“I have come that they may have life and have it to the fullest”

[John 10:10]
# Table of Contents

<table>
<thead>
<tr>
<th>Page</th>
<th>Section</th>
</tr>
</thead>
<tbody>
<tr>
<td>02</td>
<td>Introduction</td>
</tr>
<tr>
<td>04</td>
<td>stepONE - Define</td>
</tr>
<tr>
<td>18</td>
<td>stepTWO - Discover</td>
</tr>
<tr>
<td>30</td>
<td>How to take the Spirituality Gifts Assessment</td>
</tr>
<tr>
<td>34</td>
<td>stepTHREE - Develop</td>
</tr>
<tr>
<td>37</td>
<td>Dream Team Descriptions</td>
</tr>
<tr>
<td>41</td>
<td>Abuse Policy</td>
</tr>
<tr>
<td>42</td>
<td>Leadership Honor Code</td>
</tr>
<tr>
<td>44</td>
<td>Connect Forms</td>
</tr>
</tbody>
</table>
The Redemption Growth Track guides you to discover your redemptive purpose and live the life God created for you. The Growth Track is made up of three steps that equip you to 1) connect to the church, 2) discover the strengths of your purposeful design, and 3) use your God-given gifts to make a difference in the lives of others.

**step ONE – DEFINE**

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

**step TWO – DISCOVER**

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

**step THREE – DEVELOP**

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

DEFINE
THE REDEMPTION STORY

Redemption Church, formerly Redemption World Outreach Center (RWOC), is a mega-church founded in 1991 with only 3 members by Pastors Hope and Ron Carpenter. With the goal of becoming a national church, the hub of Redemption is located in San Jose, California at our Redemption West campus. We always knew that technology was expanding, therefore we opened our own virtual church called iChurch to connect people with us all around the world. And coming in 2021 is our Redemption East campus in Greenville, South Carolina!

As a multi-cultural church, we are a magnificent tapestry of people uniting together, furthering the Kingdom through powerful Christ-centered worship and Biblical preaching.

The true heart of our ministry is reaching out in redeeming love and liberating power, bringing the Word of God to all people, of all ages, and all socio-economic backgrounds. It is our passion to reach our city and ultimately win the world with the uncompromising Gospel of Jesus Christ. We invite you to be a part of our future.
OUR HOPE FOR YOU

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

EPHESIANS 1:17–18

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

EPHESIANS 1:17-19 MSG

Our spiritual journey consists of four steps:

1. KNOW GOD

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

EPHESIANS 1:17–18

“Not everyone who says to me, ‘Lord, Lord,’ will enter the kingdom of heaven, but only he who does the will of my Father who is in heaven. Many will say to me on that day, ‘Lord, Lord,’ did we not prophesy in Your name, and in Your name drive out demons and perform many miracles? Then I will tell them plainly, ‘I never knew you.’”

MATTHEW 7:21–23
2. FIND FREEDOM

“[I pray]... that the eyes of your heart may be enlightened [focused and clear].”
EPHESIANS 1:17-18

“Therefore confess your sins to each other and pray for each other so that you may be healed.”
JAMES 5:16

3. DISCOVER PURPOSE

“[I pray]... that you may know the hope to which He has called you.”
EPHESIANS 1:17-18

“We have different gifts, according to the grace given us.”
ROMANS 12:6

“All of you together are Christ’s body, and each of you is a part of it.”
1 CORINTHIANS 12:27 NLT

4. MAKE A DIFFERENCE

“[I pray]... that you may grasp the immensity of this glorious way of life He has for His followers [in his holy people].”
EPHESIANS 1:17-18

“This is to my Father’s glory, that you bear much fruit, showing yourselves to be my disciples. I have told you this so that my joy may be in you and that your joy may be complete.”
JOHN 15:8, 11

“God has given gifts to each of you from His great variety of spiritual gifts. Use them well to serve one another.”
1 PETER 4:10 NLT
1. KNOW GOD

We consider reaching people who do not know God personally to be one of our greatest responsibilities. Our Sunday services are for people at all stages in their spiritual journey but are primarily designed for those who do not yet have a genuine relationship with God.

Our Sunday services focus on four values:

1. **CELEBRATION**
   We believe church should be enjoyable.
   
   “I was glad when they said to me, ‘Let us go into the house of the Lord.’”
   
   **PSALM 122:1 NKJV**

2. **INSPIRATION**
   We believe church should be a place where people experience God’s presence.
   
   “But...when some unbelievers or ordinary people come in, they will be convinced of their sin by what they hear. They will be judged by all they hear. Their secret thoughts will be brought into the open, and they will bow down and worship God, confessing, ‘Truly God is here among you!’”
   
   **1 CORINTHIANS 14:24-25 GNT**

3. **PREPARATION**
   We believe church should be a place where people learn how the Bible applies to their daily lives.
   
   “So Christ Himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip His people for works of service, so that the body of Christ may be built up.”
   
   **EPHESIANS 4:11-12**

4. **SALVATION**
   We believe church should be a place where people can accept Jesus as their Lord and Savior.
   
   “Everyone who calls on the name of the Lord will be saved.’ But how can they call on Him to save them unless they believe in Him? And how can they believe in Him if they have never heard about Him? And how can they hear about Him unless someone tells them?”
   
   **ROMANS 10:13-14 NLT**
2. FIND FREEDOM

Life Groups

We believe life change happens in the context of relationships. Life Groups have one simple purpose: to bring people together. God created us to live in community with others, and it is only then that we can experience the full life He intends for us.

