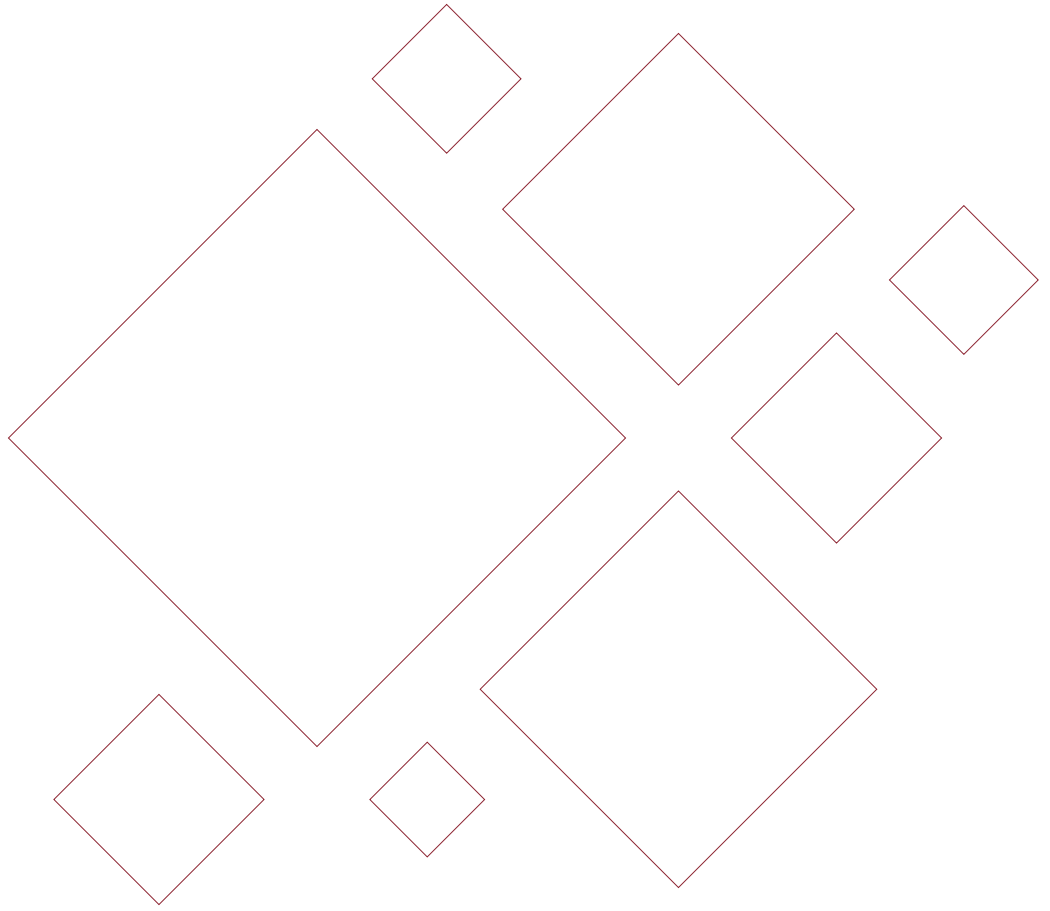


GROWTHTRACK

i.CHURCH/GROWTHTRACK



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

[John 10:10]

 **REDEMPTION**

REDEMPTION

GROWTHTRACK

i.CHURCH/GROWTHTRACK

Growth Track is a journey of discovery that will guide you to learn your unique design, activate your gifts and live the life God created for you. Growth Track is made up of three steps that equip you to

- 1) Connect to your Redemption Family
- 2) Discover the strengths of your gifts and talents
- 3) Use your God-given gifts to make a difference in the lives of others.

stepONE – DEFINE | Join the Redemption Family

Explore the ministry of Redemption Church and find out how to connect with our church.

(Please make sure to submit your Step 1 Connection Card, located on your Growth Track webpage, upon completing the session.)

stepTWO – DISCOVER

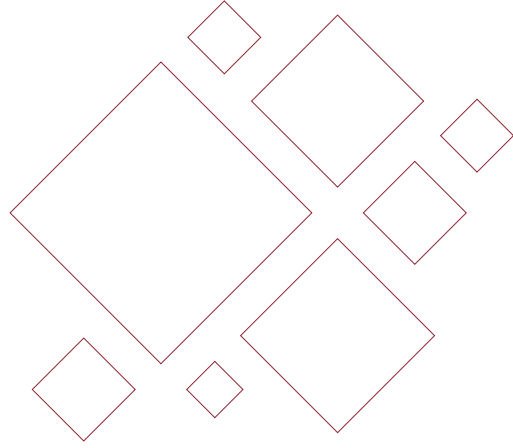
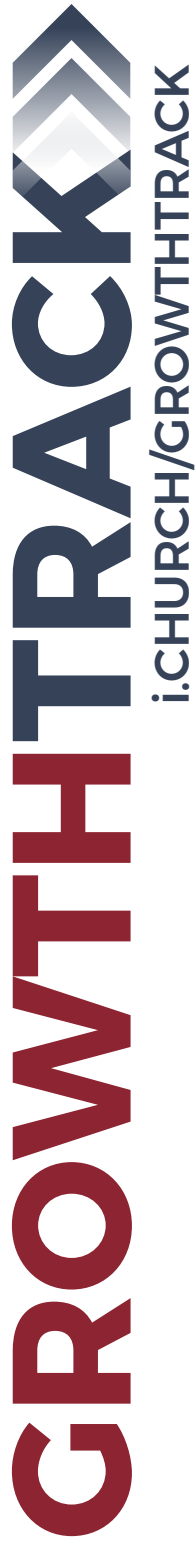
Dive into the details of your personality, discover your gifts, and see how your design reveals your purpose in life and your best fit in ministry.

