

MINISTRY ECOSYSTEM OVERVIEW

ONE VISION • FOUR EXPRESSIONS • ONE MISSION

Advancing the Gospel in Neighborhoods and Nations.

COLUMBUS
OHIO, USA

FUTURE NATIONS
YET TO COME

ETHIOPIA
AFRICA

INDIA
ASIA

ANTIOCH ALLIANCE
CHURCHES
ACROSS THE GLOBE

FUTURE CHURCH PLANTS
NATIONS YET TO COME



1 HOPE CITY CHURCH LOCAL CHURCH

*Encounter God.
Build Community.
Make Disciples.*

- Worship
- Discipleship
- Community
- Pastoral Care

OUTCOME:
HEALTHY DISCIPLES



3 YWAM COLUMBUS MISSIONS TRAINING & SENDING

Discover. Deepen. Deploy. Engage.

- Discipleship Training School (DTS)
- Discipleship Bible School (DBS)
- Ekballo Program
- Short Term Missions

OUTCOME:
SENT MISSIONARIES



2 ANTIOCH SCHOOL OF MINISTRY THEOLOGICAL FORMATION

*Grounded in Truth.
Equipped for Purpose.*

- Biblical Studies
- Leadership Development
- Spiritual Formation
- Practical Ministry

OUTCOME:
EQUIPPED LEADERS



4 ANTIOCH ALLIANCE CHURCH PLANTING & COLLABORATION

*Stronger Leaders.
Healthier Churches.
Greater Impact.*

- Ordination
- Church Planting
- Coaching
- Network Relationships

OUTCOME:
STRENGTHENED CHURCHES



DISCIPLE

We make disciples.



MULTIPLY

We multiply healthy churches.



EQUIP

We equip leaders.



SEND

We send missionaries.

OUR MISSION

To make disciples,
strengthen churches,
raise leaders, and
advance the Gospel in
neighborhoods and
nations.

ONE ECOSYSTEM



HEALTHY
DISCIPLES



EQUIPPED
LEADERS



SENT
MISSIONARIES



STRENGTHENED
CHURCHES

While each expression serves a unique purpose, all work together to advance one mission.



FAMILY
We do life together.



PRAYER
We seek God first.



MISSIONS
We go and send.



JUSTICE
We love our neighbors.



ROOTED IN COLUMBUS.

ADVANCING THE GOSPEL IN NEIGHBORHOODS AND NATIONS.



HOPE CITY GLOBAL LEADERSHIP STRUCTURE

DISTINCT RESPONSIBILITIES. SHARED MISSION. MUTUAL ACCOUNTABILITY.



EPISCOPAL OVERSIGHT

The Bishop provides spiritual oversight, vision, and leadership for our church.



MUTUAL ACCOUNTABILITY & SPIRITUAL OVERSIGHT



ADVISORY BOARD (ELDERS)

The Advisory Board holds the Bishop accountable and partners in discernment and governance.

The Bishop is accountable to and in partnership with the Advisory Board.

THE LEADERSHIP

The Leadership serves as one unified council expressed through three complementary functions.



ADVISORY BOARD (ELDERS)

Stewardship, Accountability & Governance

- Financial oversight & accountability
- Budget review & major decisions
- Organizational integrity & compliance
- Risk management & sustainability
- Doctrinal accountability
- Counsel to the Bishop & Executive Team

ACTS 15:6



EXECUTIVE LEADERSHIP TEAM (ELDERS)

Vision, Direction & Operations

- Implement vision & strategy
- Lead ministries & initiatives
- Organizational planning & execution
- Staff development & leadership
- Operational decision making

1 TIMOTHY 5:17



SHEPHERDING ELDERS (ELDERS)

Shepherding & Congregational Care

- Prayer & spiritual care
- Congregational support
- Biblical counsel & discipleship
- Membership care
- Pastoral visitation
- Elder ministry & oversight

1 PETER 5:1-3



ELDERSHIP

Provides spiritual leadership and governance for the church.