Life Groups provide three things:

1. A place to CONNECT with others.
   “Yes, whatever a person is like, I try to find common ground with him so he will let me tell him about Christ and let Christ save him.”
   1 CORINTHIANS 9:22 TLB
   We were not made to do life alone. God created us for community, and Life Groups provide a place for you to connect with others, share life, and grow in faith together.

2. A place to PROTECT each other.
   “We know what real love is because Jesus gave up His life for us. So we also ought to give up our lives for our brothers and sisters.”
   1 JOHN 3:16 NLT
   When we do life together, our problems become smaller as God uses others to bring support and encouragement to our lives. Life Groups become a place where others don’t just know your name but care about what is happening in your life and want to support you in your spiritual journey.

3. A place to GROW together.
   “As iron sharpens iron, so one person sharpens another.”
   PROVERBS 27:17
   We believe every person is created with God-given potential to make a difference in the world. Life Groups are a place you can grow with others to become more like Jesus and reach the potential God has put inside you.
Redemption Church
Life Groups Model

We base our Life Groups model on the early church as described in the Bible in the book of Acts. In Acts, you can read about how Life Group meetings in homes helped lay the foundation for tremendous growth in the first church in Jerusalem.

“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

“You know that I have not hesitated to preach anything that would be helpful to you but have taught you publicly and from house to house.”
ACTS 20:20
Redemption is a church of Life Groups, not a church with Life Groups.

Three things to know about Redemption Life Groups:

1. **There are three semesters every year.**

   Life flows in seasons, and we want to make it easy for you to be in the right Life Group for you in each season. This is why we have new groups that start and stop three seasons every year.

   **Winter/Spring » 13 weeks** | **Summer » 6 weeks** | **Fall » 13 weeks**

2. **Everyone can join a group.**

   Our hope is for every person at Redemption to be connected in meaningful community through a Life Group. With so many groups to choose from, we are confident there is a group that is a great fit for you. You can search groups by location, day, and time in our online Life Groups directory at Life Groups.myredemption.cc. Once you find a few groups that interest you, fill out the Join form and one of our Life Group Coordinators will contact you.

3. **Anyone can lead a group.**

   We believe leading a group is simple because we all have something to offer others. Whether it’s something you are passionate about, an experience you’ve had that can help others, or an area in which you are looking to grow, leading a group is a great way to bring people together in meaningful community.

   To learn more about becoming a Life Group leader, finish all the steps of Growth Track and sign up after step 3. Even if you’re not sure if you’re ready to lead a group, we invite you to chat with your Campus Life Group Coordinator to get more information.
3. DISCOVER PURPOSE

GROWTH TRACK

The Redemption Growth Track exists to help you discover and develop your purpose and live the full life God created for you. The Growth Track is made up of three steps, which guide you through next steps in your journey to know God, find freedom, discover purpose, and make a difference.

“Let us move beyond the elementary teachings about Christ and be taken forward to maturity.”
HEBREWS 6:1

“I have come that they may have life, and have it to the full.”
JOHN 10:10

The Redemption Growth Track

1. stepONE — DEFINE
   Explore the ministry of Redemption and find out how to connect with our church. Step One takes place the first Sunday of every month.

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

3. stepTHREE — DEVELOP
   Connect to the opportunities available at Redemption to live out your purpose and serve others by using your God-given gifts. Step Three takes place the third Sunday of every month.
4. MAKE A DIFFERENCE

DREAM TEAM

All of us were created by God to make a difference in the world around us. God has a place for you where your unique abilities and passions can impact the lives of others. We believe your life will never make sense until you find, develop, and fulfill your purpose.

“For we are God’s handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do.”

EPHESIANS 2:10

“However, I consider my life worth nothing to me, if only I may finish the race and complete the task the Lord Jesus has given me.”

ACTS 20:24

“Now God gives us many kinds of special abilities...and there are different kinds of service to God [ministry]...All of you together are the one Body of Christ and each of you is a separate and necessary part of it.”

ACTS 20:24

At Redemption

We believe there is no great divide between the “ministers” and the “congregation.” Everyone has something they can do to impact the lives of others in the Kingdom of God. From our perspective, every person is gifted in some area, and every task is important. Discover what you do well and take steps to use your gifts to make a difference.

You can start by joining the Dream Team!
GO “ALL IN” AT REDEMPTION

What we value at Redemption Church:

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

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

   Acting in love toward other members.
   Refusing to gossip. Following the leaders.
   
   “So let us concentrate on the things which make for harmony, and on the growth of our fellowship together.”
   ROMANS 14:19 PH
   
   “Live in complete harmony with each other—each with the attitude of Christ toward each other.”
   ROMANS 15:5 TLB
   
   “Have a sincere love for other believers, love one another earnestly with all your heart.”
   1 PETER 1:22 GNT
   
   “Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs.”
   EPHESIANS 4:29
   
   “Have confidence in your leaders and submit to their authority, because they keep watch over you as those who must give an account. Do this so that their work will be a joy, not a burden, for that would be of no benefit to you.”
   HEBREWS 13:17

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

   Praying for its growth and health.
   Inviting the unchurched to attend.
   Warmly welcoming those who visit.
   
