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step  
**ONE**



WHO WE ARE

# step **ONE**

**"I HAVE COME THAT THEY MAY HAVE LIFE AND HAVE IT TO THE FULLEST"**

*JOHN 10:10*

## **WELCOME TO FIRST STEPS!**

We're glad you've chosen to find out more about HPAC! Today is the basic introduction to what we value as a church family. Since we have members from many different church backgrounds, today is designed to clearly explain who we are and what we value.

FIRST STEPS guides you to discover your purpose and live the life God created for you. FIRST STEPS is made up of four steps that equip you to follow Jesus, connect to the church, discover your purpose, and serve others.

### **stepONE – WHO WE ARE**

Today, you'll hear all about our story and find out what we're all about. At the end, you'll get a chance to become a member of this amazing family!

### **stepTWO – GOD'S GREATEST GIFT FOR YOU**

Discover God's greatest gift for you, and all of mankind, by learning what the Scriptures teach about the Plan of Salvation. **All** of us are sinners, in need of God's saving grace. Step Two helps you understand the essential need for salvation and will lead you to accepting God's Plan of Salvation for your life.



### ***stepTHREE – WHY YOU’LL LOVE IT HERE***

Explore the ministry focus of HPAC and find out what makes us unique. We use Step Three to answer some important questions that you’re probably already asking!

### ***stepFOUR – BEGIN SERVING***

We want to get you connected to a team as quickly as possible...because there’s nothing as fulfilling as making a difference in someone else’s life! Take the opportunities available at HPAC to live out your purpose and serve others by using your gifts.



## **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*

## **OUR STORY**

Bishop Lupe Arroyo and his late wife, Arlene, had a heart for the city of Redlands and obeyed God's call to start a church on June 11, 1986. After 28 years of working together and building a beautiful church, Bishop Arroyo retired from pastoring and turned over the pastorate to his son, Tim R. Arroyo. In 2014, Pastor Tim and his wife Janelle, became the Pastors of HPAC and together they have continued to build our beautiful church.

HPAC is an Apostolic-Pentecostal church located in the heart of Redlands, CA. We are a multigenerational and multicultural church that welcomes everyone who comes through our doors. Our church's focus is on serving others. We believe that by putting others first we are fulfilling the commission from Jesus Christ to reach our world, which is the heartbeat of God. For us, this starts in our community.

Currently, many people attend the weekend services and Small Groups together. God is at work at HPAC. We invite you to see for yourself how exciting church can be when the focus is simple and people are free to go after God with passion!

## **YOUR STORY**

Your story starts with us by embracing the Vision and Purpose of HPAC and understanding how these will help you discover and fulfill your purpose in Christ!

## **OUR VISION**

We are a distinctly apostolic, multicultural, and multigenerational church that passionately loves God and loves people.



## OUR PURPOSE

1. **CONNECT** – attend Sunday Celebration Services.
2. **GROW** – join a Small Group.
3. **SERVE** – join the Dream Team.
4. **SHARE** – invite others to Connect and Grow.

*THIS IS THE DNA of HPAC:*

CONNECT - GROW - SERVE - SHARE

The Vision is what we are aiming to become as a church – the Purpose is the roadmap we use to get there.

Within **stepONE – WHO WE ARE**, we will go deeper into the **four main components** of our Purpose as a church to help you begin to take your first steps in your new journey.

### **CONNECT: Attend Sunday Celebration Services**

Our love for God and each other is not confined to any one day of the week, but we express it publicly by connecting on Sundays as a family of believers! We set aside Sunday to emphasize our love for God and our desire for connection through our worship experience together.

At Sunday Celebration Services we:

1. **WORSHIP** – We “praise God in the sanctuary.” (Psalm 150:1)
2. **CONNECT** – with the Body of Christ. Scripture says that only iron can sharpen iron (Proverbs 27:17). So, when we connect with one another, we grow stronger.



3. **HEAR** – the spoken Word of God. Faith comes by hearing, hearing by the word of God (Romans 10:17).

4. **PRAY** – together. It is important to pray in private, but there is something powerful that happens when we pray together. In the Book of Acts, when a group of believers connected and gathered together in unity to pray, the place was transformed by their prayers.

## **GROW: Join a Small Group**

There are two things we need as believers: first, we need to sense that we are a part of something bigger than ourselves; second, we need to sense that we are impacting others in close relationships.

HPAC Small Groups focuses on spiritual growth as we meet together, in each other's homes, weekly to build meaningful relationships together and study God's Word. The focus of Small Groups is spiritual growth through evangelism, building community, and multiplication of groups.

We believe life change happens in the context of relationships. Meaningful relationships can be hard to find, and Small Groups exist to make life-changing relationships relevant and accessible to our church members. We do not want to be just a friendly church – we want to have friends at church.

HPAC is a church *of* Small Groups – not a church with Small Groups. In other words, Small Groups is not just another ministry in the church. It makes up who we are as a church. Mostly everything we do as a church, flows through Small Groups.

We base our Small Group model on the early church, as described in the Bible in the Book of Acts. In Acts, you can read about the tremendous growth of the first church in Jerusalem, where small group meetings, in homes, helped lay the foundation.

“Day after day, in the temple courts and from house to house, they never stopped teaching and proclaiming the good news that Jesus is the Messiah” – **Acts 5:42**.



"I kept back nothing that was helpful, but proclaimed it to you, and taught you publicly and from house to house." – **Acts 20:20**.

## Reasons Small Groups Are Important

Small Groups provide opportunities for:

1. Bible Study: I need people to help strengthen the Word of God in my life.
2. Fellowship: I need people who know the real me.
3. Prayer: I need people who pray for me personally.
4. Support: I need people who will protect me.
5. Outreach: I need people with whom I can share my story.