- ✓ Spiritual Oversight
- ✓ Governance
- ✓ Direction
- ✓ Accountability



DIACONATE

Provides ministry leadership, support, and practical service.

- ✓ Ministry Leadership
- ✓ Ministry Support
- ✓ Practical Service



THE DIACONATE (MINISTERS)

Service & Ministry Leadership

Appointed ministers who serve alongside the elders by providing leadership, support, and practical ministry across the life of the church.



WORSHIP

- Worship Arts
- Media



FORMATION

- Discipleship
- Prayer
- Youth
- Children



CARE

- Hospitality
- Connections
- Community Life



OPERATIONS

- Facilities
- Safety & Security



MISSION

- Outreach
- Missions



TOGETHER, WE FULFILL OUR MISSION

Different roles. One purpose. United by the Gospel. Our leadership and ministry teams work in unity to see lives changed, churches multiplied, and the name of Jesus lifted high.

“ So the body is not made up of one part but of many. ”

1 CORINTHIANS 12:14



BIBLICAL FOUNDATION

Rooted in Scripture. Built for His glory.

2 TIMOTHY 3:16-17



RELATIONAL LEADERSHIP

Connected. Accountable. Empowered by the Spirit.

ECCLESIASTES 4:9-10



INTEGRITY & EXCELLENCE

Leading with integrity. Committed to excellence.

PROVERBS 11:3



ETERNAL IMPACT

Reaching our city. Touching the nations.

MATTHEW 28:19-20



ONE VISION.
SHARED LEADERSHIP.
FAITHFUL STEWARDSHIP.

HOW LEADERSHIP FUNCTIONS TOGETHER



EPISCOPAL OVERSIGHT

Vision & Spiritual Leadership



ADVISORY ELDERS (ELDERS)

Governance & Accountability



EXECUTIVE ELDERS (ELDERS)

Vision, Direction & Operations



SHEPHERDING ELDERS (ELDERS)

Shepherding & Congregational Care



DIACONATE (MINISTERS)

Ministry Support & Service Leadership



MINISTRY TEAMS

Carrying Out the Mission Together

MANY FUNCTIONS. ONE MISSION.



HOPE CITY
GLOBAL

DOCTRINE COMMITTEE

OVERVIEW

Guarding Truth. Strengthening Teachers. Preserving the Faith.

OUR COMMITMENT

“

To ensure that every teaching environment within Hope City Global faithfully communicates the truth of Scripture and remains aligned with our doctrinal convictions.

”

OUR CORE FUNCTIONS



GUARD

Protect sound doctrine and biblical fidelity.



ALIGN

Promote theological consistency across every ministry.



EQUIP

Strengthen teachers, leaders, and ministry environments.



PRESERVE

Maintain doctrinal integrity for future generations.

OUR DESIRED OUTCOME



ONE FAITH

Rooted in Scripture



ONE DOCTRINE

Aligned in Belief



ONE MISSION

Focused on Christ



ONE VOICE

Consistent in Teaching

TEACHING ENVIRONMENTS SUBJECT TO REVIEW

The examples below are **representative, not exhaustive**.

Any environment in which biblical instruction, theological formation, or doctrinal teaching occurs may be subject to review by the Doctrine Committee.



SUNDAY
SERMONS



FOUNDATIONS
E COURSE



ANTIOCH
SCHOOL OF
MINISTRY



BIBLE
STUDIES



SMALL
GROUPS



YOUTH
MINISTRY



CHILDREN'S
MINISTRY



LEADERSHIP
TRAINING



CONFERENCES
& EVENTS



WRITTEN
CURRICULUM



DISCIPLESHIP
RESOURCES



MINISTRY
PUBLICATIONS



OTHER
TEACHING
ENVIRONMENTS

WHAT WE ARE NOT



- ✗ Unnecessary bureaucracy
- ✗ Micromanagement
- ✗ Restricting healthy theological discussion
- ✗ Replacing pastoral leadership

WHAT WE ARE



- ✓ A theological safeguard
- ✓ A resource for teachers
- ✓ A partner in discipleship
- ✓ A steward of doctrinal integrity



The examples above are **representative, not exhaustive**. Any environment in which biblical instruction, theological formation, or doctrinal teaching occurs may be subject to review by the Doctrine Committee.