   “To the church...we always thank God for all of you and continually mention you in our prayers.”
   1 THESSALONIANS 1:1-2
“Go out into the country...and urge anyone you find to come in, so that the house will be full.”
LUKE 14:23 TLB

“So, warmly welcome each other into the church, just as Christ has warmly welcomed you; then God will be glorified.”
ROMANS 15:7 TLB

3. I will serve the ministry of my church by:
   Discovering my gifts and talents.
   Using my God-given gifts to make a difference in the lives of others.
   Developing a servant’s heart.
   “Serve one another with the particular gifts God has given each of you.”
   1 PETER 4:10 PH

   “So Christ Himself gave...pastors and teachers, to equip His people for works of service, so that the body of Christ may be built up.”
   EPHESIANS 4:11–12

   “Let each of you look out not only for his own interests, but also for the interests of others. Let this mind be in you which was also in Christ Jesus...taking the form of a bondservant.”
   PHILIPPIANS 2:4–5, 7 NKJV

NEXT STEPS

1. Go all in at Redemption Church.
   Going all in at Redemption is not about adding your name to a roster; it’s about connecting with the people and the vision of the church. We would love for you to be a part.

   Talk to your Campus Pastor about available Life Groups.

3. Complete the Growth Track.
   stepONE - Join Our Redemption Family
   stepTWO - Discover Your Design
   stepTHREE - Join the Team
DISCOVERING YOUR GIFTS

“Now these are the gifts Christ gave to the church: the apostles, the prophets, the evangelists, and the pastors and teachers. Their responsibility is to equip God’s people to do His work and build up the church, the body of Christ.”
EPHESIANS 4:11-12 NLT

1. My GIFTS and PASSIONS

“We have different gifts, according to the grace given us. If a man’s gift is prophesying, let him use it in proportion to his faith. If it is serving, let him serve; if it is teaching, let him teach; if it is encouraging, let him encourage; if it is contributing to the needs of others, let him give generously; if it is leadership, let him govern diligently; if it is showing mercy, let him do it cheerfully.”
ROMANS 12:6-8

2. My LIFE EXPERIENCE

“So here’s what I want you to do, God helping you: Take your everyday, ordinary life—your sleeping, eating, going-to-work, and walking-around life—and place it before God as an offering. Embracing what God does for you is the best thing you can do for Him.”
ROMANS 12:1 MSG

3. My PAIN

“All praise to God, the Father of our Lord Jesus Christ. God is our merciful Father and the source of all comfort. He comforts us in all our troubles so that we can comfort others. When they are troubled, we will be able to give them the same comfort God has given us.”
2 CORINTHIANS 1:3-4 NLT
DESIGN REVEALS DESTINY

“You made all the delicate, inner parts of my body and knit me together in my mother’s womb. Thank You for making me so wonderfully complex! Your workmanship is marvelous—how well I know it.”

PSALM 139:13–14 NLT

1. **DISCOVER my gifts.**
2. **DEVELOP my gifts.**
3. **USE my gifts.**

My purpose is to **SERVE GOD by SERVING OTHERS.**

MAKING THE MOST OF YOUR PERSONALITY

“You made all the delicate, inner parts of my body and knit me together in my mother’s womb. Thank You for making me so wonderfully complex! Your workmanship is marvelous—how well I know it.”

PSALM 139:13–14 NLT

Every personality has strengths and challenges. The following will give you some basic details to help guide you to make the most of your personality.

The Enneagram is a system of personality typing that describes patterns in how people interpret the world and manage their emotions. The Enneagram describes nine different personality types and maps each of these types on a nine-pointed diagram which helps to illustrate how the types relate to one another. The name Enneagram comes from the Greek: Ennea is the Greek word for nine and Gramma means something that’s drawn or written.

To find your Enneagram type, take the free test here: [https://www.truity.com/test/enneagram-personality-test](https://www.truity.com/test/enneagram-personality-test)
OVERVIEW OF THE 9 ENNEAGRAM TYPE’S CORE MOTIVATIONS

The Enneagram (ennea = 9, gram = diagram) is a map for personal growth that identifies the 9 basic ways of relating to and perceiving the world. It accurately describes why you think, feel and behave in particular ways based upon your Core Motivations. Understanding the Enneagram has the power to give you more self-awareness, forgiveness, and compassion for yourself and others.

To find your main type, take our FREE assessment at test.YourEnneagramCoach.com.

TYPE 1: MORAL PERFECTIONIST

❗ Being wrong, bad, evil, inappropriate, unredeemable, or corruptible.

☀ Having integrity, being good, balanced, accurate, virtuous, and right.

❓ Resentment: Repressing anger that leads to continual frustration and dissatisfaction with yourself, others, and the world for not being perfect.

🔥 You are good.

TYPE 2: SUPPORTIVE ADVISOR

❗ Being rejected and unwanted, being thought worthless, needy, inconsequential, dispensable, or unworthy of love.

☀ Being appreciated, loved, and wanted.

❓ Pride: Denying your own needs and emotions while using your strong intuition to discover and focus on the emotions and needs of others, confidently inserting your helpful support in hopes that others will say how grateful they are for your thoughtful care.

🔥 You are loved and needed.

TYPE 3: SUCCESSFUL ACHIEVER

❗ Being exposed as or thought incompetent, inefficient, or worthless; failing to be or appear successful.

☀ Having high status and respect, being admired, successful, and valuable.

❓ Deceit: Deceiving yourself into believing that you are only the image you present to others; embellishing the truth by putting on a polished persona for everyone (including yourself) to see and admire.

🔥 You are loved for simply being you.
**Type 4: Romantic Individualist**
- Being inadequate, emotionally cut off, plain, mundane, defective, flawed, or insignificant.
- Being unique, special, and authentic.
- Envy: Feeling that you’re tragically flawed, that something foundational is missing inside you, and others possess qualities you lack.
- You are seen and loved for exactly who you are—special and unique.