"So now I am giving you a new commandment: Love each other. Just as I have loved you, you should love each other. Your love for one another will prove to the world that you are my disciples." – **John 13:34-35**

## HOW SMALL GROUPS WORK

Our small groups meet once a week in multiple cities and provide a place for you to connect, grow, and discuss the issues and challenges of life.

Regardless of your age, interest, or location, we are sure there is a group for you. Small groups are also where we pray for one another, care for one another, and connect with one another! If you have not already joined a small group and would like to join, simply visit our website and check out the online directory of groups, or download our church app (for Apple and Android devices) and visit our Small Groups page. We would love to get to know you and connect with you.

There are three things you should know about Small Groups:

1. Our Small Groups focus on many different areas of our lives that we need help with.

We strive for our Small Groups to be a **safe and open** place where we can share and learn together without feeling judgement or rejection. We examine and view everything through the lens of God's Word and try to find the best way to



apply it to our lives. Small Group Leaders use their gifts and passions to create a group that allows others to join with them in serving God. Whatever your age, interests, or location, there is a group that is just right for you!

## 2. We have three cycles every year.

Small Groups operate in cycles that start and stop three times a year – each cycle being twelve weeks long. When you pick and join a Small Group, you should stick with that group for the duration of the cycle.

## 3. You can contribute to the growth of your group.

We believe that everyone has areas of strength and gifting that could benefit others. You can ask to be an assistant in the group and help with weekly tasks. You can offer to host the group at your home. You can contribute financially to the church to help purchase supplies and curriculums for your group. Most importantly, you can help your group grow by bringing friends to the group.

## **SERVE:** Join the Dream Team

The phrase “one another” is found 59 times in the 27 books of the New Testament. Jesus wants us to know the responsibility we have one to another: that we should care for one another—serve one another.

How do I do this?

The Dream Team is both the method and opportunity for every member of HPAC to fulfill the biblical mandate for every disciple of Christ to love and serve others. It is our desire to see **every member** of HPAC serving on the Dream Team.

Collectively, as the Dream Team, all of the Dream Team Ministries work together through acts of service and a spirit of hospitality to tear down the walls that guests naturally have up when they visit a new church.



As you become more connected with our church, we want to see you begin to serve and develop your gifts. You can join any of the following ministries right away, after completing the First Steps course:

- The Agape Café
- The Altar Working Ministry
- HPAC Worship Ministry
- Kingdom Kidz Ministry (Ages 4-9)
- Little Lambs Ministry (Infants to Toddler Nursery)
- The Ministry of Defense (Church Safety Ministry)
- Multimedia Ministry
- The Welcome Team

To learn more about the Dream Team visit our website or download our church app and find out all of the exciting ways you can serve and be a part of changing someone's life!

## **SHARE: Invite others to Connect and Grow**

After His triumphant resurrection, Jesus spent a few more weeks with His disciples giving them their final preparation to continue His ministry and to fulfill His vision. Before He departed Jesus told His disciples, "I have been given all authority in heaven and earth. Now, go and make disciples of all nations baptizing them in my name." – **Matthew 28:18-19.**

This direction from Jesus, known as The Great Commission, was not just for His initial disciples only, but it extends to all of His disciples throughout every generation and era – this includes **you** and **I**. When God saves us, His ultimate purpose for our lives is that we share the Gospel with others!

How do we do this?

We invite our friends to Connect, by bringing them to our Sunday Celebration Services. And we invite them to Grow, by bringing them to our Small Groups.



This is the DNA of HPAC. This is the four-part spiritual journey of every believer. Allow us to welcome you to a journey to find the best “you” that you can be. Welcome to the HPAC family!

## *tellme***MORE**

### HPAC MEMBERSHIP COVENANT

Being in agreement with the values and ideas presented in First Steps, I now feel led by the Holy Spirit to unite with the HPAC family. In doing so, I commit myself to God and to the other members to do the following:

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

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

“So then, let us aim for harmony in the church and try to build each other up.” – **Romans 14:19**

“May God, who gives this patience and encouragement, help you live in complete harmony with each other, as is fitting for followers of Christ Jesus.” – **Romans 15:5**

“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.
- Inviting the unchurched to attend.



- Warmly welcoming those who visit.

“To the church...we give thanks to God always for you all, making mention of you in our prayers.” – **1 Thessalonians 1:1-2**

“Go out into the highways...and compel them to come in, that my house may be filled.” – **Luke 14:23**

“Therefore receive one another, just as Christ also received us to the glory of God.” – **Romans 15:7**

### 3. I will fulfill the purpose of my church by:

- Discovering my gifts and talents.
- Being equipped to serve with my church leaders.
- Developing a servant’s heart.
- Reaching out to others.

“As each one has received a gift, minister to one another, as good stewards of the manifold grace of God.” – **1 Peter 4:10**

“He gave...some to be pastors and teachers for the equipping of the saints for the work of ministry.” – **Ephesians 4:11-12**

“Each of you should look not only to your own interests, but also to the interests of others. Your attitude should be the same as that of Christ Jesus...by taking on the very nature of a servant.” – **Philippians 2:4-5, 7**

### 4. I will support the testimony of my church by:

- Attending church and small groups faithfully.
- Living a godly life.
- Giving my tithes and offerings regularly. *See Appendix 3.*

“And they continued steadfastly in the apostles’ doctrine and fellowship, in the breaking of bread, and in prayers.” – **Acts 2:42**



“Not forsaking the assembling of ourselves together...exhorting one another.” – **Hebrews 10:25**

“Let your conduct be worthy of the Gospel of Christ.” – **Philippians 1:27**

“On the first day of the week let each one of you lay something aside, storing up as he may prosper.” – **1 Corinthians 16:2**

“A tithe of all the land is the Lord’s, and it is holy.” – **Leviticus 27:30**

## *tellme***MORE**

### SEVEN WAYS THE FIRST CHURCH REVEALED THEIR LOVE FOR GOD

1. They Experienced the new birth.

> “Unless one is born of water and the Spirit, he cannot enter the kingdom of God” – **John 3:5**

2. They shared the Gospel of Jesus Christ. The Kingdom of God has come, and through Jesus’ death on the cross and resurrection, we can be restored to relationship with Him!

