interpretation

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

[Acts 2:1-13; 1 Corinthians 12:10, 14:1-14](#)

X. Wisdom

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

[Acts 6:3,10; 1 Corinthians 2:6-13, 12:8](#)

Next Steps

1. Attend [Step Three](#) of the Growth Track.
2. Pray and ask God to strengthen [the gifts and passions](#) inside of you.
3. [Join the Dream Team](#).

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





Step Three: Join the Team

Heartland
Growth Track

Dream Team Core Values



1. We love _____ .

“When they saw the courage of Peter and John and realized that they were unschooled, ordinary men, they were astonished and they took note that these men had been with Jesus.”

[Acts 4:13](#)

- Develop your closeness with God.
- Develop your character.
- Develop your calling.

2. We love _____ .

“Jesus called them together and said, ‘You know that those who are regarded as rulers of the Gentiles lord it over them, and their high officials exercise authority over them. Not so with you. Instead, whoever wants to become great among you must be your servant, and whoever wants to be first must be the slave of all. For even the Son of Man did not come to be served, but to serve, and to give His life as a ransom for many.’”

[Mark 10:42-45](#)

- Be a servant.
- Be a team player.
- Be real.

3. We pursue _____ .

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

[Mark 7:37](#)

- Do things well.
- Do them before you’re asked.
- Do more than is expected.

4. We choose _____ .

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

[2 Corinthians 6:10](#)

To Begin Serving:



1. Attend an orientation session in the ministry area of your choice to learn how to get involved.
2. Complete the Step Three Connection Card.
3. Participate in a one-on-one conversation with one of our team members at your orientation session to make a personal connection to the team.

Next Steps

1. Your team leader will give you the next steps to begin serving with your team.
2. Congratulations on your completion of the Growth Track! You now have the tools you need to take your next steps on your journey to know God, find freedom, discover purpose, and make a difference. As you connect with community in Small Groups and impact the lives of others by serving in your area of gifting, you will see your relationship with God and your perspective on life grow and change in amazing ways. We are excited for all that God is about to do in and through you!



Appendix

Heartland
Growth Track



Statement of Faith

What We Believe

About The Bible

The Bible is the Word of God. It was written by human authors under the supernatural inspiration of the Holy Spirit. It is the supreme source of truth for Christian faith and conduct. Because it is inspired by God, it is the Truth without any mixture or error.

[2 Tim. 3:16](#); [2 Pet. 1:20-21](#); [2 Tim. 1:13](#); [Psalm 12:6](#); [119:105,160](#); [Prov. 30:5](#)

About God

God is the Creator and Ruler of the universe. He has eternally existed in three personalities: the Father, the Son, and the Holy Spirit. These three are co-equal and are one God.

[Gen. 1:1,26-27;3:22](#); [Psalm 90:2](#); [Matt. 28:19](#); [1 Peter 1:2](#); [2 Cor. 13:14](#)

About Jesus Christ

Jesus Christ is the Son of God. He is co-equal with the Father. Jesus was virgin-born, lived a sinless human life, demonstrated His authority through many miracles, and offered Himself as the perfect sacrifice for the sins of all people by dying on a cross. He arose from the dead after three days to demonstrate His power over sin and death. He ascended to His Father in heaven, and is coming again. He will return someday to earth to reign as King of Kings and Lord of Lords.

[Matt. 1:18,22,23](#); [Isa. 9:6](#); [John 1:1 5;14:3,10,30](#); [Heb. 4:14-15](#); [1 Cor. 15:3-4](#); [Rom. 1:3-4](#); [Acts 1:9-11](#); [1 Tim. 6:14-15](#); [Titus 2:13](#)

About Eternity

People were created to exist forever. We will either exist eternally separated from God by sin, or eternally with God through forgiveness and salvation. To be eternally separated from God is Hell. To be eternally in union with Him is eternal life.

Heaven and Hell are real places of eternal existence.

[John 3:16](#); [John 14:17](#); [Rom. 6:23](#); [8:17 18](#); [Rev. 20:15](#); [1 Cor. 2:7 9](#)

About People

God created people in the spiritual image of God, male and female, to be like Him in character, the supreme object of God's creation. Although every person has tremendous potential for good, all of us from birth are marred by an attitude of disobedience toward God called "sin." Because of sin, all people are under a curse and are in a state of spiritual separation from God. The ultimate result of sin is death.