**Type 5: Investigative Thinker**
- Being annihilated, invaded, or not existing; being thought incapable or ignorant; having obligations placed upon you or your energy being completely depleted.
- Being capable and competent.
- Avarice: Feeling that you lack inner resources and that too much interaction with others will lead to catastrophic depletion; withholding yourself from contact with the world; holding onto your resources and minimizing your needs.
- Your needs aren’t a problem.

**Type 6: Loyal Guardian**
- Fearing fear itself, being without support, security, or guidance; being blamed, targeted, alone, or physically abandoned.
- Having security, guidance, and support.
- Anxiety: Scanning the horizon of life and trying to predict and prevent negative outcomes (especially worst-case scenarios); remaining in a constant state of apprehension and worry.
- You are safe and secure.

**Type 7: Entertaining Optimist**
- Being deprived, trapped in emotional pain, limited, or bored; missing out on something fun.
- Being happy, fully satisfied, and content.
- Gluttony: Feeling a great emptiness inside and having an insatiable desire to “fill yourself up” with experiences and stimulation in hopes of feeling completely satisfied and content.
- You will be taken care of.

**Type 8: Protective Challenger**
- Being weak, powerless, harmed, controlled, vulnerable, manipulated, and left at the mercy of injustice.
- Protecting yourself and those in your inner circle.
- Lust/Excess: Constantly desiring intensity, control, and power; pushing yourself willfully on life and people in order to get what you desire.
- You will not be betrayed.

**Type 9: Peaceful Mediator**
- Being in conflict, tension, or discord; feeling shut out and overlooked; losing connection and relationship with others.
- Having inner stability and peace of mind.
- Sloth: Remaining in an unrealistic and idealistic world in order to keep the peace, remain easygoing, and not be disturbed by your anger; falling asleep to your passions, abilities, desires, needs, and worth by merging with others to keep peace and harmony.
- Your presence matters.
DISCOVERING YOUR SPIRITUAL GIFTS

“Very truly I tell you, whoever believes in me will do the works I have been doing, and they will do even greater things than these, because I am going to the Father.”

JOHN 14:12

HOW TO TAKE THE SPIRITUAL GIFTS ASSESSMENT

Step 1: Respond to the spiritual gifts statements on pages 31-32 by writing the number that indicates how each statement describes you in the blanks on page 34: 1 – Almost never 2 – Sometimes 3 – Almost always Allow yourself six minutes to answer all questions before moving on to other steps.

Step 2: Add each line on page 34 left to right and place the totaled number in the total column.

Step 3: Identify your three highest totaled numbers with the corresponding letter and the spiritual gift it represents (listed on the pages following the assessment).

Step 4: Read about your gifts. Connect with a team or Life Group that complements your personality, highest rated spiritual gifts, and availability to serve.
Spiritual Gifts Assessment

1. I like organizing services and events.
2. I am interested in starting new churches.
3. I enjoy working with my hands.
4. I can tell when someone is insincere.
5. I pray daily for people who don’t know Jesus.
6. Encouraging others is a high priority in my life.
7. I trust God to provide for my daily needs.
8. I am passionate about financially investing in the Kingdom of God.
9. I look for opportunities to pray for the sick.
10. I enjoy doing little things that others typically do not enjoy.
11. I often have people over to my house.
12. I enjoy spending hours in prayer for other people.
13. Education is very important to me.
14. I tend to motivate others to get involved.
15. I hurt when I see others hurting.
16. I believe God will use me to enact His miracles.
17. I enjoy sharing the Gospel with other people groups and nationalities.
18. I’ve devoted considerable time to mastering my voice and/or musical instrument.
19. Caring for the hurting is one of my highest priorities.
20. I get frustrated when people knowingly sin.
21. I enjoy serving behind the scenes.
22. I like creating outlines of the Bible.
23. God has used me to interpret what someone speaking in tongues is saying.
25. I am passionate about managing details.
26. I like to help start new ministry projects.
27. I consider myself a craftsman or craftswoman.
28. I sense when situations are spiritually unhealthy.
29. I am greatly motivated by seeing people who don’t know God be saved.
30. I come across as loving and caring.
31. Asking God for a list of seemingly impossible things is exciting to me.
32. I find ways to give offerings above my tithe.
33. I believe miraculous healing is possible and still happens.
34. Helping others is one of my greatest motivations.
35. Creating a warm and welcoming environment is important to me.
36. I am burdened to pray for situations affecting the world.
37. People come to me to learn more about God and the Bible.
38. I prefer to take the lead whenever possible.
Spiritual Gifts Assessment

