

**WE EXIST TO HAVE A
TRANSFORMATIONAL
IMPACT ON 1% OF
OUR METRO, 1
PERSON AT A TIME.**

WHAT DOES THAT LOOK LIKE?



**ALTITUDE
CHURCH**

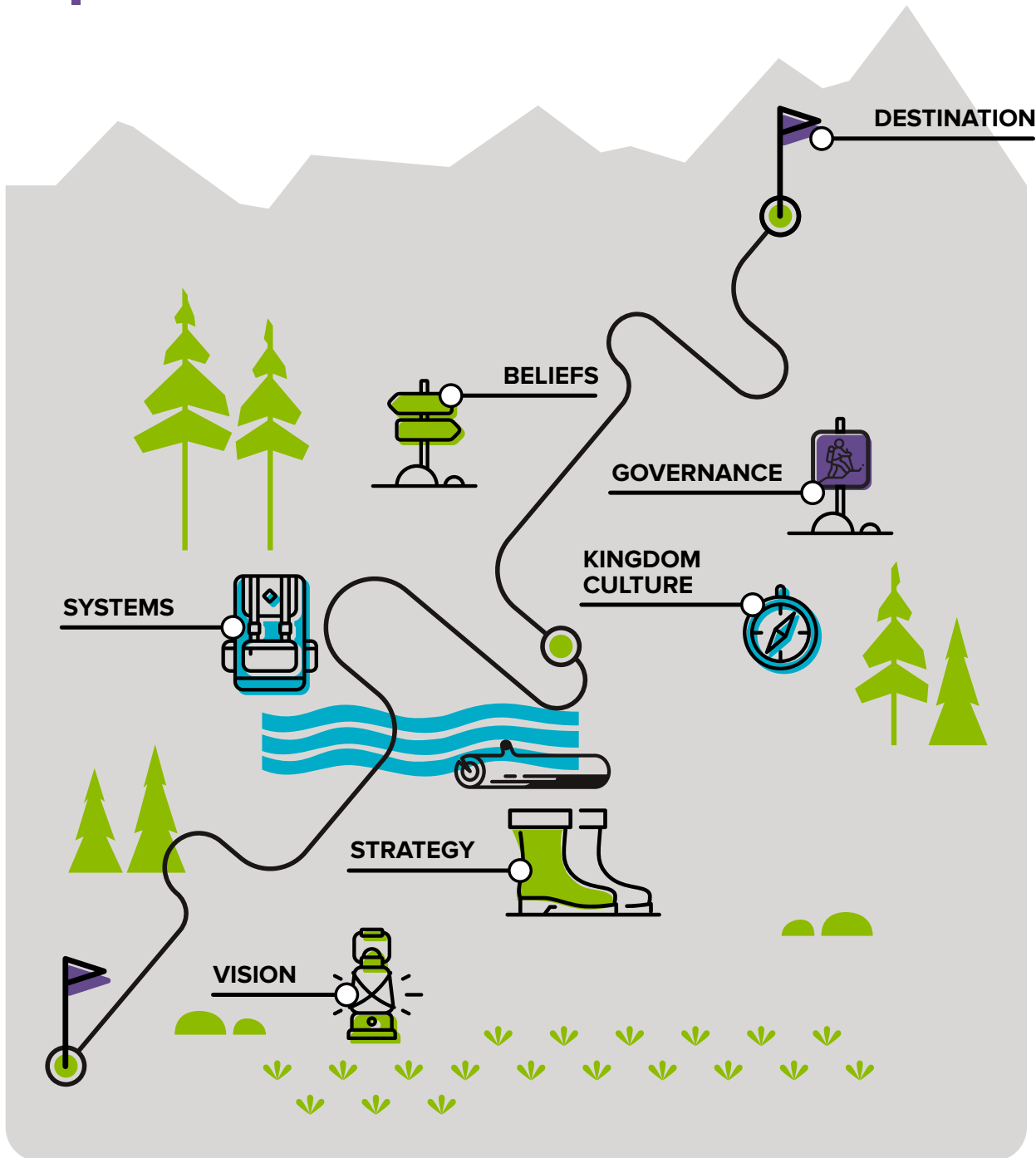
www.altitude.church
6550 Wadsworth
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**ENGAGE
YOUR
CHURCH**

GROWTH TREK
STEPS ONE and TWO

GROWTH TREK

VISUAL OVERVIEW



GROWTH TREK

Growth Trek guides you through a **journey of discovering your redemptive purpose** so you can live the life that God created you to live.

Growth Trek is made up of four steps that equip you to 1) explore and engage the mission and vision of Altitude Church, 2) help shape the life-giving culture of your Church, 3) discover your God-given purpose and design, and 4) use your gifts to make a difference in our city and the lives of others.

GROWTH TREK OVERVIEW:

- STEP ONE | ENGAGE YOUR CHURCH
- STEP TWO | SHAPE OUR CULTURE
- STEP THREE | DISCOVER YOUR DESIGN
- STEP FOUR | JOIN THE TEAM

WHY WE'RE HERE

THE ALTITUDE CHURCH STORY

Altitude Church was born out of a dream to see our city transformed by the hope that can only be found in Jesus.

In 2019, Pastors Lee Brown and Ron Olsen met together and shared a vision, resonating out of Ephesians 3:20-21, that God would take two once-thriving historic churches and birth a new Kingdom ministry.

Sloan's Lake Church and Arvada Church of God merged together just months later and, together, embarked on a journey to sell both existing properties, locate a new facility that could be an epicenter of hope to our community, and launch as a new life-giving church that also honors the history of impact in our city going all the way back to 1887.

After some delays due to the global pandemics, in 2022 Altitude church took the bold step to live into this God-given and God-sized dream and launched with a purpose and passion to see 1% of our metro transformed by hope, 1 person at a time.

Now to Him who is able to do above and beyond all that we ask or think according to the power that works in us - to Him be the glory in the Church and in Christ Jesus to all generations, forever and ever.

Amen.