> “Repent and let every one of you be baptized in the name of Jesus Christ for the remission of sins; and you shall receive the gift of the Holy Spirit” – **Acts 2:38**.

3. They anticipated the soon coming of Jesus Christ:

> “Our citizenship is in heaven, from which we also eagerly wait for the Savior, the Lord Jesus Christ, who will transform our lowly body that it may be conformed to His glorious body, according to the working by which He is able even to subdue all things to Himself” – **Philippians 3:20-21**.



4. They lived differently than unbelievers.

- > “Now may the God of peace Himself sanctify you completely; and may your whole spirit, soul, and body be preserved blameless at the coming of our Lord Jesus Christ.” – **1 Thessalonians 5:23.**

5. They believed Jesus is God.

- > “Without controversy great is the mystery of godliness: God was manifested in the flesh, justified in the Spirit, seen by angels, preached among the Gentiles, believed on in the world, received up in glory” – **1 Timothy 3:16.**

6. They gathered in small groups during the week in houses.

- > “I did not shrink back from declaring anything that was helpful to you as I taught you publicly and from house to house” – **Acts 20:20.**

7. They gathered together for worship.

- > “On the first day of every week each one of you is to put aside and save, as he may prosper, so that no collections be made when I come” – **1 Corinthians 16:2, Acts 20:7.**









**step**  
**TWO**

## GOD'S GREATEST GIFT FOR YOU

# step **TWO**

"FOR THE SON OF MAN CAME TO SEEK AND TO SAVE THE LOST"

LUKE 19:10

### THE PLAN OF SALVATION

"Jesus answered him, "Truly, truly, I say to you, unless one is born again he cannot see the kingdom of God." Nicodemus said to him, "How can a man be born when he is old? Can he enter a second time into his mother's womb and be born?" Jesus answered, "Truly, truly, I say to you, unless one is born of water and the Spirit, he cannot enter the kingdom of God." – **John 3:3-5**

If a person wants to be saved from their sins and become a member of the New Testament church, they must obey the original biblical Plan of Salvation by being Born Again, as stated in John 3:5.

Acts 2:38 shows how a person is Born Again, which consists of three simple steps:

1. Repentance.
2. Water baptism in the name of Jesus Christ for the remission of sins.
3. Receiving the gift of the Holy Ghost with the initial evidence of speaking in other tongues.

### *THE PLAN of SALVATION*

REPENT – BE BAPTIZED – RECEIVE THE HOLY GHOST



## REPENTANCE

Sincere, heartfelt repentance is the First Step in the Plan of Salvation. In Acts 2:38, the apostle Peter “said”, or *commanded*, them to repent and be baptized. In other words, God **demands** repentance.

- > “Unless you repent, you will likewise perish.” – **Luke 13:3**
- > “The times of ignorance God overlooked, but now he commands all people everywhere to repent.” – **Acts 17:30**

So, what is repentance? Repentance is turning away from all sin.

- > “Whoever conceals his sins will not prosper, but he who confesses and forsakes them will obtain mercy.” – **Proverbs 28:13**

## WATER BAPTISM IN THE NAME OF JESUS

You must understand that water baptism is not optional; it is essential to New Testament salvation.

- > “Unless one is born of **WATER** and the Spirit, he cannot enter the kingdom of God” – **John 3:5**
- > “He that believes and is baptized shall be saved...” – **Mark 16:16**

Because we have faith and believe in Christ, we must demonstrate our faith in Christ. Water baptism demonstrates that I really am a believer.

- > “Many of the people who heard Him believed and were baptized.” – **Acts 18:8**

What is the purpose of water baptism? The apostle Peter preached that water baptism is for the **remission of sins**.

- > “... and be baptized ever one of you in the name of Jesus Christ for the *remission of sins*...” – **Acts 2:38**



You've probably heard of different types of methods of baptisms before. We believe that water baptism is by total submersion under the water. The Greek word for "baptize" means to "immerse or dip under water completely."

- > "As soon as Jesus was baptized, He went up out of the water." – **Matthew 3:16**
- > "Then both Phillip and the man went down into the water and Phillip baptized him. When they came up out of the water..." – **Acts 8:38-39**

The Scriptures teach us that water baptism **must** be done in the **name of Jesus Christ**.

- > "Neither is there salvation in any other; for there is none other name under heaven given among men, whereby we must be saved." – **Acts 4:12**

The formula given to us for baptism in Matthew 28:19 (The Great Commission) still signifies using the name of Jesus because in that verse, Jesus commanded us to be baptized in:

- > "The name of the Father..." – *which is Jesus* – because Jesus said, "I have come in my father's name..." - **John 5:43**
- > "...The name of the Son..." – *which is Jesus* – because the angel of the Lord told Mary, the mother of the Son of God, "You shall call His name *Jesus*..." - **Luke 1:31**
- > "...The name of the Holy Ghost..." – *which is Jesus* – because Jesus told His disciples, "But the comforter, which is the Holy Ghost whom the Father will send in my name..." - **John 14:28**



This powerful revelation of the name of Jesus was taught to the disciples of Jesus Christ, who ultimately taught it to the New Testament Church. When they baptized new Christians, they always baptized using the name of Jesus. The apostle Paul even re-baptized some of John's disciples because they were not baptized correctly!

- > See [tellmeMORE](#) for more scriptural references.

## THE GIFT OF THE HOLY GHOST

What is the "Holy Ghost", also commonly called, the "Holy Spirit?" Most simply stated, the Holy Ghost is God's promise of His Spirit to be within us every day of our lives.

The Holy Ghost is also essential to New Testament salvation.