39. I’m very sensitive to sad stories.
40. Miracles often happen when I’m nearby.
41. The idea of living in another country to benefit the Gospel is exciting to me.
42. I desire to serve the church through worship.
43. I enjoy connecting, caring for, and coaching others.
44. Confronting someone about a sin in their life is important to me.
45. It bothers me when people sit around and do nothing.
46. I share Biblical truth with others to help them grow.
47. I pray in tongues daily.
48. When I study Scripture, I receive unique insights from God.
49. Creating a task list is easy and enjoyable for me.
50. I am attracted to ministries that start new churches.
51. Building something with my hands is very satisfying to me.
52. I can pinpoint issues or problems quickly.
53. Sharing the Gospel with someone I do not know is exciting and natural for me.
54. I look for ways to encourage other people.
55. I trust that God has my back in every situation.
56. I want to make more money so that I can give more.
57. God has used me to bring healing to those who are sick.
58. Being a part of the process is fulfilling to me.
59. I tend to make total strangers feel at home.
60. People often ask me to pray for them.
61. I enjoy knowing Biblical details and helping others understand them, too.
62. I delegate responsibilities to accomplish tasks.
63. I am motivated to help people in need.
64. I have a constant hunger to see God’s miraculous power.
65. I focus a lot on reaching the world for Christ.
66. I gain my deepest satisfaction through leading others in vocal or instrumental worship.
67. I enjoy helping people who are going through a difficult time.
68. I enjoy hearing passionate and clear preaching of God’s Word.
69. I like to do small things that others overlook.
70. I prefer to teach and study the Bible topically rather than verse by verse.
71. Praying in tongues is encouraging and important to me.
72. When faced with difficulty, I tend to make wise decisions.
<table>
<thead>
<tr>
<th></th>
<th>1 Almost Never</th>
<th>2 Sometimes</th>
<th>3 Almost Always</th>
<th>TOTAL</th>
<th>GIFT</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
<td>25</td>
<td></td>
<td>49</td>
<td>A. ADMINISTRATION</td>
</tr>
<tr>
<td>2</td>
<td></td>
<td>26</td>
<td></td>
<td>50</td>
<td>B. APOSTLESHP</td>
</tr>
<tr>
<td>3</td>
<td></td>
<td>27</td>
<td></td>
<td>51</td>
<td>C. CRAFTSMANSHIP</td>
</tr>
<tr>
<td>4</td>
<td></td>
<td>28</td>
<td></td>
<td>52</td>
<td>D. DISCERNMENT</td>
</tr>
<tr>
<td>5</td>
<td></td>
<td>29</td>
<td></td>
<td>53</td>
<td>E. EVANGELISM</td>
</tr>
<tr>
<td>6</td>
<td></td>
<td>30</td>
<td></td>
<td>54</td>
<td>F. EXHORTATION</td>
</tr>
<tr>
<td>7</td>
<td></td>
<td>31</td>
<td></td>
<td>55</td>
<td>G. FAITH</td>
</tr>
<tr>
<td>8</td>
<td></td>
<td>32</td>
<td></td>
<td>56</td>
<td>H. GIVING</td>
</tr>
<tr>
<td>9</td>
<td></td>
<td>33</td>
<td></td>
<td>57</td>
<td>I. HEALING</td>
</tr>
<tr>
<td>10</td>
<td></td>
<td>34</td>
<td></td>
<td>58</td>
<td>J. HELPS</td>
</tr>
<tr>
<td>11</td>
<td></td>
<td>35</td>
<td></td>
<td>59</td>
<td>K. HOSPITALITY</td>
</tr>
<tr>
<td>12</td>
<td></td>
<td>36</td>
<td></td>
<td>60</td>
<td>L. INTERCESSION</td>
</tr>
<tr>
<td>13</td>
<td></td>
<td>37</td>
<td></td>
<td>61</td>
<td>M. KNOWLEDGE</td>
</tr>
<tr>
<td>14</td>
<td></td>
<td>38</td>
<td></td>
<td>62</td>
<td>N. LEADERSHIP</td>
</tr>
<tr>
<td>15</td>
<td></td>
<td>39</td>
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<td>63</td>
<td>O. MERCY</td>
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<tr>
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<td></td>
<td>40</td>
<td></td>
<td>64</td>
<td>P. MIRACLES</td>
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<tr>
<td>17</td>
<td></td>
<td>41</td>
<td></td>
<td>65</td>
<td>Q. MISSIONARY</td>
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<tr>
<td>18</td>
<td></td>
<td>42</td>
<td></td>
<td>66</td>
<td>R. MUSIC/WORSHIP</td>
</tr>
<tr>
<td>19</td>
<td></td>
<td>43</td>
<td></td>
<td>67</td>
<td>S. PASTOR/SHEPHERD</td>
</tr>
<tr>
<td>20</td>
<td></td>
<td>44</td>
<td></td>
<td>68</td>
<td>T. PROPHECY</td>
</tr>
<tr>
<td>21</td>
<td></td>
<td>45</td>
<td></td>
<td>69</td>
<td>U. SERVICE</td>
</tr>
<tr>
<td>22</td>
<td></td>
<td>46</td>
<td></td>
<td>70</td>
<td>V. TEACHING</td>
</tr>
<tr>
<td>23</td>
<td></td>
<td>47</td>
<td></td>
<td>71</td>
<td>W. TONGUES</td>
</tr>
<tr>
<td>24</td>
<td></td>
<td>48</td>
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<td>72</td>
<td>X. WISDOM</td>
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</tbody>
</table>
Congratulations on discovering your spiritual gifts! God uniquely created you and gave you these gifts for a reason. Now that you’ve identified how He has gifted you, your next step is to learn how you can use those gifts or the purpose He has for you. On the following pages, you can learn about your spiritual gifts and find out more about the areas available to serve at Redemption in which you can best use your gifts.