- Ephesians 3:20-21



LAUNCH SUNDAY
JANUARY 30th, 2022



MISSION
(THE DESTINATION)

**WE
EXIST TO
HAVE A
TRANSFORMATIONAL
IMPACT
ON 1% OF
OUR CITY,
1 PERSON
AT A TIME**



VISION
(THE FUEL)

WE DO THIS BY:
**EQUIPPING
PEOPLE
TO BECOME
MORE LIKE
JESUS**

GOD'S PROMISES FOR YOU

(THE BOOTS AND THE EQUIPMENT)

“And He Himself gave some to be apostles, some prophets, some evangelists, some pastors and teachers, equipping the saints for the work of ministry, to build up the body of Christ, until we all reach unity in the faith and in the knowledge of God’s Son, growing into maturity with a stature measured by Christ’s fullness.”

- Ephesians 4:11-13 (CSB)

OUR HOPE FOR YOU IS THAT YOU WOULD:

I KNOW GOD

In Exodus chapter 6, God gives four promises that represent His dream for all people. Each of these statements are shown through “I will” language, meaning they are promises from God for our lives.

“Therefore tell the Israelites: I am the Lord, and I will bring you out from the forced labor of the Egyptians...” - Exodus 6:6 CSB

The first “I will” promise of God is that we can know God. This isn’t just knowing things about God, but knowing Him the way we know a friend or close family member. This promise is all about a restored **RELATIONSHIP** with God.

I FIND FREEDOM

The second “I will” promise God has for you is that you will find **FREEDOM**. God promises to stand by us and stand against the things that bring bondage and brokenness into our lives.

I DISCOVER PURPOSE

The third “I will” promise God has for us is **REDEMPTION**. God promises not just to free you, but to restore you to be the person He created you to be. You are created on purpose, with a purpose, and God wants to help you discover that purpose.

I MAKE A DIFFERENCE

The fourth “I will” promise of God is that you would find **FULFILLMENT**. God created each of us to make an impact in our world. As you see His character becoming more and more a part of your story, you discover that the atmosphere around you begins to change!

I KNOW GOD

THE TRUE STORY OF US

“Then God said, ‘Let us make man in our image, according to our likeness. They will rule the fish in the sea, the birds in the sky, the livestock, the whole earth, and the creatures that crawl on the earth.’ So God created man in His own image; He created him in the image of God; He created them male and female.”
- Genesis 1:26,27 (CSB)

GOD CREATED US THROUGH RELATIONSHIP IN RELATIONSHIP, AND FOR RELATIONSHIP WITH HIM.

CREATION | Before time began, God existed in relational community: Father, Son, and Holy Spirit. God didn't create humans because He lacked something only we could fill. It was from the overflow of His eternal and loving relationship that God created mankind in His image to experience relationship with Him.

THE FALL | Unfortunately, mankind rejected God, choosing self-rule and sin over His love. We tried to be the center of our own lives - defining good and evil for ourselves, disobeying God, and breaking our perfect relationship with Him. As a result, creation itself and our very lives fell into brokenness and shame.

REDEMPTION | As fallen beings, there is nothing we can do to earn, achieve, or scheme our way back to God. All of us have fallen (Romans 3:23) and the weight of sin is death (Romans 6:23). However, God was not content to allow our relationship with Him to remain broken (Romans 5:8).

In His love, God took the first step towards us and offered us what we could not have claimed for ourselves. Through the life, death, and resurrection of Jesus, God extended unreasonable grace to us, restoring us in relationship with God and one another if we accept through faith this gift of redemption.

RESTORATION | Just as God created us through, in, and for relationship with Him in the beginning, God promises to restore us as a new creation (2 Corinthians 5:17). Jesus's resurrection restores us to the purpose and relationship that God created us for.

The Bible says that through Jesus, you are a new creation with a new heart, new desires, and a renewal of the identity and image you had before your brokenness set in.

Not only does God redeem you, He also invites you to be a part of His dream to restore and redeem people, systems, communities, and even creation itself!



| KNOW GOD

WORSHIP EXPERIENCES

We find that one of the best places to equip people to know God is in and through worship experiences. Whether online or in-person, worship experiences provide everyone with an opportunity to encounter the living God.

WE WANT EVERY WORSHIP EXPERIENCE TO BE:

LIFE-GIVING ENCOUNTERS WITH GOD | We prepare in such a way that every person who walks through our doors (digital or physical) would not just hear things *about* God, but would encounter the life-giving presence and power of God.

WHERE PEOPLE DISCOVER COMMUNITY AND PURPOSE | We do not gather to hide from the world. We gather to experience God and recharge in a community of people who share a similar purpose: To see our city transformed by hope as we become more like Jesus.

SO WE ARE EQUIPPED TO HEAD INTO OUR DAILY LIVES AS EPICENTERS OF HOPE | There is an old saying that hurt people hurt people. Here's a better one: "Transformed people transform people." When we encounter Jesus, He meets us exactly where we are, but He doesn't leave us in the broken states He finds us. He TRANSFORMS us.

This is not an undoing of who we are into a state of conformity. This is a RESTORATION of who God created us to be, so that we discover purpose and come alive to the passion He placed within us... which gives us direction, hope, and a reason to get up in the morning.

As we are impacted by Jesus, that impact ripples out to others so that we become EPICENTERS OF HOPE!



| FIND FREEDOM

LIFE GROUPS MODEL

Church feels too big when you don't know anyone. Life groups make it possible for everyone to know and to be known. This is where discipleship happens. This is where real growth and equipping take place. Our Life Groups model can be broken down to one power-packed phrase:

BIBLICALLY RELATIONAL ENVIRONMENTS WHERE WE BECOME MORE LIKE JESUS TOGETHER

BIBLICALLY | The Bible is God's story and it is meant to reshape our stories. Altitude Life Groups dig deeper into the primary Scripture(s) used in the weekend worship experience so that everyone has a chance to move from information to transformation.

RELATIONAL ENVIRONMENTS | A relational environment is any place where people have a voice, trust and community is fostered, and honest and open conversation happen. Life Groups are not about one-way conversation from a "teacher" to a "student." They are about life-on-life relationships that explore God's Word together.

WHERE WE BECOME MORE LIKE JESUS TOGETHER | Life Groups are *highly* relational environments, but they are guided by a purpose. We're here to become more like Jesus this week than we were last week, and we encourage and keep each other accountable to that shared goal.

| FIND FREEDOM

A FEW QUICK THINGS TO KNOW ABOUT LIFE GROUPS

Life Groups are the backbone of how we equip people to become more like Jesus.

