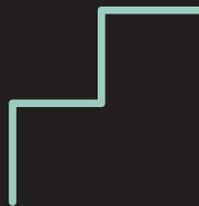


next
step



STEPFOUR

MAKE A DIFFERENCE

03

next step is your pathway to growth.

It is a wonderful journey, consisting of four steps. Progress on the pathway as you learn about C3, growing in God, discovering who you are and how to live a purposeful life.

STEP ONE **MAKE C3 HOME**

Hear our story and vision as a church along with our heart for you. Most importantly, you will have the opportunity to make C3 your home.

STEP TWO **THRIVE**

Discover the fullness of life God has created for you. Learn about following Jesus and being transformed, learn about why dinner parties together is such an important part of doing life well together as the Church.

Congratulations on taking your



STEP THREE

DISCOVER YOU

Dive into your unique design. Discover your passions, abilities, personality and gifts. See how your design reveals your purpose in life and your best fit in church.

STEP FOUR

MAKE A DIFFERENCE

Identify how you are called to make a difference in the church, community and marketplace. Learn about the opportunities available to use your God given gifts in a team at C3.



OUR VISION FOR YOU:

→ KNOW JESUS

→ FIND COMMUNITY

→ DISCOVER PURPOSE

Each of us has been uniquely designed by God for a purpose! In this step you will explore how your passions, abilities, personality and giftings identified in Next Step 3 can be used to make a difference in the church, community and marketplace. Today, you will learn about the opportunities available to serve in a team at church. Working alongside others is such an enjoyable way to fulfil your purpose and find community.

**For it is by grace you have
been saved, through faith—
and this is not from yourselves, it is the gift of God—
not by works, so that no one can boast.
For we are God’s handiwork,
created in Christ Jesus to do good works,
which God prepared in advance for us to do.**

EPHESIANS 2:8-10

This scripture says that our salvation is a gracious gift from God. It is not something we inherently deserve or have earned through our own efforts or work. Once we are saved however there is a crucial transition we must go through!

In our Christian walk we need to move from:

- | | | |
|------------------------|---|--|
| What can God do for me | → | What can I do for God? |
| How can God help me | → | How can I help God? |
| Jesus is my Saviour | → | Jesus is my Lord! |
| Church is a hotel | → | Church is my home! |
| Church looks after me | → | I serve on team and accept responsibility! |

No longer can we receive God’s grace just for our own life ... but we are called to pass it onto others through doing good works. These good works are divine opportunities to make a difference. When we focus on reaching out, building the church and serving others it is the most satisfying and rewarding life we can live.

Jesus said:

**My food is to do the will of him who sent me
and to accomplish his work.**

JOHN 4:34

There comes a time in every believer's life when we are challenged to lay down our life for Jesus just as He laid down His for us.

It is important that we not only KNOW the will of God but we DO the will of God. Knowing and doing the will of God is an exciting adventure! As you fulfill God's purposes in your life you will achieve great fruitfulness both here on earth and for eternity.

In our christian walk we need to move from:

inspiration and motivation



commitment and consecration

**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.**

ROMANS 12:1 (THE MESSAGE)



BEING ON TEAM: THREE SIGNIFICANT POINTS

1. Team is a practical expression of servanthood

C3 has a culture of servanthood and the nature of the Kingdom of God is expressed through serving others. When Jesus came to earth He came as a servant.

For even the Son of Man came not to be served but to serve others and to give his life as a ransom for many.

MATTHEW 20:28

When we serve we exhibit the culture of Jesus Christ in our world. Ultimately, when we serve others in our home, workplace, community or church we are actually serving the Lord.

Whatever you do, work at it with all your heart, as working for the Lord, not for human masters, since you know that you will receive an inheritance from the Lord as a reward. It is the Lord Christ you are serving.

COLOSSIANS 3:23-24

2. Team - is a picture of the Church as a body

The Bible describes the church as a body made up of many members all working together. For the body to function effectively every single member must do its part.