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


(Redemption Kids Check-in, Production, Loader/Unloader, Serve Central, Information Booth, Social Media)

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


(Growth Track Host*, Life Group Leader, Connector)

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

*Exodus 30:22, 31:3-11, 2 Chronicles 34:9-13, Acts 18:2-3*

(Connector, Events*, Redemption Kids, Production, Loader/Unloader)

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


(Growth Track Host*, Redemption Kids Check-in, Prayer, Life Group Leader, Ushers)

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

*Acts 8:5-6, 8:26-40, 14:21, 21:8, Ephesians 4:11-14*

(Prayer, Life Group Leader, Redemption Kids/Nursery Life Group Leader, Dream Kids Room Leader, Social Media)
F. Exhortation
The gift of exhortation is the divine strength or ability to encourage others through the written or spoken word and Biblical truth.
Acts 14:22, Romans 12:8, 1 Timothy 4:13, Hebrews 10:24-25
(Class: Serve Central Host, Events*, Greeters, Growth Track Host*, Redemption Kids, Redemption Kids Check-in, Information Booth, Nursery/Preschool, Traffic Team, Life Group Leader, Ushers)

G. Faith
The gift of faith is the divine strength or ability to believe in God for unseen supernatural results in every arena of life.
Acts 11:22-24, Romans 4:18-21, 1 Corinthians 12:9, Hebrews 11 (All Teams)

H. Giving
The gift of giving is the divine strength or ability to produce wealth and to give by tithes and offerings for the purpose of advancing the Kingdom of God on earth.
Mark 12:41-44, Romans 12:8, 2 Corinthians 8:1-7, 9:2-7

I. Healing
The gift of healing is the divine strength or ability to act as an intermediary in faith, prayer, and by the laying-on of hands for the healing of physical and mental illnesses.
(Class: Medical, Redemption Kids Buddy, Prayer)

J. Helps
The gift of helps is the divine strength or ability to work in a supportive role for the accomplishment of tasks in Christian ministry.
(Class: Serve Central Host, Events*, Medical, Information Booth, Production)

K. Hospitality
The gift of hospitality is the divine strength or ability to create warm, welcoming environments for others in places such as your home, office, or church.
(Class: Serve Central Host, Events*, Greeters, Growth Track Host*, Kids Check-in, Information Booth, Traffic Team, Ushers)

*Volunteer opportunities coming soon
L. Intercession
The gift of intercession is the divine strength or ability to stand in the gap in prayer for someone, something, or someplace believing for profound results.
Hebrews 7:25; Colossians 1:9-12, 4:12-13; James 5:14-16  (Prayer, Life Group Leader)

M. Knowledge
The gift of knowledge is the divine strength or ability to understand and to bring clarity to situations and circumstances often accompanied by a word from God.
Acts 5:1-11, 1 Corinthians 12:8, Colossians 2:2-3
(Medical, Redemption Kids Buddy, Prayer, Life Group Leader, Ushers, Production)

N. Leadership
The gift of leadership is the divine strength or ability to influence people at their level while directing and focusing them on the big picture, vision, or idea.
Romans 12:8, 1 Timothy 3:1-13, 5:17; Hebrews 13:17  (Life Group Leader, All Teams)

O. Mercy
The gift of mercy is the divine strength or ability to feel empathy and to care for those who are hurting in any way.
Matthew 9:35-36; Mark 9:41; Romans 12:8; 1 Thessalonians 5:14
(Medical, Redemption Kids Buddy, Life Group Leader)

P. Miracles
The gift of miracles is the divine strength or ability to alter the natural outcomes of life in a supernatural way through prayer, faith, and divine direction.
Acts 9:36-42, 19:11-12, 20:7-12; Romans 15:18-19, 1 Corinthians 12:10, 28
(Medical, Prayer)

Q. Missionary
The missionary gift is the divine strength or ability to reach others outside of your culture and nationality, while in most cases living in that culture or nation.
Acts 8:4, 13:2-3, 22:21; Romans 10:15
(Missions, Life Group Leader, Redemption Kids Buddy)

R. Music/Worship
The gift of music/worship is the divine strength or ability to sing, dance, or play an instrument primarily for the purpose of helping others worship God.
Deuteronomy 31:22, 1 Samuel 16:16, 1 Chronicles 16:41-42, 2 Chronicles 5:12-13, 34:12, Psalm 150
(Redemption Kids, Redemption Worship*, Nursery/Preschool, Life Group Leader, IMAG)
S. Pastor/Shepherd
    The gift of pastor/shepherd is the divine strength or ability to care for the personal needs of others by nurturing and mending life issues.
    John 10:1-18, Ephesians 4:11-14, 1 Timothy 3:1-7, 1 Peter 5:1-3
    (Growth Track Host*, Redemption Kids, Life Group Leaders, Ushers, Connector)

T. Prophecy
    The gift of prophecy is the divine strength or ability to boldly speak and bring clarity to scriptural and doctrinal truth, in some cases foretelling God’s plan.
    (Prayer, Life Group Leader)

U. Service
    The gift of serving is the divine strength or ability to do small or great tasks in working for the overall good of the body of Christ.
    (Connector, Serve Central Host, Events*, Nursery/Preschool, Setup/Takedown, Production)

V. Teaching
    The gift of teaching is the divine strength or ability to study and learn from the Scriptures primarily to bring understanding and growth to other Christians.
    (Life Group Leader, Redemption Kids/Nursery)

W. Tongues (and Interpretation)
    The gift of tongues is the divine strength or ability to pray in a heavenly language to encourage your spirit and to commune with God. The gift of tongues is often accompanied by interpretation and should be used appropriately.
    Acts 2:1-13, 1 Corinthians 12:10, 14:1-14 (Prayer Team)

X. Wisdom
    The gift of wisdom is the divine strength or ability to apply the truths of Scripture in a practical way, producing a fruitful outcome and the character of Jesus Christ.
    Acts 6:3,10, 1 Corinthians 2:6-13, 12:8
    (Redemption Worship*, Prayer, Life Group Leader, Ushers)

*Volunteer opportunities coming soon
NEXT STEPS

1. Attend *stepTHREE* of the Growth Track.
2. Pray and ask God to strengthen the gifts and passions inside of you.
3. Join the Dream Team.
   Now that you’ve discovered your God-given gifts, find a team where you can use those strengths to make a difference in the lives of others.