LIFE GROUPS HAPPEN WHERE YOU ARE | While some groups may meet at our facility, many groups will meet right where you are. Homes or shared locations are often the best place for groups to gather, because we then create ripples of hope throughout our city and meet people where *they* are.

EVERYONE CAN JOIN A LIFE GROUP | Our hope for every person engaging with Altitude Church is that they would be connected in meaningful community through a Life Group. We are always equipping new facilitators and starting more groups, so there should be a group that is a great fit for you.

YOU CAN START A LIFE GROUP | We believe that Life Groups are simply guided conversations, not classes that you have to have a degree to teach. We all have something to offer others. If you feel God's nudge to facilitate and/or host a group, we're here to equip you!

You can search groups by location, day, time, and more at www.altitude.church/groups.

| FIND FREEDOM

LIFE GROUPS PROVIDE:

CONNECTION AND COMMUNITY | We are not made to do life alone. God created us for community. Life groups provide a place for you to discover meaningful community in an environment where you can connect with others, share life with them, and grow in faith together.

PROTECTION AND CARE | Life Groups are gatherings where others don't just know your name, but care about what is happening in your life and support you in your spiritual journey. Life Groups are the *primary* means of care at Altitude Church.

GROWTH AND SERVING | Every person is created with the God-given potential to make a difference in the world. Each Life Group is encouraged to serve regularly out of the overflowing impact God is making in their lives in the ministries of the Church and through our partners in the community.

"For freedom, Christ set us free. Stand firm, then, and don't submit again to a yoke of slavery" - Galatians 5:1 (CSB)

| DISCOVER PURPOSE

GROWTH TREK - YOU ARE HERE!

Growth Trek is the relational system we utilize to help people discover their God-given purpose and take their next steps in their walk with Jesus. And, here's the good news, you're already here!

We ask everyone to go through a Growth Trek experience at least once per year, and prior to serving in the church to help make sure we're creating a life-giving culture together with alignment of purpose.

| MAKE A DIFFERENCE

JOIN THE TEAM

We're never more fulfilled than when we engage *together* in the purpose Jesus has given each of us to live. We were all created by God on purpose with a purpose to make an impact in the world around us. God has a place for you where your unique abilities and passions can impact the lives of others. You will always be restless so long as you sit on the sidelines. Your life will never make more sense than as you find, develop, and fulfill your unique, God-given purpose. We want to discover together what you do well, and take steps to use your gifts to make a difference as a part of the **ALTITUDE CHURCH TEAM!**

"For we are His workmanship, created in Christ Jesus for good works, which God prepared ahead of time for us to do."

- Ephesians 2:10 (CSB)





BELIEFS

(THE TRAIL MARKERS)

OUR CULTURE IS MODERN OUR THEOLOGY IS HISTORIC

At Altitude Church, we agree that you can belong and begin to become even before you believe. We don't take "membership" where signing on a dotted line means you have "club privileges." This is not a membership class! However, in sharing and shaping the mission, vision, and culture of Altitude Church, it is important to explain some of our core beliefs that are foundational to everything we do.

It is also important to note that we view the beliefs on the next set of pages to be "essential beliefs" of following Jesus, not hobby-horses that rise and fall with societal trends.

| AN IMPORTANT NOTE ON BELIEVING

IN ESSENTIAL BELIEFS, WE HAVE UNITY

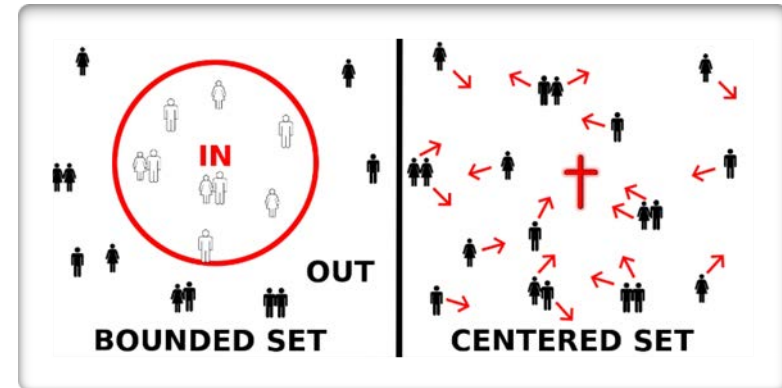
"There is one body and one Spirit... one Lord, one faith, one baptism, one God and Father of all..." - Ephesians 4:4-6 (CSB)

IN NON-ESSENTIAL BELIEFS, WE HAVE LIBERTY

"Accept anyone who is weak in faith, but don't argue about disputed matters..." - Romans 14:1 (CSB)

IN ALL OF OUR BELIEFS, WE SHOW LOVE

"If I... understand all mysteries and all knowledge... but do not have love, I am nothing." - 1 Corinthians 13:2 (CSB)



THE BOUNDARIES OF BELIEFS (WALLS vs WELLS)

Sociologists note two frameworks for functioning as a group and deciding who is a part of said group. They call this "Centered vs Bounded sets." In a bounded set, the boundaries of what classifies you as "in" or "out" are clear and rigid, creating a wall between those who are "part of us," and those who are "other from us."

In a centered set, what defines the group is not a set of rules that create walls, but what sits at the center of the group. This centering element is like a well where people come to find life, rather than a fence that keeps others out. As people move towards that well, they also move closer to one another. But, as people move away from that centering element, they also become more divided from each other.

Our heart is to be a centered set with Jesus at the center. This leaves room for everyone. We meet people where they are in their walk of faith; failures, frustrations, and all. Jesus is what defines the journey, if He is not the center, we're not on the same journey. However, in non-essential matters, there is room for shared growth and seeking God together.

If you are exploring your relationship with Jesus... YOU BELONG.

ESSENTIAL BELIEFS

The following is not intended to be an exhaustive dive into all aspects of Christian belief, but simply recognizing those beliefs considered to be essentials:

ONE GOD | We believe that there is one God and that by Him all things are created. This Creator of the heavens and earth exists eternally in three persons: Father, Son, and Holy Spirit. These three are co-equal and co-eternal (Genesis 1:1, 26; John 1:1-2, 4;24; Romans 1:19-20; Ephesians 4:5-6).