**From him the whole body,
joined and held together by every supporting ligament,
grows and builds itself up in love,
as each part does its work.**

EPHESIANS 4:16

At each of our locations there are passionate and committed people serving in teams. It is these teams that help make church happen and we are all called to do our share.

At C3 we are passionate and committed people serving together in teams. We recognise that every person has been uniquely created by God with different gifts and calling. Our desire is that you will discover your purpose and the part you play in building the church. Today is about finding the best team for you.

3. Team – is where you find community

For the body to properly function each member must be joined together. No part exists in isolation; and it is the same for every believer's life. Your personal destiny, purpose and growth are dependant on your connection with others. When we are part of a team we find community and experience the joy of doing life with others.

**Two are better than one,
because they have a good return for their labour.**

ECCLESIASTES 4:9

At C3 we have a saying ... **#bettertogether**

- Together we can encourage one another
- Together we can form lasting friendships
- Together we can build the house of God
- Together we can reach our local community for Christ

THINGS TO KNOW ABOUT SERVING ON TEAM

1. Everyone is welcome to join a team.
2. There is a team that fits every person's passions, abilities, personality and giftings.
3. Your host will lead you through a list of teams.
4. You can start serving in some teams straight away while others have training or requirements that you will need to fulfill in order to serve. Your host will explain this in further detail.
5. There are different teams that serve in the weekend services, and midweek in the church office or in the community.

TEAMS YOU CAN SERVE ON

Community & Church events team

We run a number of community based events and events at Church that require a creative, visionary and practical mindset. There is a great deal of variety in this team, from decorating and event design to run-sheet and project management.

Operations team

Oversee and handle all the little details behind the scenes for our Sunday services.

Audiovisuals team

Setup and operate the Apple laptop to run the AV's during services and events.

Sound team (for the worship team, services and events)

Operate the sound desk during practices, services and events, training is required for this role.

Office administration

Help with the day to day running of Church, coordination of admin and accounting tasks.

Welcome team

Be one of the friendly people welcoming, directing and connecting people.

Next Step Host

Facilitate the hosting of the next step programme, helping people make C3 their home Church, connecting them into a dinner party and also into a team suitable to their passions, abilities, personality and giftings. Additional training is required for this role.

Next Step Administration

Dinner Party Host

There are four hosting roles involved in leading our dinner parties.

1. Creating a great vibe and hospitable environment. 2. The foodies; prepare, cook and serve delicious food. 3. Welcomers + connectors. 4. Facilitators of teaching and prayer. Everyone has the potential to become a dinner party host, there is some additional training to be completed.

Creative

Photography, web, graphics and social media team. Experience is helpful for this team, training is required for this role and a Police Check is also required.

C3 Cares team

Be part of the team that offers practical support and love to people in our community and beyond.

New Campus team

We are a Church planting movement and are always keen to have a talk about how you can be involved in Church or campus planting, please talk to your Next Step host about this.

Building and grounds maintenance

Day to day building maintenance, clean and prepare the outside of Church, set out signs and flags on a Sunday.

Gardening Maintain

Weed and keep fresh the property gardens.

Hostility team

Prepare delicious eats for after our services and other events. Shop, bake, set up and prepare food and drinks, maintain the hospitality area during post service or events and following the service clear away dishes etc.

Prayer team

Be able to pray for people who request prayer, either in person, on an altar call, at a dinner party or event. This role has specific criteria and requires training.

C3 Kids, C3 Youth 11-14, C3 Youth 13-18

The mission for our children's and youth programmes is that Every Family Loves Church. You need to be fun and enjoy spending time with children or young people, you'll enjoy imparting into the next generation, discipling and encouraging them in the things of God. A police check and additional training is required for this role.

Worship team

Do you sing or play an instrument? Please let us know so our worship team leader can speak to you, particularly to gauge your experience level. Additional training or an audition may be required for this role.

Toddler Rock

Help host and run our music and movement programme for under 5's and their parents and caregivers in our community.

Helping wherever needed

You're happy to be called upon for the extra's and odd jobs that sometimes crop up, or if a team is short volunteers you're happy to do the training to be able to jump in as an extra.