- > "Unless one is born of water and the **SPIRIT**, he cannot enter the kingdom of God" – **John 3:5**

The Holy Ghost is a **promise** and **gift** from God for everyone who is saved from their sins.

- > "...and you **will** receive the gift of the Holy Spirit. For the **promise** is for you and for your children and for all who are far off, everyone whom the Lord our God calls to Himself." – **Acts 2:38-39**

How do you know when you have received the Holy Ghost, God's Spirit in your heart? The Scriptures teach that speaking in tongues is the **initial evidence** that someone receives when they are filled with the Holy Ghost.

- > "And they were all filled with the Holy Ghost and began to speak with other tongues as the Spirit gave them utterance." – **Acts 2:4**
  
- > "And these signs shall follow them that believe... they shall speak with new tongues." – **Mark 16:17**



When you receive the gift of the Holy Ghost it gives you the power to become sons and daughters of the family of God. In other words, through the power of God's Spirit, we are adopted and united as the children of Christ.

- > "But to all who did receive Him, who believed in His name, He gave the right to become the children of God" – **John 1:12**
  
- > "You will receive power when the Holy Ghost is come upon you..." – **Acts 1:8**

Living in the power of the Holy Ghost is so important in the life of every believer because the Holy Ghost teaches us, guides us, and shows us how we should live.

- > "But the comforter, which is the Holy Ghost... he shall teach you all things, and bring to your remembrance, whatsoever I have said unto you." – **John 14:26**
  
- > "The Spirit of truth, is come, and he will guide you into all truth..." – **John 16:13**

In order to follow the Plan of Salvation and live free from sin, we must allow the Holy Spirit to guide us every day. By allowing our sinful desires and nature to die and be buried in baptism, the Holy Ghost imparts **resurrection power**, which helps us live in **new life**.

- > "But if the Spirit of him that raised up Jesus from the dead dwell in you, he that raised up Christ from the dead shall also quicken your mortal bodies by His Spirit that dwelleth in you." – **Romans 8:11**

As we have seen, the Plan of Salvation, according to the gospel, is the death, burial, and resurrection of Jesus Christ. In order to obey the gospel fully, we must die to sin through repentance, be buried with Christ in water baptism, and then rise to walk in "newness of life", and we must be filled with the Holy Ghost by initial evidence of speaking in other tongues. This is the full experience of New Testament salvation.



As you continue to develop your relationship with Christ and begin taking your First Steps at HPAC, we want to invite you to be baptized in Jesus Name, as you have been taught today. We also want to pray with you that God will fill you with His Spirit. If you would like to partake of these beautiful promises – God’s greatest gifts for you – let us know and we’d be happy to help guide you through the Plan of Salvation!

> See [tellmeMORE](#) for more scriptural references.

## *tellme***MORE**

### WHAT IS THE GREAT COMMISSION?

“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.” – **Matthew 28:19**

### EXAMPLES OF BAPTISM IN JESUS NAME IN SCRIPTURE

“And Peter said to them, “Repent and be baptized every one of you in the name of Jesus Christ for the forgiveness of your sins, and you will receive the gift of the Holy Spirit.” – **Acts 2:38**

“For he had not yet fallen on any of them, but they had only been baptized in the name of the Lord Jesus.” – **Acts 8:16**

“And he commanded them to be baptized in the name of Jesus Christ. Then they asked him to remain for some days.” – **Acts 10:48**

“And Paul said, “John baptized with the baptism of repentance, telling the people to believe in the one who was to come after him, that is, Jesus. On hearing this, they were baptized in the name of the Lord Jesus.” – **Acts 19:4-5**



## THE GOSPEL – THE LIFE, DEATH AND RESURRECTION OF JESUS CHRIST

“Now I would remind you, brothers, of the gospel I preached to you, which you received, in which you stand, and by which you are being saved, if you hold fast to the word I preached to you—unless you believed in vain. For I delivered to you as of first importance what I also received: that Christ died for our sins in accordance with the Scriptures, that he was buried, that he was raised on the third day in accordance with the Scriptures.” – **1 Corinthians 15:1-4**

“We were buried therefore with him by baptism into death, in order that, just as Christ was raised from the dead by the glory of the Father, we too might walk in newness of life.” – **Romans 6:4**









**step**  
**THREE**



WHY YOU'LL LOVE IT HERE

# step **THREE**

**"WHERE TWO OR THREE GATHER IN MY NAME I AM THERE WITH THEM"**

*MATTHEW 18:20*

## OUR HOPE FOR YOU

The purpose of today is to get into the details of what makes us different from other churches. God has given this church a unique vision, and we want to show you how you can be a part of that. We want to share with you our focus as a church, what we value, and a few principles that will help us step fearlessly into the purpose that God has for our lives.

"Let there be real harmony among you so there won't be any splits in the church. I plead with you to be of one mind, united in thought and purpose." – **1 Corinthians 1:10**

## THE SEVEN DIFFERENCES:

### 1. WE ARE A SPIRIT-FILLED CHURCH.

"And if the Spirit of him who raised Jesus from the dead is living in you, he who raised Christ from the dead will also give life to your mortal bodies because of his Spirit who lives in you." – **Romans 8:11**

"The grace of the Lord Jesus Christ, and the love of God, and the fellowship of the Holy Spirit be with you all." – **2 Corinthians 13:14**



## WHAT IS THE HOLY SPIRIT?

In *stepTWO – GOD'S GREATEST GIFT FOR YOU* we learned what the Holy Spirit is and how it is essential to our salvation. However, as we continue to our daily new life in Christ, after we are Born Again, the Holy Spirit continues to work in us. As a church of Spirit-filled believers, we allow the Holy Spirit to be at liberty in the church.

Here is a little bit more information on the significance of the Holy Spirit in our lives as believers.