JESUS THE CHRIST | Jesus is the eternal and second person of the Trinity. Though fully divine, He became fully human. He was born of the Virgin Mary and lived a sinless life. He was crucified for our sins, and through His resurrection, freed all people from the power of sin and death. He will return again, ushering in the eternal Kingdom of God, though this Kingdom is also present as we abide under the rule and reign of Jesus in our lives. All who respond to the work and teaching of Jesus by a personal belief that issues forth in personal obedience to Jesus and His teaching will live forever with Him (Matthew 1:18-25; John 1:1, 12:44-45; Romans 9:5; Hebrews 4:15; Ephesians 5:2; 1 Thessalonians 4:16-17).

HOLY SPIRIT | The Holy Spirit is the eternal and third person of the Trinity. The Holy Spirit continually draws men and women closer to God. Being marked by the Holy Spirit as children of God, we are encouraged, transformed to be more like Jesus, convicted of sin, and empowered to serve others (John 14:16-17, 16:5-15; Romans 8:9-11; 1 Corinthians 12:1-31; Galatians 5:22-23).

THE BIBLE | The Bible, Old and New Testaments, is supernaturally inspired, preserved across time and delivered to us. It is useful for instruction in righteousness. It is authoritative and reliable. The Bible is a unified story that leads to Jesus. It is God's story that leads us to where we find the truth of our own stories.

THE VALUE OF ALL PEOPLE | All people are created in the image of God and are the pinnacle of God's creative work. Man was created to have fellowship with God, but became separated in that relationship through the fall, where we attempted to take God's place on the throne of creation; defining good and evil for ourselves. As a result, man cannot be reconciled to God through his own efforts or merits; our only hope of redemption is Jesus the Christ.

Every person, from conception to death (regardless of age, gender, race, sexual identity, or affiliation) possesses dignity and immeasurable worth and is worthy of respect and love - including pre-born children, elderly individuals, those with disabilities (physical, mental, or otherwise), and those marginalized by society.

SALVATION | We are saved by grace alone through faith alone in Jesus the Christ alone. There is no other way to salvation and reconciliation with God than through Jesus. Salvation occurs when we recognize and confess our sin and rebellion against God, placing our faith in Jesus's death and resurrection as sufficient payment for our sins. Salvation is a gift from God and cannot be earned through any work or effort.

THE CHURCH | The Church is not a building, but a local community of Jesus followers unified by Jesus being our centering element. Together, we are committed to partner with Jesus in His work to restore people, systems, and communities to the imagination (Imago) that He had for us/them. The Church is not perfect, because it involves imperfect people. But, Jesus is perfect and is the true head of the Church. The Church is not made up of "ministers" and "congregation," but each of us are given gifts and passions by God to redeem our communities and equip people to become more like Him.



The Bible defines various roles that create a structure for the Church body.

CONGREGATION (1 Corinthians 12, Acts 6:2) - The most important role in the church is that of the congregation. The role of the congregation is to serve as the **primary** ministers of the Gospel, using their spiritual gifts to serve, be a witness to the people God misses most, support the ministry financially, and challenge, care for, and encourage one another. The congregation is accountable to the mission of the Church.

CHURCH STAFF (Ephesians 4:11-13) - The role of the church staff is to equip the ministry teams, as directed by the Lead Pastor. While they also oversee and manage specific ministry areas, their primary role is equipping team members to make a difference in and through the church and into the community. The staff are accountable to the Lead Pastor.

LEAD PASTOR (Ephesians 4:11-13) - The role of the Lead Pastor is to lead the Church as Jesus' "under-shepherd," equipping and mentoring the staff to further equip the congregation. The Lead Pastor plays a key role in setting the vision, and is typically the primary communicator. The Lead pastor leads the staff and is accountable to the elders.

ELDERS (1 Peter 5:1-7) - The role of the Elders is to provide oversight and counsel to the Lead Pastor in effectively accomplishing the Church's mission. They are to be the chief shepherds of the Church's intentional and aspirational culture. The elders are accountable to Jesus's leading first, and then to the congregation.

OUR BIBLICAL ROLES IN 8 WORDS

CONGREGATION MINISTERS
STAFF EQUIP
PASTOR LEADS
ELDERS GOVERN



**SHAPE
OUR
CULTURE**

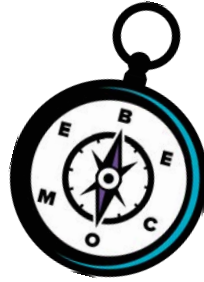
GROWTH TREK
STEP TWO

Culture is the deepest force in any organization. If the mission, vision, and strategy are at odds with the culture,

***CULTURE
WILL WIN.***



KINGDOM CULTURE (THE COMPASS)



Culture is the deepest force in any organization, apart from the direct working of the Holy Spirit. No matter what grand vision we might have to transform our city; if the mission, vision, and values of the church are not supported by the culture, culture will win... every single time.

Culture either happens by accident or by design. Rather than allowing our upbringing, the standards of society, our habits, or our feelings to be the chief shaper(s) of our culture, we INTENTIONALLY and CONSISTENTLY create the culture we want to see TOGETHER.

If Altitude Church is going to truly be a life-giving church body, we must all be aware of the culture we are creating! This is why we utilize a COMPASS. A compass doesn't tell you where you're going, it tells you where you are in relation to a chosen destination.

Our compass is a discipleship pathway that orients us towards becoming more like Jesus, both individually and together. As we continually grow in the character of Jesus, we create a life-giving KINGDOM CULTURE.

(THE VALUE OF ALL VALUES)

| MORE LIKE JESUS

Jesus is the center of our ministry and our lives

| Be Surrendered

We follow Jesus not our impulses, feelings, or best ideas

| Elevate Others

We treat others how Jesus would treat them

| Commit to Life-Giving Community

We make meaningful community a priority

| Open Your Bible Regularly

We don't just go through the Bible, we let God's Word go through us

| Make the Most of What Belongs to God

Unreasonable generosity is where we begin

| Expect Transformation

We live in expectation of God's power to transform us and those around us



KINGDOM CULTURE

(THE COMPASS AND DISCIPLESHIP)

WE EXIST TO HAVE A TRANSFORMATIONAL IMPACT ON 1% OF OUR CITY, 1 PERSON AT A TIME by EQUIPPING PEOPLE TO BECOME MORE LIKE JESUS.