GLOBAL STATEMENT OF FAITH

C3 in Queenstown is part of the C3 Global Movement of Churches, as a Global family we have this statement of faith that we all uphold - together we believe:

There is one God: God the Father, God the Son, and God the Holy Spirit.

In the deity of our Lord Jesus Christ the Son of God; we believe in His virgin birth, in His sinless life, in His miracles, in His victorious and atoning death, in His bodily resurrection, in His ascension to the right hand of the Father, His constant intercession & in His imminent return.

In the person and work of the Holy Spirit with His fruits and gifts available in the Church; The Bible is the living word of God – infallible, authoritative and everlasting and the foundation of all Christian doctrine.

In the existence of an evil spiritual being – the devil.

In the spiritually lost condition of all people and the essential need for the 'new birth' by faith in Jesus Christ.

In the baptism of the Holy Spirit as a gift available to believers subsequent to the new birth, with normal evidence of speaking in other tongues.

In the sacraments of the Lord's Supper and baptism by full immersion in water for all believers.

In the resurrection of both the saved and the lost, the one to everlasting life and the other to everlasting separation from God.

In the church being the body of Christ, and each member being an active part of a local church, fulfilling the Great Commission.

Marriage was instituted by God, ratified by Jesus, and is exclusively between a man and a woman. It is a picture of Christ and his church.

Sex is a gift from God for procreation and unity, and it is only appropriate within and designed for marriage.

MY NOTES

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C3 CHURCH TEAM CODE OF CONDUCT

A Team member is someone who serves as part of a team under the direction of a C3 Church appointed leader

C3 Church has a culture of serving and all C3 people are encouraged to serve. Those who serve, however, must do so with an attitude that values the dignity of people and behaviour that is pleasing to God. Jesus modelled the ideal attitude towards serving in John 13:3-14. The following code of conduct has been developed to help team members at C3 Church to serve more safely and effectively. It is a list of behaviours that every person who serves in C3 Church is expected to live by. All C3 people are encouraged to serve the shared vision, values, and mission of C3 Church and to grow in their relationship with God and with people. This code is not exhaustive but it lays out the minimum expectations for team members at C3 Church.

Expected Behaviour

Consistent with C3 Safe Church Framework, those who serve in C3:

- will act in the best interests of those they serve, especially those who are vulnerable.
- will be accountable within their teams and follow reasonable instructions from those in leadership.
- will not be spiritually, emotionally, physically or sexually abusive in any way toward others. Domestic and family violence is never acceptable.
- will avoid the use of offensive language (e.g. vulgar language, sexual connotations, and racial or religious slurs).
- will exercise caution with all potentially addictive behaviours and/or harmful substances.
- will refrain from using any illicit substances.
- will use caution when initiating or receiving physical contact with those they serve, including gestures of comfort. Such gestures can be unwanted or misinterpreted.
- will treat all with whom they work, fairly and with respect.
- will acknowledge when they do not possess the required skill set in a situation and seek help from a supervisor or church leader. This particularly applies to helping those who are victims of abuse or require professional counselling.
- will not take property belonging to others, including intellectual property (copyright).

The C3 Safe Church Framework specifically requires that all workers, including team members must:

- Co-operate with any reasonable policy or procedure of the C3 Church Executive Management, or undertaking relating to health or safety at the workplace, that has been notified to Workers.
- Effectively identify and immediately report any known or perceived instances, disclosures or allegations of harm to their overseer and/or C3 Church staff member, who will consult with the Child Protection Compliance officer.
- Maintain the privacy of all C3 people, in particular those associated with disclosures of harm, subject to compliance with all relevant legislation.
- Have a 'cleared' NZ Police Vetting Form, with no ongoing investigation. This applies to those who work in C3 Kids, Families Hospitality, C3 Youth, C3 Cares, C3 Worship, Photography & Social Media, or any other team member that engages with under 18's.
- Agree to complete Child Safe & Vulnerable People training

Financial matters and conflict of interest

- Those who serve in C3 Church are encouraged to have integrity in their financial dealings. They must not seek financial gain from their church role.
- Information gained through C3 Church must not be used for purposes other than for legitimate C3 Church purposes and any conflict of interest that impacts upon the fulfilment of this code must be disclosed.