(Please make sure to submit your Step 1 Connection Card, located on your Growth Track webpage, upon completing the session.)

stepTHREE – DEVELOP

Connect to the opportunities available at Redemption to live out your purpose and serve others by using your God-given gifts.

(Please make sure to submit your Step 3 Connection Card, located on your Growth Track webpage, upon completing the session.)



*step***ONE**»»

**DEFINE | Join the
Redemption Family**



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, in 2021 opened 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

REDEMPTION

A History of Living by Faith

What will your “YES” manifest?

Our History ...

Woven in the history of our church, with Pastors Ron & Hope leading the way, there are stories and examples of those who chose to live a life of faith – each person saying yes to the call of God, and that being the catalyst and platform that God would use to reach Greenville, San Jose, and the rest of the world.

Your Story

How will your life, and others you are connected to, align when you take that step of faith to activate purpose?

Your Story

Can you imagine what your “yes” to God will manifest when you take the next step in Growth Track?

LET'S REVIEW BEING PLANTED

"Those who are planted in the house of the Lord shall flourish in the courts of our God."

PSALM 92:13

Your potential and purpose starts off in seed-form

- Start with what you have - Take just the next step
- Build roots & cultivate your potential by being a part of our Redemption Family

Being planted means to take root.

- A seed turns into harvest when it remains in the environment that nurtures its growth.
- We believe as you grow roots, here at Redemption, that you will begin to flourish in every area of your life.

We want to see you thriving in your personal life, in your calling, and in your relationships.

- A healthy church is a healthy body.

How do I go all in at Redemption?!

Know God | Find Freedom | Discover Purpose | Make A Difference

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

LifeGroups

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.

LifeGroups 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 *LifeGroups* 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 *LifeGroups*, 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.

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. *step***ONE** – **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. *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.

3. *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.

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:

We aren't perfect people...We are just people in pursuit of being our best in building life together according to God's plan.

Having received Christ as my Lord and Savior, and being in agreement with the values and ideas presented in Step One of 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. Love | Honor | Trust

Acting in love toward other members.

Choosing to honor those I serve with and am connected to.

Following leaders and team we have been gifted with.

“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. Pray | Invite | Give

Praying for its growth and health.

Inviting the unchurched to attend online or in person.

We, as a collective, sow our time, energy, and resources to build God's house and advance the Kingdom.

“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. Discover | Develop | Deploy

Discovering my gifts and talents.

Developing a heart to serve.

Using my God-given gifts to make a difference.

“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

DEVELOPING MY CLOSENESS WITH GOD

“To build anything, we must start with the foundation. Everything flows from our personal relationship with Jesus.”

MATTHEW 7:24-27

“The thief does not come except to steal, and to kill, and to destroy. I have come that they may have life, and that they may have it more abundantly.”

JOHN 10:10 NKJV

What does God want from me?

God wants a personal relationship with you. Relationship is communication between two people. God wants to be with us in every aspect of our lives.

“But God demonstrates His own love toward us, in that while we were still sinners, Christ died for us.”

ROMANS 5:8

“Where can I go from your Spirit? Where can I flee from your presence? If I go up to the heavens, you are there; if I make my bed in the depths, you are there.”

PSALM 139:7-8

You become uniquely you as you become wholeheartedly His.

PRACTICAL APPLICATION

GO DEEPER

Prayer

“Consistent Communication with God.” **JEREMIAH 33:3**

Three principles to pray:

- a. Remember who you are when you pray.** (2nd Corinthian 6:18)
- b. Approach God in the correct position; knowing you are His son/daughter.**
 - Expect everything that comes with that Position. (Luke 11:11-13)
- c. Pray BIG prayers with expectation.** (Hebrews 4:16)
 - Begin by addressing God by Who He is. God is good, righteous, holy, loving, etc.
 - Picture yourself in His presence.
 - Come into agreement with His will for your life and the situation on your heart.
 - Leave your concerns with Him and choose not to take them back.

Practice Learning God’s Written Word

There are so many ways to read and study God’s Word. A simple method you can practice is called S.O.A.P.

Begin asking the Holy Spirit to speak to you through His Word.