We see this mission established in Jesus' final earthly words in Matthew 28:18-20. Here, we are told that as we go, we are to make disciples.

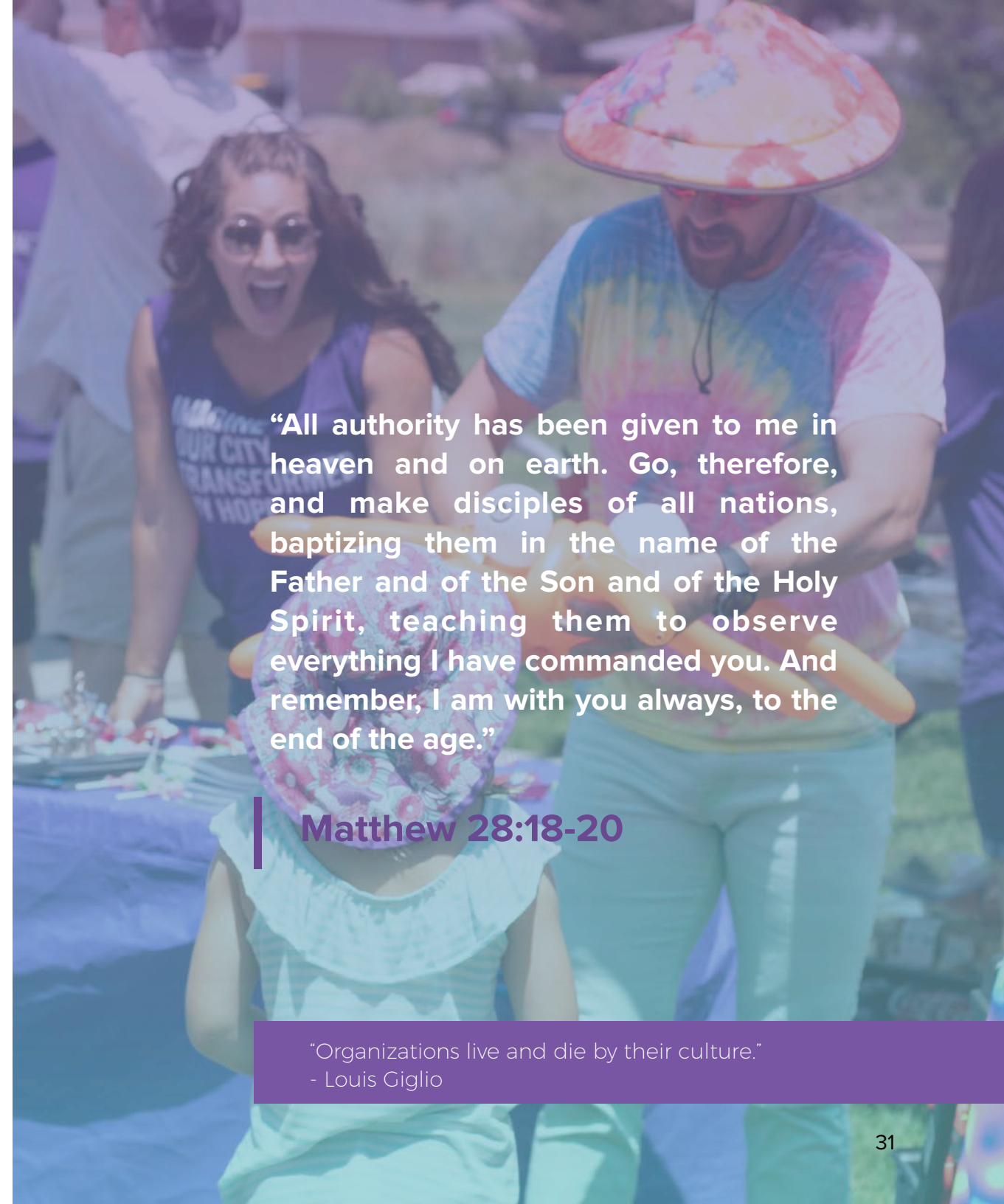
At its most basic definition, a disciple is someone who follows someone else while seeking to become more like them. Disciples of Jesus, therefore, seek to make His rule and reign active in their lives.

As we're transformed by Jesus, that transformation impacts others. Our church culture is shared and shaped when Jesus is at the center and we are becoming more like Him.

Following Jesus isn't a linear process where we take class 101 and then class 201. Discipleship is a life-long journey that sees us grow and transform in different areas of our lives across our seasons.

The six values represented on our compass are key Biblical themes that are woven throughout Scripture and the ministry of Jesus. As we orient each area of our lives - more and more - around Jesus, we grow in each. It is important to note, however that:

Following Jesus isn't about PERFECTION... it's about DIRECTION with PROGRESSION!



“All authority has been given to me in heaven and on earth. Go, therefore, and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe everything I have commanded you. And remember, I am with you always, to the end of the age.”

Matthew 28:18-20

“Organizations live and die by their culture.”
- Louis Giglio



So, how do we ensure these KINGDOM CULTURE values become more a part of our shared culture?

Your most important role as a Team Member, no matter which area you serve in is to always intentionally mentor others to do what you do.

We are not do-ers, we are equippers. This means that we regularly and intentionally seek to equip one or two other people to discover their passion in serving and model our life-giving Kingdom Culture. We start by sharing WHY our area is important in our goal of transforming our city by transforming individuals, WHAT it means to serve on this team, and HOW we do what we do.

HOW DO WE MENTOR OTHERS?

The mentoring process is strikingly similar to teaching someone to drive a car. First, you chat with the person about what it means to be a driver. Then, you have them sit next to you while you drive. Next, you sit next to them while they drive. Finally, you give them the keys, while staying available for any questions or problems that arise.

This process is highly relational, engaging, and transferable no matter what team you are serving alongside. When you equip others to do what you do and live out Kingdom Culture, you are equipping them to become more like Jesus!

Some equippers have phrased this mentoring process this way:

I DO, YOU WATCH, WE TALK.

I DO, YOU HELP, WE TALK.

YOU DO, I WATCH, WE TALK.

YOU DO, I CHEER, WE TALK.



KINGDOM CULTURE

(EQUIPPING YOU TO EQUIP OTHERS)

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

- 1 Peter 4:10 NLT

Leadership is influence. Nothing more. Nothing less. It is about influencing others for a worthwhile cause. It is not dependent on titles or positions. It is dependent on people discovering their gifts and passions and then using these to make a difference in the lives of others as Epicenters of Hope.