Teaching the *Truth*. Preserving the *Faith*. Equipping the *Saints*.

2 TIMOTHY 2:15 | HOLD FAST TO THE WORD OF TRUTH.

DOCTRINE REVIEW PROCESS

ENSURING BIBLICAL FAITHFULNESS. PROMOTING THEOLOGICAL UNITY. EQUIPPING THE CHURCH.

“

All teaching content submitted to the Doctrine Committee is prayerfully and thoroughly reviewed to ensure alignment with Hope City Global's doctrinal convictions.

THE REVIEW JOURNEY

STEP 1 SUBMIT



Submit teaching materials for review.

- ✓ Lesson plans
- ✓ Curriculum
- ✓ Sermon series / outlines
- ✓ Course content
- ✓ Position papers
- ✓ Training resources
- ✓ Ministry proposals
- ✓ Promotional materials
- ✓ Any other teaching content

i All teaching environments within Hope City Global are encouraged to submit early in the development process.

STEP 2 REVIEW



Content is evaluated for doctrinal integrity and theological alignment.

EVALUATED FOR:

- ✓ Biblical Accuracy
- ✓ Theological Consistency
- ✓ Alignment with Hope City Doctrine
- ✓ Clarity & Effectiveness
- ✓ Pastoral Sensitivity
- ✓ Cultural Relevance

STEP 3 RECOMMEND



Feedback and recommendations are provided to strengthen and clarify the content.

FEEDBACK MAY INCLUDE:

- ✓ Affirmation and encouragement
- ✓ Clarifications
- ✓ Revisions and adjustments
- ✓ Additional resources
- ✓ Theological recommendations
- ✓ Guidance for application

STEP 4 APPROVE



Approved content is released for use throughout Hope City Global.

i Once approved, materials may be taught, published, or distributed in the appropriate environment.

WHY THIS PROCESS EXISTS

- To protect biblical fidelity
- To strengthen teaching ministries
- To promote theological consistency
- To serve the church with excellence

OUR DESIRED OUTCOME

- ONE FAITH**
Rooted in Scripture
- ONE DOCTRINE**
Aligned in Belief
- ONE MISSION**
Focused on Christ
- ONE VOICE**
Consistent in Teaching

REVISION & RESUBMISSION (IF NEEDED)

We partner with you to ensure the strongest, most faithful content possible.

REVIEW PRINCIPLES

- PRAYERFUL**
We seek God's wisdom in every review.
- FAIR & RESPECTFUL**
We review with grace and mutual respect.
- COLLABORATIVE**
We partner with teachers to strengthen content.
- CONSISTENT**
We apply doctrinal standards with integrity.

TIMING & COMMUNICATION

- Submit early to allow adequate time for thorough review.
- You will receive confirmation of receipt.
- The committee will communicate feedback in a timely manner.
- Questions? We're here to help. We value open communication.

WHAT WE VALUE IN EVERY REVIEW

- Faithfulness to Scripture
- Theological Integrity
- Pastoral Sensitivity
- Clarity & Effectiveness
- Cultural Relevance
- Kingdom Purpose



OUR COMMITMENT

To ensure that every teaching environment within Hope City Global faithfully communicates the truth of Scripture and remains aligned with our doctrinal convictions.



The Doctrine Committee exists not merely to review content, but to *strengthen teachers, protect sound doctrine, and serve the church* through theological faithfulness.