Implementation of the Code

- All team members of C3 Church are considered 'Workers' under Workplace Health & Safety and Child Protection legislation. Workers have a greater responsibility at law, and their conduct may become the subject of an investigation. This may be reportable to relevant authorities.
- Any breach of this code involving a criminal offence may lead to a report being made to the relevant authorities.
- Any breach relating to harm, or risk of harm, will be dealt with according to the C3 Safe Church Framework.
- Any other breach will be considered in the light of the best interests of the team member and those they serve and may result in the team member being stood down from their area of service.
- Team members need to be open to correction and humble enough to modify behaviours so as to not discredit the gospel.

GUIDELINES FOR ALL TEAM

WORKING WITHIN THE C3 CHILD SAFE POLICY

At C3 we are committed to providing a safe environment for all people; including children, youth and vulnerable people. A child is anyone under the age of 18. A vulnerable person is someone who is disabled, elderly or who has a physical or mental illness. We endeavour to promote awareness and do everything possible to prevent child abuse and to be an agent of love, encouragement, care, healing and justice.

The video and text below highlight our six under 18's policies that we promote and uphold at C3. These policies help us fulfil our duty of care to protect and look after children, youth and vulnerable people who attend our services and programs. They also empower and protect you as team, to engage in appropriate behaviour that fosters the safety and well-being of all children and young people.

Requirements:

- All team members must read and sign the C3 Church Team Code of Conduct.
- A team leader must read and sign the C3 Leaders Code of Conduct.

These documents will be processed by the C3 Child Protection Compliance officer.

If you are joining a Kids, Families Hospitality, Youth, Worship, C3 Cares, Photography & Social Media team; or any other team at your location that engages with under 18's or has under 18's in your team; or if you will be a host at a dinner party where children may be in attendance, you will also need to complete:

- Additional training and questionnaire.
- On completing the training, you will be given access to our online Team Hub, where you'll need to download and print off a NZ Police Vetting Service Request & Consent Form. Please fill this in and give it to the C3 Child Protection Compliance Officer.
- If you're joining C3 Kids or C3 Youth, you will be asked to read and sign a document outlining the Guidelines for Leaders and Teams working with under 18's alongside the C3 Church Team/Leader Code of Conduct for volunteers and/or leaders.

1. Never be alone with kids, youth and vulnerable people.

There should always be two team members present in any setting with kids, youth and vulnerable people. This includes giving under 18's lifts in a car or bus. You can only give a lift when there are two adults present and parental consent to drive their children must be acquired. All team members must have completed the appropriate Working With Children Check and Child Safe & Vulnerable People training.

2. Do not enter designated bathrooms for under 18's.

Certain bathrooms at some of our locations have been allocated and signposted specifically for use by children and youth. No adults should enter these bathrooms. If there are no designated under 18's bathrooms at your C3 location you should wait until all under 18's have left the bathroom before you enter.

3. Avoid long physical contact and showing favouritism with under 18's.

Do not engage in long or full-frontal hugs with children and youth. A quick side-on hug or high five would be best. If a child is in danger you may use physical contact to stop a fight or an accident. Don't show favouritism with any vulnerable person or person under 18 in the form of special gifts, attention, outings or meetings.

4. At C3 we ensure all activities are safe for under 18's.

For any planned activity the appropriateness of the activity to the age and gender of the participants is evaluated and a risk assessment is conducted. Clear participant boundaries are communicated to the children or youth. In the event of an accident or injury there are people trained in first aid and incident reports are completed.

5. Do not take photos of under 18's or use personal information inappropriately.

You cannot take photos of under 18's nor post photos of under 18's on social media or online. Photographs require parental consent and can only be taken by C3 designated photographers and C3 Kids and C3 Youth staff. Along with this you cannot use any personal information obtained by C3 Church.