SO, WHAT STANDS IN THE WAY?

“But Moses said to God, ‘Who am I, that I should go to Pharaoh and bring the Israelites out of Egypt?’ And God said, ‘I will be with you. And this will be a sign to you that it is I who have sent you: When you have brought the people out of Egypt, you will worship God on this mountain.’” - Exodus 3:11-12

1. **INSECURITY** - “Who am I?” (Exodus 3:11)
2. **FEAR** - “What if they?” (Exodus 4:1)
3. **INADEQUACY** - “I have never.” (Exodus 4:10)
4. **RELUCTANCE** - “Use someone else.” (Exodus 4:13)
5. **ISOLATION** - “Let me go back to my own people.” (Exodus 4:18)

“But you are a chosen generation, a royal priesthood, a holy nation, His own special people, that you may proclaim the praises of Him who called you out of the darkness and into His marvelous light.” - 1 Peter 2:9 NKJV

AN EQUIPPER’S DECLARATION

Because God has called me to serve my generation, I will choose worship over wealth, “we” over “me,” character over comfort, service over status, and God’s purpose over popularity, possessions, and pleasure. I am grateful and I am generous.

I will always strive to bring my best. Where He leads me, I will make the most of each opportunity with a thankful heart.

I give honor. I embrace sacrifice and I celebrate the work of Jesus in and through His Church. I take nothing for granted. No one owes me anything, Jesus has given me everything. I will never be complacent.

However, whenever, wherever, and whatever God asks of me, my answer will be “yes and amen.” Whatever it takes, no matter the cost, I am all-in, whole-hearted, and fully devoted to living God’s purpose.

I am firmly committed to having a transformational impact in our city, one person at a time. When I stand before God, I long to hear Him say, “Well done, my good and faithful servant.” Until then, I will seize every moment, I will run and not grow weary, and I will give every part of me for the cause of Christ and for the sake of others by serving the greatest cause on planet earth - the only thing Jesus promised would out-live and out-last every single one of us - His Church.



KINGDOM CULTURE

(DISCIPLESHIP AND GENEROSITY/GIVING)

Discipleship means that every area of our lives are increasingly coming under Jesus's leadership. This includes the area of our finances.

God is an unreasonably generous God who wants to grow our HEARTS to be more and more captivated by His heart. But, there's a problem. Our hearts often bow to the false god of money and things.

This is why Jesus talked more about money, possessions, and giving than about eternity. Not because God cares more about money and things... but, because **WE DO**, and so often money and things sit as the ruler of our hearts.

Jesus addressed this directly in Matthew 6:21, where He noted that our hearts are guided by our treasure... not the other way around.

The concept of "making the most of what belongs to God" is deeply Biblical, yet, many have yet to fully explore the promises that God has for us in this. You see, this isn't about God wanting something from you... He already owns everything!!! (See Psalm 24:1).

The reality is that while we are meant to be conduits of God's generosity, we are often ruled by our wallets and possessed by our possessions! That isn't "financial freedom," that's a destructive master that needs dethroned!

God doesn't want something **FROM** you,
He really does want something **FOR** you.

Growing in generosity and "tithing" dethrones money/things from ruling our hearts and it is God's plan to fund the ministry of His Church. "Tithing" is simply giving back to God the **first and best** of the income and increase that He entrusted to us, training our hearts to truly place God first.

When we give back to God, it not only unseats money/things from the throne of our hearts, but it also teaches us that God is our ultimate provider - not our jobs, our own efforts, or our best schemes.

When we honor God in this, He promises He will grow our hearts in generosity and "pour open the storehouses of heaven" (see Malachi 3:8-10).

If this is new to you, we encourage you to take a look at the Generosity Ladder and start somewhere. If you've never given financially to support ministry, start giving *something*. If you've given here and there, challenge yourself to give *consistently*. If you've given consistently but are not tithing (Biblically meaning 1/10th), commit to give a percentage and then increase that over time. If you tithe, but have never given sacrificial or generously, begin praying that God would show you what He wants to do through you to fund His ministry and be a conduit of His generosity.

THE HEART OF GIVING IS THE HEART

and is ready to train our hearts to follow His. When we take our next step on the Generosity Ladder, we are taking steps towards becoming more like Jesus and impacting our community!

So, what's your next step?



| NOTES ON CHURCH FINANCES

God's plan to fund the ministry and life-changing work of the church is the faithful and generous giving of His people. That is it.

Altitude Church is 100% supported through the tithes and offerings of those who comprise the Church. Your giving, no matter where you are on the Generosity Ladder, is what makes life change in and through this ministry possible.

THANK YOU for honoring God in your giving!

Here are some things you may want to know about how the church utilizes your faithful giving to make a difference in the lives of real people that God really loves:

| FINANCIAL INTEGRITY AND ACCOUNTABILITY

Altitude Church operates with an open book policy of financial integrity for all of our contributors and each year publishes an annual report.

| SETTING THE EXAMPLE

Just as God challenges us individually to grow in our generosity, Altitude Church, as a Body and organization, also sets the example by giving the first and best 10% of all income and increase to support local, national, and global ministries.

| BUDGETING

The annual church budget is set by the Elders and presented to the congregation at least annually for informational purposes and to provide consistent transparency.

| ONE FUND

Altitude Church operates under the "One Fund" concept of financial giving. We do not have multiple separate funds that people give to, but a single "Ministry Fund."

This Ministry Fund funds ministry. Pretty simple. This includes everything from our weekend services, Life Groups, classes, kids ministry, youth ministry, marriage ministry, staffing, operations, building maintenance, missions, generosity to our community, and much more.