- > **Hebrew Definition: *Ruwach*** – a wind, breath, a violent exhalation, blast of breath.
- > “The earth was without form, and void; and darkness was on the face of the deep. And the Spirit of God (*Ruwach*) was hovering over the face of the waters.” – **Genesis 1:2**
- > **Greek Definition: *Pneuma*** – a current of air, blast of breath, a strong breeze.
- > “It is the Spirit who gives life; the flesh counts for nothing. The words that I speak to you are spirit (*Pneuma*), and they are life.” – **John 6:63**

### 1. The Holy Spirit is our **HELPER**.

- > “And I will pray the Father, and He will give you another Helper, that He may abide with you forever.” – **John 14:16**

### 2. The Holy Spirit is our **TEACHER**.

- > “But the Helper, the Holy Spirit, whom the Father will send in My name, He will teach you all things, and bring to your remembrance all things that I said to you.” – **John 14:26**

## AT HPAC WE:

- Embrace the supernatural.
- Believe supernatural things are possible (miracles, divine healings, etc.)

The supernatural is made possible because we are a Spirit-filled church.



## 2. WE ARE A BIBLE-BASED CHURCH.

“The whole Bible was given to us by inspiration from God and is useful to teach us what is true and to make us realize what is wrong in our lives; it straightens us out and helps us do what is right. It is God’s way of making us well prepared at every point, fully equipped to do good to everyone.” – **2 Timothy 3:16-17**

We believe that the Holy Bible, and *only* the Bible, is the **authoritative Word of God**. It alone is the final authority in determining all doctrinal truths. In its original writing, it is inspired, infallible, and inerrant. A vibrant relationship with God is sustained through Bible study and prayer.

1. We **ACCEPT** that God’s Word is our highest authority.
2. We **RECEIVE** God’s Word with an open heart.
3. We **RESPOND** to God’s Word with obedience.

“The earth is filled with your love, Lord; teach me your decrees.” – **Psalm 119:64**

“Do not merely listen to the word, and so deceive yourselves. Do what it says.” – **James 1:22**

## 3. WE ARE AN OTHERS-FOCUSED CHURCH.

“For the Son of Man came to see and save the lost.” – **Luke 19:10**

It’s been said that the only institution that exists for the benefit of its non-members is the church. We embrace that completely! Everything we do at HPAC is geared towards **OTHERS**. It is our mission to be a church for everyone – no matter your race, your ethnicity, your culture, your societal class, your background, or your story – we are a church that exists for **OTHERS**.

You’ll hear it said often at HPAC, “We are not just a friendly church, but we are a church where you can have friends at church.”



Whether it is a Sunday Celebration Service where our Dream Team works together to create an amazing guest experience, or it is in the middle of the week at our Small Group meetings where we do life together, HPAC's mission is to love God and love people. To be a church for **OTHERS**. This is our culture – it is part of our DNA.

- > "A new commandment I give to you, that you love one another: just as I have loved you, you also are to love one another." – **John 13:34**
- > "Beloved, let us love one another, for love is from God, and whoever loves has been born of God and knows God. Anyone who does not love does not know God, because God is love." – **1 John 4:7-8**

#### **4. WE ARE A VISION & PURPOSE-DRIVEN CHURCH.**

Our **VISION** at HPAC is to be a distinctly apostolic, multicultural, and multigenerational church that passionately loves God and loves people.

We fulfill our **VISION** through our **PURPOSE** by focusing on these four areas, taught previously in *stepONE – WHO WE ARE*.

- > **CONNECT.** Attend Sunday Celebration Services.
- > **GROW.** Join a Small Group.
- > **SERVE.** Join the Dream Team.
- > **SHARE.** Invite others to Connect & Grow.

This is the DNA of HPAC. This is the **VISION** and **PURPOSE** of every member of HPAC.

#### **5. WE ARE A GIVING CHURCH.**

"For God so loved the world that He *gave* His only begotten Son, that whoever believes in Him should not perish but have everlasting life." – **John 3:16**

The Gospel is the ultimate demonstration of God's generous nature towards mankind. The Bible consistently teaches that God blesses us so that we may bless others.



## THREE AREAS OF GIVING:

### 1. Give of our **TIME**.

- > "See then that you walk circumspectly, not as fools but as wise, redeeming the time, because the days are evil." – **Ephesians 5:15-16**

### 2. Give of our **TALENT**.

- > "A spiritual gift is given to each of us so we can help each other." – **1 Corinthians 12:7**

### 3. Give of our **TREASURE**.

- > "If your gift is giving, then give generously." – **Romans 12:8**

## WHY DO WE GIVE OF OUR TIME, TALENT AND TREASURE?

When we give, we apply our faith to blessings, and we align our hearts with the heart of Christ. Without giving, we cannot fulfill the mission of the church. Jesus gave His Church a mandate to reach the world around them in three areas:

- > "You shall be witnesses to me in Jerusalem, and in all Judea and Samaria, and to the ends of the earth." – **Acts 1:8**

### 1. "In Jerusalem" – **OUR CITY**

- > "Pure and undefiled religion before God and the Father is this: to visit orphans and widows in their trouble." – **James 1:27**
- > We believe God has called us to reach our city of Redlands, and our surrounding communities. We do this by engaging with our community in community outreach events as well as hosting Small Groups within our community.



## 2. "In Judea and Samaria" – OUR NATION

- > "To the weak I became as weak, that I might win the weak. I have become all things to all men, that I might by all means save some." – **1 Corinthians 9:22**
- > As a local church, we are a part of a greater organization – the Apostolic Assembly of the Faith in Christ Jesus. As a member of the organization, we believe in the mission of the church to establish and build churches all over our nation. We support these efforts by giving to Missions collectively as a church.