[Gen. 1:27](#); [Psalm 8:3 6;51:5](#); [Isa. 53:6](#); [Rom. 3:23](#); [Isa. 59:1-2](#)

About Salvation

Salvation is God's free gift to us but we must accept it. We can never make up for our sin by self-improvement or good works. Only by trusting in Jesus Christ as God's offer of forgiveness can anyone be saved from sin's penalty. When we turn away from our self-ruled life and turn to Jesus in faith we are saved. Eternal life begins the moment one receives Jesus Christ by faith. Salvation is secured by Christ alone and the true believer is secure in that salvation. Salvation is maintained by the grace and power of God, not by the self-effort of the Christian.

[Rom. 5:1](#); [6:23](#); [Eph. 2:8,9](#); [John 14:6](#); [1 Timothy 1:12](#); [Titus 3:5](#); [Gal. 3:26](#); [John 10:27-29](#); [Heb. 7:25](#); [10:10,14](#); [1 Peter 1:3-5](#)

About The Holy Spirit

The Holy Spirit is God, co-equal with the Father and the Son of God, Jesus Christ. He is present in the world to make people aware of their need for Jesus Christ. Scripture teaches that the Holy Spirit indwells every believer enabling them to live the abundant life and display the character of Christ. The Holy Spirit empowers the believer to witness and gives spiritual gifts which enable the believer to serve and minister in the Church. As Christians exercise their spiritual gifts, the Church is built up and those who are searching find eternal life in Christ. As Christians we seek to live under His control daily.

[John 16:7-13;14:16-17](#); [Acts 1:8](#); [1 Cor. 2:12](#); [3:16-17;12-14](#); [Gal. 5:25](#); [Eph. 1:13;5:18](#); [Rom. 12](#)

About The Sacraments

Baptism: Christian baptism is the immersion of a believer in water into the name of the God Father, Son and Holy Spirit. All who repent and believe on Christ as Savior and Lord are to be baptized as a public declaration of faith, symbolizing Christ's death, burial and resurrection.

[Colossians 2:12](#); [Acts 2:41](#); [Ephesians 2: 8-9](#); [Matthew 28:19-20](#)

Communion: Communion, or the Lord's Supper was instituted by Christ to remember his death, the sacrifice of his body and blood, and to proclaim His resurrection and promise to return.

Matthew 26:26-30; Mark 14:22-26; Luke 22:19,20; 1 Corinthians 11:23-29

Marriage: Christian marriage is a sacred institution ordained by God for the well being of mankind and the propagation of the human race. According to scripture, it is the spiritual and physical union of one man and one woman, that embodies and represents the very union that is between Christ and His Church.

Gen. 1:27; 2:22-24; Eph. 5:22-33; Psalm 127:3-5; Matt. 19:4-6; Mark 10:6-9; 1 Cor. 7:1-16; Heb. 13:4

About the Church

The purpose of the Church on earth is to fulfill, "The Great Commandment" and "The Great Commission," and to be the functioning Body of Christ on earth, locally, nationally and internationally. Christians can only live the Christian life as God intended when we commit to relationships with other Christians in a local church. Local churches can best promote the cause of Jesus Christ by cooperating in unity with one another in voluntary association with other churches that share a similar mission, set of values, and convictions.

Matt. 22:36-40; 28:18-20; Acts 1:8; Eph. 2:19; 2 Cor. 9



Abuse Policy

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

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

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

Leadership Honor Code

As a valued member of the Heartland Church Dream Team, I have a remarkable opportunity to show others the love of God through my attitude, interactions, & leadership. Therefore, as a servant leader, I am choosing to let my authentic self shine through in every aspect of life while embracing an appearance and demeanor that brings honor to Christ.

I understand that my actions as a leader within the church hold great significance in how others perceive the message of Christ. I do not wish to grieve our Lord or cause others to stumble. Instead, I will strive to embody the very essence of a mature believer and servant leader. To this end, I choosing today to let the Holy Spirit lead my life and not my sinful nature. This dichotomy is so beautifully outlined in Paul's letter to the Galatians when he states:

When you follow the desires of your sinful nature, the results are very clear: sexual immorality, impurity, lustful pleasures, idolatry, sorcery, hostility, quarreling, jealousy, outbursts of anger, selfish ambition, dissension, division, envy, drunkenness, wild parties, and other sins like these. Let me tell you again, as I have before, that anyone living that sort of life will not inherit the Kingdom of God. But the Holy Spirit produces this kind of fruit in our lives: love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control. There is no law against these things!

[Galatians 5:19-23](#)

The fruit of the Spirit is a direct reflection of the transformational work of the spirit within each leader at Heartland Church. As I strive to let the Spirit lead my life, I choose a posture of humility and curiosity as I constantly seek to be transformed by Christ. By leading through example in both my words and deeds, I am choosing to create an environment where others are encouraged to grow in their faith and aspire to become servant leaders themselves. Together, let us inspire acceptance and embrace the transformative power of living in the fullness of the Holy Spirit.