When you give to Altitude Church, you are partnering with God in His plan to make life transformation happen. Because we are guided by a "One Fund" system, we do not typically allow giving to be designated to specific purposes or projects. There may be moments from time to time where a specific need arises that gets highlighted, however, this is not the general practice. All funds are used through the one Ministry Fund to fund the total ministry.

| UNREASONABLE GENEROSITY IS HOW WE BEGAN

Our history goes back to 1887, where what is now Altitude Church was started by the unreasonably generous giving of one man who dreamed of seeing our city transformed by hope. When the Sloan's Lake Church and Arvada Church of God merged together to launch Altitude church in 2021, the sale of both of our buildings were tithed upon seeing over 100 kids covered between sponsors through CHILDREN OF PROMISE, 3 pieces of land were purchased in Sri Lanka to establish a beachhead in a very non-Christian land, retired and aging pastors in hardship were taken care of through SERVANT SOLUTIONS, a transition of leadership was funded with CHRISTIAN WOMEN'S CONNECTION to begin a new life-cycle, and several new churches were started or sponsored through TRELIS and ADVANCE COLORADO (The Colorado Conference of the Church of God)!

In addition to this, we set aside 10% of our initial launch budget above and beyond the above to give back to our community. We are still giving generously from the first and best of all income and increase as a key part of our culture.

You can give safely and securely online anytime at www.altitude.church/give



OUR TRIBE

(GETTING TO KNOW OUR NETWORK/AFFILIATION)



Altitude Church has its historical roots in the Church of God Reformation Movement with general offices in Anderson, IN. In fact, our church is one of the few directly started by our movement's founder, D. S. Warner.

I WHO IS THE CHURCH OF GOD?

The Church of God was started in the late 1800's by Daniel Sydney Warner. D. S. Warner saw the many divisions and denominations of Christianity and called God's people to return to lives characterized by holiness and unity.

In the 21st Century, the Church of God has returned to its roots as a true network or movement of God, with a purpose and focus on making Jesus the subject. We have efforts and ministries across the globe and are working together to stand for the image of God in people as we stand against the evils our day, such as racism and sex trafficking.

"Hell has stolen much. Heaven's design is to take it back. Jesus is the way."

- Jim Lyon, General Director of Church of God Ministries

I WHERE CAN I FIND OUT MORE ABOUT THE CHURCH OF GOD?

Be sure to visit the movement's website at www.jesusisthesubject.org

I WHAT IS OUR AFFILIATION WITH THE CHURCH OF GOD?

The Church of God, as a networked movement, is non-denominational. Each church is autonomous and self-governing, yet is also relationally affiliated and accountable. The Church of God's home offices in Anderson, IN do not dictate or direct any aspect of the day to day life and operation of Altitude Church. Pastors are not appointed by an outside body, nor do they have a say in our budgeting, missions partners, or ministries.

Altitude Church continually remains affiliated with both state and national ministries of the Church of God. We hold ourselves accountable to the decisions made by the General Assembly of the Church of God. This high autonomy and high accountability proves to be a life-giving relational network.

I ORDINANCES (RATHER THAN SACRAMENTS)

Scripture teaches that salvation comes through faith alone by God's grace alone through Jesus Christ alone. Because of this, we do not practice "sacraments" that have a role in saving our eternal souls. We do, however, participate in many of the same practices typically called "sacraments" as a part of our relationship with Jesus. We call these "ordinances," because we see them ordained by Jesus in Scripture. The Church of God recognizes three ordinances: Baptism, communion, and foot washing.

I WOMEN IN MINISTRY

Another distinctive of the Church of God is that we have advocated for ordained women in all roles of ministry, including that of Lead Pastor and eldership, since our beginning. We recognize the debate that causes some branches of the Christian faith to allow only male leadership. However, we see ample evidence in Scripture where women were appointed and anointed by God to such roles.



OUR GUARANTEE

... AND YOUR NEXT STEPS

| Our guarantee to you is that if you lean in for one year, you will experience transformation, because of this:

| AS YOUR CHURCH, TO HONOR YOUR SERVICE, WE WILL:

Maximize the potential that God has placed inside of you.

Challenge you to grow by stretching your commitment and moving you outside of your comfort zone.

Help you succeed in living your purpose and in making a difference.

| AS PART OF OUR FAMILY, WE ASK YOU TO:

Protect the unity of your church by acting in love toward all, refusing to gossip and supporting the mission and its leadership.

Make the part you play a priority by attending, engaging, and serving regularly, tithing/growing in generosity faithfully, and by inviting people to join you on the journey while loving and welcoming everyone who joins online or in person.

Using your gifts to make a difference by serving regularly with a good attitude because what you do is significant, and you are a shaper of our life-giving Kingdom Culture.

Grow. We are all becoming, and none of us are there yet. It is God's desire for us to grow in relationship with Him, and with each other in holiness and love. We are here to become a little more like Jesus today than we were yesterday!





| YOUR NEXT STEPS

| YOUR NEXT STEPS

| SALVATION AND BAPTISM

If you have not accepted Jesus as Savior and leader (Lord) of your life, we want to have a powerful conversation with you. THIS is the most important next step you could ever take. If you have accepted Jesus, but have never followed Him into water baptism... we want to talk with you. This is a huge moment, and we can't wait to be a part of it. E-mail Lee@altitude.church for more info on each!

| TAKE YOUR NEXT STEP ON THE GIVING LADDER

Being a part of God's heart and mission to transform our city means giving, serving, and inviting. Check out the giving ladder on page 37 and begin giving consistently and faithfully to support the mission to have a transformational impact on 1% of our metro, 1 person at a time!

| COMPLETE GROWTH TREK

You've now completed STEPS **ONE** and **TWO** of Growth Trek. CONGRATS!

Your journey doesn't end here. Next, we'll discover together how God wired you to make an impact in our city and in the lives of those around you, discovering together ways that you can make a difference by serving in the church and in our community.