## 3. "To the ends of the Earth" – OUR WORLD

- > "And He said to them, "Go into all the world and preach the gospel to every creature." – **Mark 16:15**
- > The Apostolic Assembly is an international organization with churches in countries all over the world. As a local church we contribute to the Global Missions of the Assembly and partner with global missionaries to see the Gospel spread worldwide.

Giving of our time, talent, and treasure at the local church impacts all of these regions. We believe that God blesses us in order for us to be a blessing. We are not a church that begs members for money or that uses finances to "make anyone rich." Instead, we collectively have faith in God for His provision, and we all give together to see the mission of the church accomplished. We are blessed as a church, because we give as a church.

## 6. WE ARE A JOYFUL CHURCH.

"Serve the Lord with gladness." – **Psalm 100:2**

When you come to HPAC, you will be greeted with a friendly smile. That is a guarantee! Not because we are a "perfect church" with perfect people – but because we are genuinely happy to be at church! We find joy in the presence of God Almighty and in the fellowship of our church family. You will too!



How do we accomplish this? What is the secret?

- > Every member is here to love and serve others.
- > Every task we do is important.
- > Every member is great at doing something – we all have a purpose.
- > Every member is encouraged to live a Spirit-filled life. The Holy Spirit brings us joy.

“But the fruit of the Spirit is love, *joy*, peace, patience, kindness, goodness, faithfulness...” – **Galatians 5:22**

“I was glad when they said to me, let us go to the house of the Lord!” – **Psalm 122:1**

“Behold, how good and pleasant it is when brothers dwell in unity!” – **Psalm 133:1**

## **7. WE ARE A CHURCH OF HONOR.**

“Be devoted to one another in love. Honor one another above yourselves.” – **Romans 12:10**

At HPAC **no one is insignificant**. We do not value certain people over others – we do not have favorites at church. Everyone is equally bought with the blood of Christ and has a right to be loved and to be part of the Body of Christ. We make it a goal to show honor to one another – to celebrate the wins together!

How do we do this?

- > We **CELEBRATE** one another.
- > We **VALUE** one another.
- > We are **ACCOUNTABLE** to one another.

“Let love be genuine. Abhor what is evil; hold fast to what is good. Love one another with brotherly affection. Outdo one another in showing honor.” – **Romans 12:9-10**



“Honor everyone. Love the brotherhood. Fear God...” – 1 Peter 2:7

“Do nothing from rivalry or conceit, but in humility count others more significant than yourselves.” – Philippians 2:3









**step**  
**FOUR**



BEGIN SERVING

# step**FOUR**

“FOR WE ARE GOD’S WORKMANSHIP CREATED IN CHRIST JESUS FOR  
GOOD WORKS.”

MATTHEW 18:20

## OUR HOPE FOR YOU

Today at *stepFOUR* our hope is to provide you with clear “next steps” to get you connected to HPAC and to help you step into your purpose.

## THE DREAM TEAM

We were created with a purpose, and that purpose is to make a difference in someone else’s life. The best way for you to do that is by stepping into a fulfilling place where you can make a difference. God has a place for you where your unique abilities and passions can touch the lives of others. At HPAC, the Dream Team is the community where that happens.

## VISION OF THE DREAM TEAM

The Dream Team helps us fulfill both the **VISION** of the church – to love God and love others – as well as fulfill our **PURPOSE** to serve others.

When we love God, we demonstrate our love for Him through our acts of worship. Serving in His Kingdom is an act of worship. When we love others, we demonstrate our love for them by showing them that we love them like Christ loves them – we give of ourselves by serving them.

The Dream Team is both the method and opportunity for every member of HPAC to fulfill the biblical mandate for every disciple of Christ to love and serve others.



Collectively, as the Dream Team, all of the Dream Team Ministries work together every Sunday to fulfill three main objectives:

- > **SERVE** guests
- > **PREPARE** guests
- > **CREATE** serving opportunities

### **SERVE GUESTS**

The Dream Team works to make our guests' experience at HPAC the most incredible experience they have ever had in church. From the parking lot to the sanctuary, every member of the Dream Team displays an incredible level of service that is accomplished through a warm and welcoming spirit of hospitality. Every guest should be made to feel welcomed and comfortable for the entire duration of their visit to HPAC.

### **PREPARE GUESTS**

Through acts of service and a spirit of hospitality, each Dream Team member works to tear down the walls that guests naturally have up when they visit a new church.

The church is a spiritual hospital – it cares for and attends to the spiritual needs of people who are looking for hope through Jesus Christ. Naturally, when someone visits a new church they are not comfortable because they have predispositions about the church, they've had previous bad church experiences, or they just do not know what to expect.

The Dream Team works together to help prepare guests to be ready to have a stress-free worship experience and receive the Word of God, and ultimately salvation. With every guest who visits HPAC, it must be seen that we only have this one opportunity to help them meet Jesus today. Every act of service helps spiritually prepare guests to be open to that experience with Jesus.



## CREATE SERVING OPPORTUNITIES

The Dream Team is the method and opportunity for every member of HPAC to be able to serve in the church. We want every member of HPAC, who has completed First Steps, to serve on the Dream Team. There should not be any church members who are not a part of the Dream Team.

## DREAM TEAM SUMMARY

- > The Dream Team Ministries serve on Sunday Celebration services and special occasions, as needed.
- > Each Dream Team Ministry is led by a Director.
- > All Dream Team Directors lead their teams under the direction of the Dream Team Coordinator.
- > At the start of each year, there will be a general Dream Team training. Additional trainings will be scheduled throughout the year as needed.
- > We encourage each member of HPAC to sign up for **at least 1** ministry position.

See *tellme**MORE*** for specific ministry positions.

As a member of the Dream Team, we embrace the following values in order to serve in a way that brings honor to God and one another!

### 1. WE VALUE CONNECTION.

We prioritize connecting with new people. We are ALL greeters! People matter to God, so they matter to us.

“Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves, not looking to your own interests but each of you to the interests of the others.” – **Philippians 2:3-4**



## 2. WE VALUE **RELATIONSHIPS**.

We do life together. We build relationships with our team! Real Life change happens and real leaders are developed when we take a step towards intentional relationships.

“I thank my God every time I remember you. In all my prayers for all of you, I always pray with joy because of your partnership in the gospel from the first day until now.” – **Philippians 1:3-5**

## 3. WE VALUE **HONOR**.

We are a people of purpose, working together *on purpose*. Because of this, we make deliberate decisions to empower one another and honor one another. We don't elevate ourselves above any other member of our team.

“He is the one we proclaim, admonishing and teaching everyone with all wisdom, so that we may present everyone fully mature in Christ.” – **Colossians 1:28**

## 4. WE VALUE **CELEBRATION**.

At HPAC, we believe in celebrating the wins! There is nothing more powerful than a life changed by Christ. We get to be a part of that every week!

“In the same way, I tell you, there is rejoicing in the presence of the angels of God over one sinner who repents.” – **Philippians 4:8-9, 13**



## TO BEGIN SERVING ON THE DREAM TEAM

1. Visit our website – [www.hpachurch.com](http://www.hpachurch.com) – and complete the online application.
2. Once you are approved to serve on a team, you'll be contacted by the Director and be given an orientation to the team.
3. After your orientation, you'll be added to the Dream Team Schedule in the coming month.
4. Begin serving!

## *tellme***MORE**

### DREAM MINISTRIES & SERVING POSITIONS

**THE AGAPE CAFÉ** – The Agape Cafe is our local church cafe that is open on Sunday's before church and after church. This ministry plays a vital role in serving guests during the Dream Team experience.

- > **Server** - The Server position helps prepare and serve meals during PM café times (after church).
- > **Cashier** - The Cashier position runs the cashier exchange during PM café times (after church).
- > **Morning Hospitality Team** - This team sets up and serves the free coffee and water stations made available for guests and members before church.



**THE ALTAR WORKING TEAM** - The Altar Working Team are those that make themselves available to pray with guests and members alike during our altar calls, before or after the sermon.

- > **Prayer Partner** - The Prayer Partner focuses on praying with guests and church members during altar calls at each service. They also pray and intercede for guests 30 minutes before service.

**HPAC WORSHIP MINISTRY** - HPAC Worship Ministry is our church music ministry. They prepare songs to sing for every service and work together to create an atmosphere of free worship unto God before every sermon.

- > **Frontline** - The Frontline is an auditioned vocalist position. In order to be approved for this you must be willing to have a vocal audition and sing well, complete both First & Next Steps courses, and agree to and sign a Ministry Commitment Form.
- > **Audio Technician** - The Audio Technician works on teams of 2 to set up, monitor, and adjust all audio equipment for the services. Technical training is provided.

**KINGDOM KIDZ MINISTRY** - The Kingdom Kidz Ministry is our children's ministry for kids ages 4 to 9 years old. They have an amazing classroom and Sunday service experience.

- > **Teacher Assistant** - The Teacher Assistant serves on a 3–4 person team and assists in facilitating and teaching the weekly Kingdom Kidz class.

**LITTLE LAMBS MINISTRY** - The Little Lambs Nursery is our children's ministry for infants to the age of 3. This also serves as a cry room and nursing area for new mothers.

- > **Childcare Attendant** - The Childcare Attendant serves on a 2-3 person team to care for our infants to toddler-aged children, as well as new mothers, during services.



**THE MINISTRY OF DEFENSE** - The M.O.D. is our church safety ministry that works together to maintain situational awareness and keep our church safe during all church activities. This includes taking pre-cautions and preventative measures as well as being ready to respond to any type of natural disaster or medical emergency.

- > **Security** - \*You must be 18-years-old to be approved for this ministry. With professional training provided, the security team works to maintain physical order during times of gathering and to prevent any potential threats from manifesting.

**THE MULTIMEDIA MINISTRY** - The Multimedia Ministry is responsible for all aspects of visual media and production during our Sunday Celebration Services.

- > **Computer Operator** - The Computer Operator works with the entire production team to run the computer system that controls the media display on the screens. Training is provided for new operators.
- > **Streaming Operator** - The Streaming Operator assists with setting up, monitoring and operating the switcher during the service for the online streaming platform. Training is provided for new operators.
- > **Camera Operator** - The Camera Operator assists with the weekly streaming production by operating one, or more, of the cameras used during the service. Training is provided for new operators.

**THE WELCOME TEAM** - The Welcome Team is the frontline of our church guest experience. They work together every service to make every guest of HPAC feel comfortable and welcomed.

- > **Parking Lot Attendant** - The Parking Lot Attendant serves on a team of 2 to reserve guest parking before services and helps park guests, as well as direct incoming and outgoing traffic.
- > **Greeter** - The Greeter serves as the frontline of our Welcome Team by standing near the entrance of the church and warmly welcoming guests into the church.



- > **Usher** - The Usher serves in the sanctuary to welcome guests and also collects the monies received during times of giving.
- > **Guest Services Representative** - The GSR makes themselves available to guests to serve their needs. They make introductions, offer resources, and are a friendly face that any guest can turn to for help.









# APPENDICES

## APPENDIX 1:

### PRAYER GUIDE FOR NEW BELIEVERS

As you take your FIRST STEPS and begin your NEXT STEPS it is vital to develop a prayer life. Here is a simple guide of things you can begin to pray for.