PART OF THE HOPE CITY GLOBAL
DOCTRINE COMMITTEE FRAMEWORK
Graphic 1: PURPOSE → Graphic 2: PROCESS



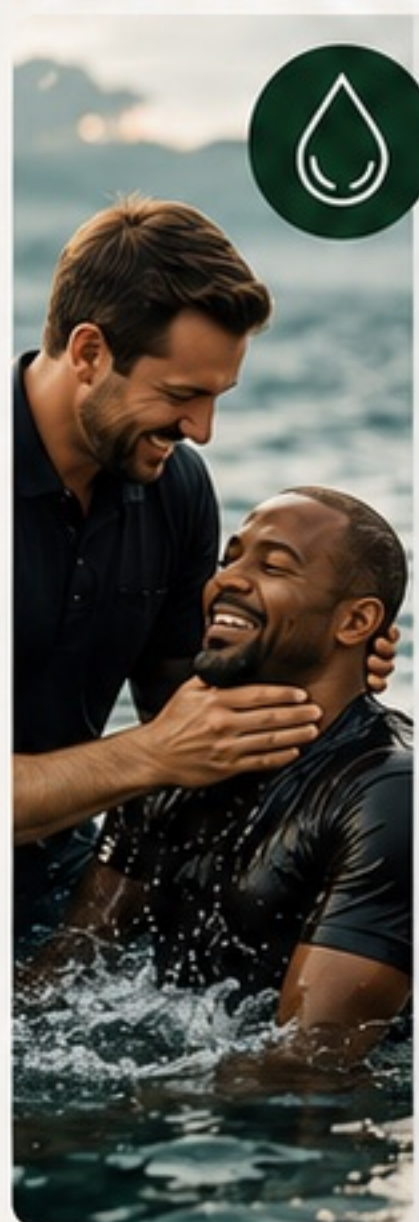
GET Rooted

GROW DEEP. LIVE STRONG.

A PATH TO BELONGING. GROWING. MAKING A DIFFERENCE.

At Hope City Global, Get Rooted is your next step to connect, grow, and become part of what God is doing in our city and beyond.

YOUR PATH AT HOPE CITY GLOBAL



BAPTISM

A PUBLIC DECLARATION OF FAITH

Baptism is an outward expression of an inward transformation. It's your public declaration that you have placed your faith in Jesus Christ.

WE BAPTIZE BECAUSE

- ✝ Jesus commanded it (Matthew 28:19)
- 📖 It identifies you with His death and resurrection (Romans 6:3-4)
- 💖 It is a step of obedience in your faith journey



MEMBERSHIP

A COMMITMENT TO COMMUNITY

Membership is more than attending—it's committing to do life together. It's a promise to love, support, and serve alongside other believers.

MEMBERSHIP INCLUDES

- 💖 Living our shared values
- 🌐 Supporting the mission
- 👏 Serving together
- 👥 Encouraging one another
- 🌱 Growing in discipleship



FOUNDATIONS E-COURSE

YOUR FOUNDATION FOR GROWTH

Foundations is a self-paced E-Course that will help you grow in your faith and understand the core beliefs and practices of Hope City Global.

YOU WILL LEARN ABOUT

- ✝ Gospel Foundations
- 📖 Theological Foundations
- 🌐 Our mission and vision
- 💖 What we believe
- 👥 How we live it out
- 🏠 Your role in God's story

“

So then, just as you received Christ Jesus as Lord, continue to live your lives in him, rooted and built up in him...

COLOSSIANS 2:6-7

FOR EVERY STAGE OF YOUR JOURNEY



NEW BELIEVERS

Start with baptism and the Foundations E-Course to begin your journey of faith.



NEW MEMBERS

Take the Foundations E-Course and attend Membership Orientation to get connected.



EVERYONE

Keep growing, keep serving, and keep living on mission together.



Let's grow TOGETHER.

WE CAN'T WAIT TO SEE WHAT GOD DOES THROUGH YOU!



FAMILY

Living as a family that loves, serves, and builds together.



PRAYER

A church that seeks God first and depends on His presence.