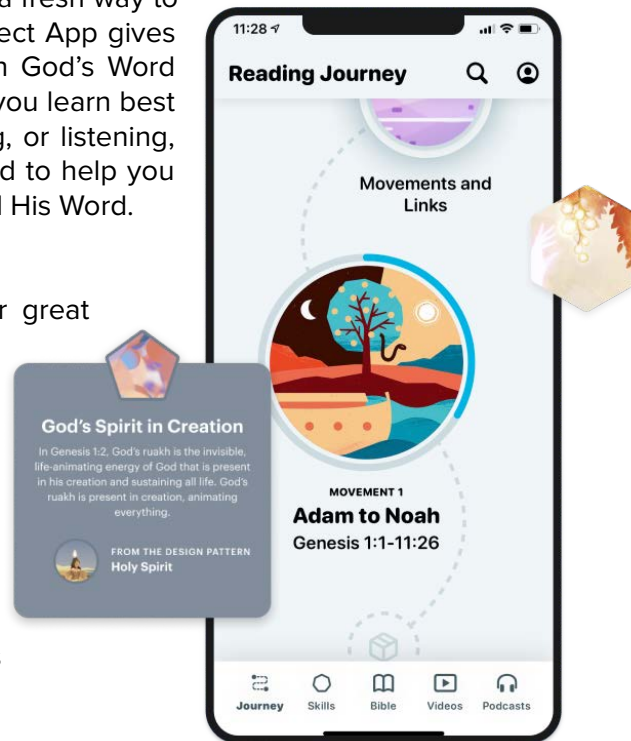
APPENDIX AND EQUIPPING RESOURCES

We are shaped by what we consume. Input has a role in our output. What we put into our heads, hearts, and souls comes out in our life. The following resources are simply tools that will help you grow in your own personal walk with Jesus, in your relationships, and as an equipper.

RIGHT NOW MEDIA | Known as the “Netflix of Bible Studies,” every person has FREE access to a Right Now Media account through Altitude Church. You can sign up for your FREE account that includes 20,000+ videos accessible from any device using the links on the opposite page.

THE BIBLE PROJECT APP | Discover a fresh way to interact with Scripture. The Bible Project App gives you multiple ways to journey through God’s Word and allow it to reshape you. Whether you learn best by reading, watching videos, studying, or listening, the Bible Project App has all you need to help you go deeper in your walk with Jesus and His Word.

PODCASTS | Podcasts are another great way to grow in Jesus. In addition to *The Bible Project Podcast*, check out *The Rebuilders Podcast with Mark Sayers*, *the Carey Nieuwhof Leadership Podcast*, *The Holy Post with Phil Vischer*, *The Craig Groeschel Leadership Podcast*, *The Andy Stanley Leadership Podcast*, *This Cultural Moment*, and more to fill your drive with something that fills your heart!



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APPENDIX

THE POWER OF LANGUAGE AS A SHAPER OF CULTURE

God created the world through nothing more than His words. It is time for us to recognize, as beings created in His image, that our “words create worlds.” Language shapes culture. It’s not just what you say, it’s how you say what you say.

At Altitude, we’re pretty particular about the language we use. There are some things we’ll say a whole lot, and others we hope you never catch us saying. We pay careful attention to the way we say what we say, because words matter.

We’re not in the business of policing people’s language... but, we recognize that words create culture, so we hold each other accountable to creating a life-giving culture with our words.

“...it is critical that we are speaking the same language with the same definitions underneath the common language. Common language, with common understanding, is essential for oneness. Oneness is essential for a culture of developing leaders.”
- Eric Geiger, *Designed to Lead*

Don't Say...	Instead, say...
I HAVE to do this...	I GET to do this...
It's not my problem...	It may not be my fault, but it is my opportunity to help
Our people don't _____	We haven't led our people to...
I have to be here...	I get to be here
Volunteer	Team Member
Singer/Band	Worship Team
Your Church/ My Church	Our Church
My Team	Our Team
My Group	Our Group
Sorry, I know serving is hard.	Thank you for making a difference!

THINGS TO ADD:

INTENTIONAL CULTURAL LANGUAGE

Because “words create worlds,” here are some things we hope you catch people around here saying with their mouths and living out with their lives.

MAKE IT BETTER | My role, no matter what it says on paper, is to make things better. I choose to lean in, take it personally, innovate, and do what is needed of me to improve my surroundings.

PRAYER ISN'T OUR LAST RESORT, IT'S OUR FIRST RESPONSE | We believe in the power of prayer. It is something we take seriously, yet, it isn't stuffy. Prayer is talking to God, our best friend. We do well to remember that it is better to have a heart without words than words without heart.

UNREASONABLE GENEROSITY IS WHERE WE BEGIN | We understand that God is the ultimate owner of everything. God has more than enough to see us through and still have an abundance to spill over. We actively fight against a mindset of scarcity in our lives and ministries to recognize the abundance provided by our unreasonably generous God.

SOLUTION SIDE LIVING | We are not the bearers of problems. We are harvesters of opportunity. We don't bring problems to those around us; instead, we do the hard work and the heart-work of considering the opportunity before us, and bringing well-thought out, yet open-handed, solutions to the conversation that we will play a role in helping come into place.

TRANSFORMATION OVER INFORMATION | Information without transformation is just lifeless words. If we know truth or facts about the Bible, our area, or etc. but are not living them out, we don't know what we thought we knew and we are missing the power of God. We are not here to simply tell people about God, we are here to facilitate life-giving encounters WITH God.

HANDLE CONFLICT BIBLICALLY | When conflict or sin issues arise between us, we make sure we honor God and each other in the way we deal with these issues. This includes going to the person I feel conflict with personally and soft-heartedly BEFORE talking about them to others. We follow Matthew 18:15-20 in how we deal with conflict.

SOFTER HEARTS AND THICKER SKIN | We seek to understand before we jump to conclusions. It is much easier to have hard hearts and thin skin. We choose the more difficult path of forgiving others and seeking to understand their position, even when we don't agree with their conclusions.

YOU CAN'T TAKE OTHERS WHERE YOU'RE NOT GOING | We can't fill other's cups from an empty bucket. Equippers are always seeking to learn more about their area, and aren't afraid to cross-train in others. We don't wait to be asked to read a book, listen to a podcast, or watch some videos on the topic. We recognize learning as a life-long pursuit. We always seek to bring others with us.

IF SERVING IS BENEATH YOU, LEADERSHIP IS BEYOND YOU | Serving is a privilege. We don't have to serve, we get to serve. The first step of leadership is a willingness to meet needs. Regardless of whether the task is on our “Job Description” (we call them “Impact Descriptions”) we lean in and lend a hand. Serving others develops character and the leader within us. Serving aligns us with God's heart and keeps our leadership genuine and effective.

EPICENTERS OF HOPE | We place Jesus at the center of our lives. When Jesus makes an impact in our lives, it not only reorients our purpose and passion, it also ripples outwards towards others. We are called to be epicenters of hope to those around us. Because transformed lives transform lives, we let the impact Jesus is making in us make an impact on others. This isn't about perfection, its about our life's direction with progression, as we allow others to see (and even FEEL) the hope that lives in us.