“...Your kingdom come, your will be done, on Earth as it is in heaven...”  
Matthew 6:10

#### Pray for Our Country

- > Pray for the President and Ruling Administration
- > Pray for the Supreme Court and Influential Lawmakers
- > Pray for peace and unity in our country
- > Pray against division and hatred in our country
- > Pray for healing in our land
- > Pray that God releases revival in our country and pours out His Spirit

#### Pray for Our City & Communities

- > Pray for our Mayor and City Officials
- > Pray for our First Responders (Police, Fireman, and Emergency Medical Services)
- > Pray for our Hospitals and Medical Professionals
- > Pray for our public and private schools
- > Pray for your neighborhood
- > Pray for your neighbors and friends

#### Pray for Our Church

- > Pray for the Apostolic Assembly Organizational Leadership
- > Pray for HPAC Leaders – The Pastoral Family, Your Small Group Leaders, Your Dream Team Directors.
- > Pray for HPAC Leader Families
- > Pray for our physical location – the safety and protection of our church premises



- > Pray for God's anointing over our church and ministries
- > Pray that our church is a place of peace and harmony
- > Pray that our church experiences the revival God has for us
- > Pray for every guest who will come into our church

### Pray for Yourself and Your Family

- > Pray that God helps you develop into a mature Christian and disciple of Christ
- > Pray that God helps you overcome your shortcomings and faults
- > Pray that God protects your heart and mind against the attacks of Satan
- > Pray that God helps you to be moldable and shapeable to His image
- > Pray and ask for forgiveness of your wrongdoings
- > Pray that you may always feel the presence of the Lord
- > Pray that you may know and discern the voice of the Lord
- > Pray that God will help you discover and fulfill your purpose in His Kingdom
- > Pray for the heart of a servant
- > Pray for the desire to help others
- > Pray for God to help you become a cheerful giver of your time, talent and treasure
- > Pray for your family's salvation
- > Pray for your family's protection
- > Pray for God's blessing and favor over your loved one's lives
- > Pray that God will help you to be the witness you must be to your family
- > Pray that God will bring peace, unity and strength to your family

## APPENDIX 2:

### OUR VISION

To be a distinctly apostolic, multicultural and multigenerational church that passionately loves God and loves people.

### OUR PURPOSE

- > **CONNECT.** Attend Sunday Celebration Services.
- > **GROW.** Join a Small Group.
- > **SERVE.** Join the Dream Team.
- > **SHARE.** Invite others to Connect & Grow.



This is the DNA of HPAC. This is the VISION and PURPOSE of every member of HPAC.

## APPENDIX 3:

### QUESTIONS ABOUT TITHING

#### What is tithing?

"Tithe" means "a tenth part."

#### What is the difference between a tithe and an offering?

A "tithe" is giving the first tenth of my income.

An "offering" is anything I give in addition to my tithe.

#### Why should I tithe?

Because God commands it.

"A tenth of all you produce is the Lord's." – **Leviticus 27:30**

Because Jesus taught it.

"Yes, you should tithe, and you shouldn't leave the more important things undone either." – **Matthew 23:23**

Tithing demonstrates that God has first place in my life.

"The purpose of tithing is to teach you to always put God in first place in your lives." - **Deuteronomy 14:23**

Tithing reminds me that everything I have was given to me by God.

"Always remember that it is the Lord your God who gives you the ability to produce wealth." – **Deuteronomy 8:18**

Tithing expresses my love to the Lord.

"Each of you should bring a gift in proportion to the way the Lord your God has blessed you." – **Deuteronomy 16:17**

God says that refusing to tithe is stealing from Him.



“God says ‘Will a man rob God? Yet you are robbing me!’ But you ask, ‘How do we rob you?’ God says ‘In tithes and offerings ... Bring your whole tithe to My house.’ ” – **Malachi 3:8-10**

Tithing gives God a chance to prove He exists and wants to bless you.  
“Bring your whole tithe to My storehouse. Test me in this” says the Lord, “and see if I will not throw open the floodgates of heaven and pour out so much blessing that you won’t have room enough for it!” – **Malachi 3:10**

### What should I tithe?

The tithe should come from the first part of what I earn.  
“Honor the Lord by giving him the first part of all your income.” – **Proverbs 3:9-10**

### Where should I give my Tithe?

The tithe should be given where I worship.  
“Bring your whole tithe to My Storehouse (Temple).” – **Malachi 3:10**

### When should I Tithe?

The tithe should be given weekly (or as often as you earn income).  
“On the first day of every week, set aside some of what you have earned and give it as an offering. The amount depends on how much the Lord has helped you earn.” – **1 Corinthians 16:2**

## APPENDIX 4:

### HOW TO START AND MAINTAIN GOOD HABITS

#### Step One: Desire

You must start with a strong desire. You must be internally motivated. External motivations don’t last. If you start only half-heartedly, you will never make it to the success point.



### Step Two: Decide

Begin right now! Don't wait. Don't procrastinate. New habits take time. "One of these days" never arrives. You must have a starting point. It's easier to break a bad habit today than it will be tomorrow!

### Step Three: Declaration

Announce your intentions publicly. Make a covenant or resolution. The power of a vow is transformative. It is particularly powerful if you put your commitment in writing.

### Step Four: Determination

Never allow an exception until the new habit is securely rooted in your life. Each lapse will be fatal. A single slip unwinds many turns at first. Continuity and success at the start is essential. Never be swayed by "just this once." The act of yielding weakens the will and reinforces your lack of self-control. It takes 3 weeks to become comfortable with a new habit and it takes another 3 to 4 weeks (doing it daily) for it to become a part of your life.

### Step Five: Just Do It!

Whenever you feel the slightest urge or prompting to practice this new habit - DO IT THEN! Don't wait. Seize every opportunity to reinforce your habit. Those feelings will not last, so whenever you feel inclined to perform your new habit, do so!

### Step Six: Double Up

Get a partner who will support you and encourage you. Find someone who is willing to hold you accountable and check up on you, especially in the early days before the habit is firmly rooted in your life.

### Step Seven: Depend on God

Rely on God's power to help you establish the habit. Remember, Satan does not want you to develop habits that help you grow spiritually and make you like Christ, so he will do all he can to tempt you, cause you to slip, or discourage you. Pray!