MISSIONS

Taking the Gospel to our city, our nation, and the nations.



JUSTICE

Loving mercy and pursuing justice in word and deed.

ROOTED IN CHRIST. CONNECTED IN COMMUNITY. COMMITTED TO THE MISSION.

ONE CHURCH. ONE TEAM. ONE MISSION.

✻ **OUR GOAL:** Not merely decisions. Disciple making. ✻

*Every response
contacted within
48 hours.*

HOPE CITY
— GLOBAL —

THE HEART OF RESTORATION



SIX BIBLICAL CATEGORIES

OF ACCOUNTABILITY & CARE

These six categories help us wisely and biblically address leadership challenges while pursuing restoration and healing.



WE WALK TOGETHER IN TRUTH, PURSUING HEALING AND RESTORATION.

GALATIANS 6:1





RESTORATION FRAMEWORK

A BIBLICAL PATHWAY TOWARD HEALING,
WHOLENESS, AND RENEWED PURPOSE.



OUR HEART
IS ALWAYS
restoration.



1 RECOGNITION

We acknowledge the concern,
seek truth, and invite God's
wisdom and conviction.



2 REPENTANCE

We turn from sin, embrace
accountability, and pursue
godly change and healing.



3 RESTORATION

We walk in freedom, healing,
and renewed purpose as we are
restored to healthy ministry
and meaningful relationships.



OUR GOAL IS
NEVER
CONDEMNATION.
IT IS ALWAYS
transformation.



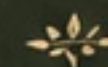
PROVERBS 28:13

*Whoever conceals their sins
does not prosper, but the one
who confesses and renounces
them finds mercy.*



MATTHEW 3:8

*"Produce fruit in keeping
with repentance."*



GALATIANS 6:1

*Brothers and sisters, if someone
is caught in a sin, you who live by
the Spirit should restore that person
gently."*



CONFLICT RESOLUTION PROCESS

A PATH OF WISDOM,
ACCOUNTABILITY,
AND GRACE.

Every concern deserves
prayer, wisdom,
and pastoral care.



1 PRAY

Begin with prayer. Invite the Holy Spirit to give you wisdom, clarity, and a heart rooted in truth and compassion.



2 COMPLETE AN INCIDENT REPORT FORM (IRF)

Document the concern in detail using the official IRF. This helps ensure accountability and allows for consistent handling of sensitive situations.



3 IDENTIFY THE CATEGORY OF CONCERN

Using discernment and scripture, determine which category (or categories) the issue falls under. Some situations may fall under more than one category. Please check all that apply on the IRF.



4 REFERENCE SCRIPTURE

Study and include relevant biblical references that speak to the issue at hand. Clearly explain your findings, conclusions, or any insight the Lord has given you regarding the situation.



5 SUBMIT THE COMPLETED IRF

Include all pertinent details and your biblical findings. Once submitted, allow 24–48 hours for a response from a member of the Accountability Board.



6 INITIAL REVIEW & FOLLOW-UP

An Accountability Board member will review the report and contact the leader who submitted it to schedule a follow-up conversation.



7 PRAYERFUL MEETING & DISCERNMENT (WITHIN 3–5 DAYS)

A meeting will be scheduled with all relevant parties for further prayer, discussion, and discernment regarding the appropriate next steps.



WE WALK TOGETHER IN TRUTH, PURSUING HEALING AND RESTORATION.



STEP 1



RECOGNITION

THE GATEWAY TO HEALING

Recognition is the first step toward restoration.

It begins when we honestly acknowledge that something is not aligned with God's best for our life and ministry.



TRUE HEALING BEGINS
WITH HONEST AWARENESS.



HONEST CONFESSION

Acknowledge the issue before God and yourself. Avoid denial, rationalization, and blame. Walk in truth.



LISTEN TO THOSE IMPACTED

Humility requires us to listen. Create space for those who have been affected to share their perspective and pain.