For a comprehensive list of teams, see page 43.

NOTES

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33 | GROWTH TRACK
step THREE
DEVELOP
MAKE A DIFFERENCE

1. I WANT TO make a difference.
   “[God] saved us and then called us to this holy work. We had nothing to do with it. It was all His idea, a gift prepared for us in Jesus long before we knew anything about it.”
   2 TIMOTHY 1:9 MSG

2. DOING SOMETHING that makes a difference.
   “Anyone who builds on that foundation may use a variety of materials – gold, silver, jewels, wood, hay, or straw. But on the judgment day, fire will reveal what kind of work each builder has done. The fire will show if a person’s work has any value. If the work survives, that builder will receive a reward. But if the work is burned up, the builder will suffer great loss. The builder will be saved, but like someone barely escaping through a wall of flames.”
   1 CORINTHIANS 3:12-15

3. WITH PEOPLE who want to make a difference.
   “Two are better than one, because they have a good return for their labor.”
   ECCLESIASTES 4:9

TO BEGIN SERVING:

1. Attend an orientation session in the ministry area of your choice to learn how to get involved.

2. Complete the Dream Team application.

3. Participate in a one-on-one conversation with one of our team members at your orientation session to make a personal connection to the team.

4. Submit your application at the check-out desk.
NEXT STEPS

1. You will be contacted by a team leader soon with your next steps to begin serving with your team.

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

Redemption Experience:

Greeter Team
Our team welcomes people with a smile, handshake or hug to Redemption at the front doors of the building and inside the building.

Connectors
Our team brings a personal touch to our worship experiences by hosting first time guests and making sure they get connected in the church.

Fun Squad
Our team functions as an outside greeter and raises the standard of church culture by being high energy, warm and friendly as well as eager to do whatever it takes to make everyone’s arrival fun and interactive

Information Booth
Our team is the hub of information for Redemption; a resource for questions and events.

Serve Central Host
Our team helps other Dream Team members check in before serving and answer any questions they may have. This is an opportunity to serve those who serve.

Usher Team
Our team sets the tone of service in preparation, assists people to their seats and helps maintain a distraction-free service environment. An Usher would function Sundays as well as any additional service, events, or conferences.

Traffic Team
Our team welcomes first time guests as they drive in by introducing Redemption culture through waving, smiling and helping conduct parking.

Medical Team
Our team of health care professionals serves by providing basic medical care in the event of an accident or emergency. This position requires quick action and sound judgment. Medical certification & Background check required.

Watchman/Security
Our team is assigned to designated areas of the main sanctuary, outer building or kid’s building for security purposes. Someone in this position needs to stay alert for suspicious activity while on post. Background check required.
Redemption Kids: 6 weeks-5th grade  
(Background check required)

Check-in Host  
Our team assists parents checking in their children.

Dream Kids Room Leader  
Our team creates a fun and engaging experience for the kids whose parents serve on the Dream Team.

First Time Check-In Host  
Our team helps first time families fill out necessary information and putting them in our church system.

Kids Buddy  
(For children with special needs) Our team provides a personal Redemption Kids experience by supporting the emotional and physical needs of the child you are paired with through love and care.

Life Group Leader  
Our team makes the big church feel small. This team leads smaller groups of kids to learn about the bible.

Loaders/Unloaders  
Our team sets up the children’s classrooms early morning before service and tears down the classroom after the last service.

Media Operator  
Our team serves through media such as audio, lighting (if needed), and imags (if needed).

Room Door Greeter  
Our team welcomes families to Redemption Kids at the doors of the Kids room.
DREAM TEAM DESCRIPTIONS

**Nursery:** Babies 6 weeks-crawling
(Background check required)

*Babies Room Door Greeter*
Our team welcomes families to Redemption Babies at the doors of the Babies room.

*Babies Life Group Leader*
Our team makes the big church feel small. This team leads smaller groups of babies to learn about God.

**Infants:** Crawlers & Walkers
(Background check required)

*Infant Room Door Greeter*
Our team welcomes families to Redemption Infants at the doors of the Infants room.

*Infant Life Group Leader*
Our team makes the big church feel small. This team leads smaller groups of infants to learn about God.

**Production:**

*ASL (Audio, Studio, Lights)*
Our team is responsible for providing, maintaining, and programming all audio and lighting for Redemption East for all services and special events.

*Camera/Video*
Our team captures the live worship service from many different angles with cameras, handheld jibs, track and steadicam (when needed).

*IMAG*
Our team displays song lyrics and scripture text on the screens, as well as, video content. Fast paced. Must be able to multi-task and be proficient with Mac-based products.
Media Engagement:

Social Media
Our team spreads the word of Redemption through social media. This position is open to photographers, videographers, editors and those looking to serve through all social media platforms.

Streaming
Our team brings the worship experience to the online platform. This position includes Facebook engagement through responding to comments, prayer requests, salvations and welcoming online guests.

Operations:

Loaders/ Unloaders
Our team systematically moves all the necessary equipment from the storage room/loading truck before the first service. They also help move all equipment back into the storage room/loading trucks after the last service.

Runner
Our team assists the loader/unloader team with anything that may come up during the set up/take down process.