6. Team members have a responsibility to protect children, youth and vulnerable people.

If someone confides in you or you suspect any person under 18 is in a threatening situation where they are at risk of harm or abuse, it is your responsibility to report your concerns to a team leader. At C3 we follow the processes of mandatory reporting.

C3 CHURCH TEAM APPLICATION & DECLARATION

Thank you for your decision to become a team member at C3 Church.

CONSENT TO HOLD INFORMATION

I consent to the information contained in this application including the online form submission to be kept by C3 Church. You can read our privacy statement on our website.

Please complete the online form C3 Church Team Application & Declaration.

The link will be given to you by your Next Step host.

The online application and declaration includes a place for you to fill in your details and tell us about yourself and your journey with Christ so far. From Step Three - what are your unique passions and abilities, your DISC personality and Spiritual Gifts. Plus tick boxes for you to indicate the teams your Next Step host has talked to you about.

DECLARATION

I understand that C3 Church operates in an environment of numerous legal and ethical restrictions, and I will fully cooperate with the church in abiding by these. I assure the church, in considering me for a team member role that:

- I have no health impediment that will put me or any other person at risk in the fulfilment of my designated role.
- Other than those matters disclosed by me to the church at the time of making this declaration, I know of no past behaviour that renders me unfit to serve on team or which detracts from the obligation of the church to operate as a place of safety to a minor or any other person. Such past behaviour may include being the subject of an allegation of sexual abuse (whether convicted or not), including any type of molestation, indecent exposure, sexual harassment or intimidation.
- I understand that if I am unclear as to any of the statements in this document, I will seek clarification from a C3 staff member or leader before signing.
- I have provided this information, and any documents accompanying it in good faith and declare they are true and correct to the best of my knowledge and belief.
- I understand that any misstatement or omission from this declaration may render me unfit to hold particular roles at C3 Church.
- I have received a copy of the C3 Church Team Code of Conduct and I agree to uphold it.
- I understand that when considering whether there is an avenue for my voluntary services, C3 Church may refer to its C3 Safe Church Framework.

- I will respect the decision of C3 church as to where I serve as a team member within the church, and whether my services are required.
- I understand that a team leader will be available to me to discuss my service.
- If I will be working in a team with under 18's, I understand that I will need to complete further training and submit a NZ Police vetting form.

MAKING C3 YOUR HOME CHURCH

Yes, I am making C3 my home Church, where I worship and serve, therefore I:

- will live a lifestyle that aligns with the Bible and Christian faith values.
- commit to spending regular time in prayer, worship and reading the Word of God.
- am calling C3 home, which means I am 'planted' and will regularly attend Church, to worship and serve.
- support both Pastor Andrew and Pastor Alana Waples as co-leading Senior Pastors, both being the visionary leaders of the Church.
- will speak well of my Church, Pastors and leaders, other Churches, Pastors, organisations and people.
- will pray about what to give financially to God by giving to my home Church, C3 Church Queenstown and prayerfully consider giving in Vision Builders each year.
- will aim to attend Prayer Gatherings and Dream Team All In's regularly, both online and in person.
- will join a dinner party.
- will commit to communicating effectively by replying to emails and texts from team and Church members within 24 hours or as required
- will help encourage others to go through the Next Step programme.

WHAT'S NEXT?

Please make sure you read through and fully understand the requirements and complete your application and declaration online google form.

Your Next Step host will give you the link.

On completion and processing we will connect you with the team leaders of the teams you would like to join, and further role descriptions and information on training will be given to you.

Thank you for completing the Next Step pathway, we are excited to have you as part of our Church family, committed to the vision of seeing people know Jesus, find community and discover purpose together.



CONGRATULATIONS ON
COMPLETING
THE NEXT STEP PATHWAY.

“My conviction, as the senior pastor, is that everyone in church should be actively engaged. I would find it very difficult just to come to church and sit in a chair and hear a sermon each week. I don’t believe that Jesus died so we could sit for an hour in church on a Sunday morning. He died so that we would be maximised in our potential, discover all that we are meant to do, work together in team in community, and build His Church.”

Ps Phil Pringle