REFLECT ON SCRIPTURE

Search God's Word. Allow Scripture to reveal truth, convict the heart, and bring clarity to the situation.



ACKNOWLEDGE THE NEED FOR HELP

We are not meant to walk alone. Recognize the need for support, accountability, and the healing power of community.

A HUMBLE HEART IS THE BEGINNING OF RESTORATION.

PROVERBS 28:13

*Whoever conceals their sins does not prosper,
but the one who confesses and renounces them finds mercy.*

STEP 2



REPENTANCE

TURNING FROM SIN.
TURNING TOWARD CHRIST.

Repentance is more than confession—it is a change of heart that leads to changed behavior and a restored relationship with God and others.



“Produce fruit in keeping with repentance.”

MATTHEW 3:8



FRUIT IN KEEPING WITH REPENTANCE

True repentance produces visible fruit. Our actions begin to reflect the transformation God is working in our hearts.



BEHAVIORAL CHANGE

We turn from old patterns of sin and pursue a new way of life that honors God and builds trust with others.



ACCOUNTABILITY

We invite godly people into our lives to walk alongside us, provide honest feedback, and help us stay on the path of repentant living.



HEALING

Repentance opens the door to emotional, relational, and spiritual healing—for us and those we have impacted.



SPIRITUAL GROWTH

As we repent and walk with Christ, we grow in character, intimacy with God, and effectiveness in ministry and life.

GODLY SORROW LEADS TO REPENTANCE AND LIFE.

2 CORINTHIANS 7:10

*We turn from what harms us and others,
and we turn toward the life God has for us.*

STEP 3

RESTORATION

RETURNING TO HEALTH.
REFORMED FOR PURPOSE.

Restoration is God's promise
for those who repent.

It is a process of healing,
reconciliation, and renewed
purpose as we are equipped
to walk in freedom and
fulfill our God-given call.

"He restores my soul."

PSALM 23:3



CUSTOMIZED RESTORATION PLAN

A personalized plan is created based on the individual's needs, the nature of the concern, and the leading of the Holy Spirit.



ONGOING SUPPORT

Regular check-ins, accountability, and encouragement help sustain growth and promote lasting change.



PRAYER & ENCOURAGEMENT

We surround each individual with prayer, believing for healing, strength, and God's continued transformation.



MENTORING RELATIONSHIPS

Trusted leaders walk alongside, offering wisdom, guidance, and biblical support every step of the way.



HEALTHY REINTEGRATION

As growth is demonstrated, leaders are reintegrated into ministry and community in a way that honors their journey and protects their growth.



CELEBRATING RESTORATION

We celebrate progress, growth, and God's faithfulness—not perfection.

RESTORATION IS NOT ABOUT RETURNING TO A POSITION.
IT IS ABOUT RETURNING TO HEALTH.

FREEDOM. HEALING. WHOLENESS. PURPOSE.

Through Jesus, all things are made new.



RESTORATION FRAMEWORK

FREQUENTLY ASKED QUESTIONS

PART 1 OF 2



1 Is the restoration process confidential?

Yes. Every participant in the restoration process is expected to maintain strict confidentiality. Information should only be shared with authorized individuals who have a legitimate pastoral, accountability, legal, or care-related responsibility in the matter. We are committed to protecting the dignity of every person involved while pursuing truth, healing, and restoration.



2 How long does the restoration process take?

There is no fixed timetable. Every situation is unique. The duration of the process depends on the nature of the concern, the individual's response, the level of healing required, and the discernment of the support team. Our goal is not speed, but authentic healing and lasting fruit.



3 Will a leader be restored to ministry?

Our primary goal is not the restoration of a title, position, or leadership role. Our primary goal is restoration in one's relationship with God and with those affected by the situation. While future ministry opportunities are never ruled out, restoration is ultimately about spiritual health, healing, and wholeness.



4 What happens if criminal activity is alleged?

Any allegation involving criminal conduct will be taken seriously and reported to the appropriate authorities when required by law. Hope City fully cooperates with legal authorities while also providing appropriate pastoral care and spiritual support.