Altar Ministry:

Prayer Team
Our team helps facilitate altar calls during service, and being an intercessor for the Senior/Campus Pastor during the week.
ABUSE POLICY

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

**Physical:** a physical act directed at a child or vulnerable adult that causes injury.

**Sexual:** contact or interactions between a child and an adult, or another child, when the child is being used for sexual stimulation of the perpetrator or another person. This includes exploitation through photographs, videos, or other communication methods.

**Emotional:** acts or omissions by the parent or other caregivers that have caused, or could cause, serious behavioral, cognitive, emotional, or mental disorders.

**Neglect:** failure to provide for the child or vulnerable adult’s basic needs. This includes adequate adult supervision, medical attention, housing, food, and clothing. Most cases of physical neglect involve inadequate adult supervision that has caused harm to the child or vulnerable adult or places them in danger of such harm.

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

As an essential part of the Redemption Leadership family, you have a responsibility to develop and exhibit mature Christian behavior. This should be the basic premise of your desire to participate in a servant-leader position here at Redemption.

While serving the Body of Christ as a servant-leader at Redemption, you pledge to present a good appearance at all times. In both attire and behavior, you should strive to demonstrate Biblical standards in all situations.

As Christians, the way we present ourselves to others is of vital importance to the way others perceive Christ. Our conduct should never be an embarrassment to Christ, but should exemplify the best qualities of a mature believer and servant-leader.

Exemplifying the highest moral commitment, Redemption’s leaders are to maintain a disciplined life of Bible reading, prayer, and fasting. You must also refrain from such things as:

- Profanity
- Smoking or chewing tobacco
- Gambling
- Indulging in much wine or other alcoholic beverages
- Dishonest gain
- Illicit drugs
- Pornography
- Sexual immorality (sexual activity outside of marriage)
- All behaviors which might cause Christ to grieve and others to stumble

By providing an example in speech and action, we encourage others to grow in Christ and become servant-leaders themselves. This is a way of life measured by the heart and commitment of each leader in the Redemption family. We should regard it as an essential part of our development, not as an imposition or restriction.
PLEASE COMPLETE ONE PER PERSON

Mobile Phone (______) _______________  Mobile Phone Carrier:  
                                           □ Verizon
                                           □ AT&T
                                           □ T-Mobile
                                           □ Sprint
                                           □ Other _______

Email____________________________________

Address _______________________________________________________________  Apt # ___________
City ____________________________  State ____________________________  Zip _________________

☐ I AM READY TO GO ALL IN AT REDEMPTION CHURCH

☐ I HAVE COMMITTED MY LIFE TO JESUS CHRIST, AND I TRUST HIM FOR MY SALVATION

☐ I WOULD LIKE TO JOIN A LIFE GROUP
  ☐ MEN  ☐ WOMEN  ☐ MARRIEDS  ☐ YOUNG ADULTS  ☐ MIXED  ☐ SPECIAL INTEREST

☐ I’M INTERESTED IN LEADING A LIFE GROUP

________________________________________  __________________________________________
Please print your name  Please sign your name

☐ I am younger than age 18
PLEASE COMPLETE ONE PER PERSON

I **completed** Define: Step One of Growth Track: ☐ Yes ☐ No

Name ___________________________________________________ Date _____/_____/______

☑ Male ☐ Female Date of Birth ________/______/______

Mobile Phone (____) _________________________ Mobile Phone Carrier: ☐ Verizon
Email: ________________________________ ☐ AT&T
                                      ☐ T-Mobile
                                      ☐ Sprint
                                      ☐ Other ______

**TEST RESULTS:**

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<th>Spiritual Test:</th>
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Address _______________________________________________________ Apt ____________

City ___________________________ State ______________________ Zip ____________

**Prayer Requests/ Praise Reports:**
DREAM TEAM APPLICATION
PLEASE COMPLETE ONE PER PERSON

I have completed: □ Step One □ Step Two □ Step Three □ All Three □ None

Name _______________________________ Date __________/ __________/__________
□ Male  □ Female  Date of Birth ___________/ ____________/ ______________

Mobile Phone (_____) ______________________ Mobile Phone Carrier: □ Verizon
Email _________________________________

Please write ministry/ministries that you are interested in serving in:
(Ministry descriptions on pages 37-40)
1. __________________________________________________________
2. __________________________________________________________
3. __________________________________________________________

INFORMATION Please check yes or no for each statement

YES   NO
□ □ Have you committed your life to Jesus?
□ □ Have you been water baptized since committing your life to Jesus?
□ □ Do you want to go all in at Redemption church?
□ □ Are you in a Redemption Lifegroup? If “yes”, add leaders name____________
□ □ If “no”, would you like us to connect you in one?
BELIEFS Please check yes or no for each statement

YES  NO
☐  ☐ I believe Jesus is God and was born of a virgin
☐  ☐ I believe Jesus is God’s son and the only sacrifice for sin
☐  ☐ I believe Jesus rose bodily from the dead
☐  ☐ I believe the Holy Bible is accurate without fault
☐  ☐ I believe the only way to have eternal life with God the Father is through a relationship with Jesus Christ

COMMITMENTS Please read the following sections detailed in the Growth Track book and initial each statement to express your commitment

_____ I commit to abide by Redemption Church’s Leadership Honor Code (pg. 53)
_____ I have read the Redemption Church’s Abuse Policy Acknowledgement and I agree to report any suspected abuse to the staff person who oversees the area in which I serve (pg. 52)

By signing below, I am stating that the information contained in this application is complete, accurate and not misleading in any way. Should my application be accepted, I agree to comply with the policies and procedures of Redemption Church.

______________________________________________________  _____/ _____/ ______
Please sign your name  Date