•CONFIDENTIALITY COMMITMENT•

All participants in the restoration process are expected to maintain appropriate confidentiality. Matters should only be discussed with individuals who have been authorized or assigned to provide oversight, care, accountability, legal guidance, or pastoral support.

The purpose of confidentiality is not secrecy, but the protection of dignity, trust, and the integrity of the restoration process.

RESTORATION FRAMEWORK

FREQUENTLY ASKED QUESTIONS

PART 2 OF 2



5 Can concerns be reported in good faith without having all the answers?

Yes. The purpose of an Incident Report Form is not to prove guilt or render judgment. It is simply to document a concern and begin a prayerful process of discernment, accountability, and care. Individuals should report concerns honestly, factually, and without exaggeration, trusting leadership to help determine appropriate next steps.



6 What if someone denies wrongdoing?

Restoration begins with recognition. Genuine restoration cannot move forward without an honest willingness to acknowledge concerns, receive counsel, and engage the process in humility.



7 Is restoration the same for every person?

No. Every restoration plan is customized based on the nature of the concern, the needs of the individual, and the leading of the Holy Spirit. No two situations are identical.



8 Is this process punitive?

No. The purpose of restoration is not punishment or shame. Our desire is to pursue healing, accountability, freedom, and wholeness through Jesus Christ.



9 Who oversees the restoration process?

The Accountability Board, pastoral leadership, and assigned support leaders work together to provide prayer, discernment, accountability, and encouragement throughout the process.



♦CONFIDENTIALITY COMMITMENT♦

All participants in the restoration process are expected to maintain appropriate confidentiality. Matters should only be discussed with individuals who have been authorized or assigned to provide oversight, care, accountability, legal guidance, or pastoral support.

The purpose of confidentiality is not secrecy, but the protection of dignity, trust, and the integrity of the restoration process.

ACCOUNTABILITY, SPIRITUAL DISCIPLINES, AND HEALTHY COMMUNITY

RHYTHMS OF REINFORCEMENT

We grow stronger together when we walk in rhythm with God and one another.

1 MONTHLY ACCOUNTABILITY REPORT

MANDATORY

We commit to honest reflection and transparency through our monthly accountability report.



2 CONSISTENT CHURCH ATTENDANCE

We prioritize gathering together to worship, learn, and encourage one another.



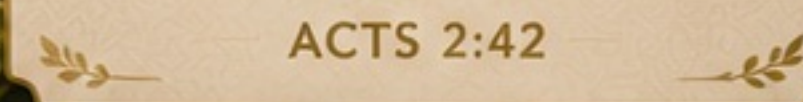
4 DEMONSTRATING BUY-IN TO THE VISION

We support the mission faithfully with our time, talents, and resources.



“And they devoted themselves to the apostles’ teaching and to fellowship, to the breaking of bread and to prayer.”

ACTS 2:42



3 BUILDING GENUINE RELATIONSHIPS

We cultivate Christ-centered relationships that are edifying and that provoke us toward godliness.



5 PRIORITIZING FELLOWSHIP TOGETHER

We take advantage of and prioritize regular opportunities to fellowship, encourage, and serve one another.



OUR MODEL: ACTS 2:42

They devoted themselves to the apostles’ *teaching* and to *fellowship*, to the *breaking of bread* and to *prayer*.



A FOUNDATION THAT STRENGTHENS

Accountability keeps us honest. Spiritual disciplines keep us anchored in Christ. Healthy community helps us grow and walk in wisdom.

Together, these rhythms produce lasting fruit.

STRONGER TOGETHER. DEEPER IN CHRIST. ON MISSION.



ACCOUNTABILITY



SPIRITUAL DISCIPLINES



HEALTHY COMMUNITY



KINGDOM IMPACT



When we walk in rhythm with God and one another, lives are transformed and the Church is strengthened.