- S.** Read Scripture(s).
- O.** Observe and study the meaning of what verse or verses stands out to you.
- A.** Ask God how this Applies to your life.
- P.** Pray and Practice

Encounter God’s Presence

- Create a time every day to spend with God.
- Begin by spending time worshipping and praising God, approaching Him with gratefulness and thanksgiving.
- Create a playlist of your favorite worship songs.
- Consider investing in a Journal to document what God is saying to you.
- Memorize scriptures so you can recall God’s Word at any time.

NEXT STEPS

1. Please submit your Step 1 Connection Card via your Step 1 On Demand web page.

2. 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.

3. Join a Life Group.

Connect with your LifeGroup Coordinator for available LifeGroups.

4. Complete the Growth Track.

WeekONE - Define | Join Our Redemption Family

WeekTWO - Discover Your Design

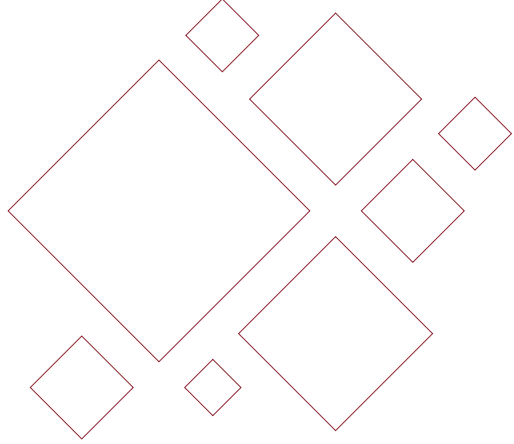
WeekTHREE - Join the Dream Team

GROWTHTRACK

i.CHURCH/GROWTHTRACK

*step***TWO**»»

DISCOVER



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

Our Prayer For You, is that God will:

- ... Activate Every Gift!
- ... awaken every destiny!
- ... clarify your perfect fit!
- ... give you true fulfillment!
- ... and deploy you to make a difference!

In Jesus Name!

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 via your test link on Growth Track On Demand - Step 2 Web Page.

IT WAS ALREADY WRITTEN...

“Oh yes, you shaped me first inside, then out; you formed me in my mother’s womb. I thank you, High God—you’re breathtaking! Body and soul, I am marvelously made! I worship in adoration—what a creation! You know me inside and out, you know every bone in my body; You know exactly how I was made, bit by bit, how I was sculpted from nothing into something. Like an open book, you watched me grow from conception to birth; all the stages of my life were spread out before you, The days of my life all prepared before I’d even lived one day.”

PSALM 139:13-16

My divine design points back to my Divine Designer (Creator).

- Destiny is determined by my King and Creator.
- The Creator Determines It and Those Created Discover it.
- Most live this out of order. They try to Create it and then ask God to agree with it and bless it.
- Purpose requires that I go back to the Source to unlock it.

My design, days, and destiny were written in his book!

- He has all the details
- He deposited my gifts and abilities

“And we know that all things work together for good to those who love God, to those who are called according to His purpose. For whom He foreknew, He also predestined to be conformed to the image of His Son, that He might be the firstborn among many brethren. Moreover whom He predestined, these He also called; whom He called, these He also justified; and whom He justified, these He also glorified.”

ROMANS 8:28-30

Foreknew ---> Predestined ---> Called ---> Justified ---> Glorified

EXAMPLE: CELL PHONE

- All parts built inside of a phone serve a purpose.
- The brilliance of the product speaks to the Genius of the ONE who designed it.
- A phone has NO USE until someone puts their HAND on it and begin using it.

GOD IS GOING TO PLACE HIS HAND ON YOU!

SOME IDEAS TO DISCOVER...

To continue to grow and develop in your gifts:

1. Keep walking with God
2. Learn more about yourself
3. Get a pulse on your passions
4. Pay attention to your perspective
5. Be tuned into personal experience
6. Be a solution and love to serve others

MAXIMIZE WHO YOU ARE!

What is your personality?

- It is the makeup of the person.
- Core of who you are.
- Attributes and Qualities that make you...YOU.
- Your personality is the unique way your gifts and abilities are expressed to the world.

You are unique.

- Understanding your personality helps you, and me, understand who you were designed to be.
- Your personality is spiritually designed and naturally shaped.

Shapers & Molders of your unique personality.

- Environment
- Experience
- People

THINGS TO REVIEW:

1. What are 3 things that your Top 3 gifts say about you?
2. How can others help you stir up your gifts?
 - a. How can you do this for others?
3. Write down 1 thing that surprised you.
 - a. Write down 1 thing you want to work on.

DISCERN DIVINE DEPOSITS

The Lord placed treasure in our earthen vessels.

Once a DEPOSIT is made, it must be withdrawn and invested.

Romans 12:6, Our Gifts are Different based on the Grace given to us.

Our Gifts must be USED.

“ Having then gifts differing according to the grace that is given to us, let us use them: if prophecy, let us prophesy in proportion to our faith;”

ROMANS 12:6

**YOUR GIFTS ARE A TREASURE, HEAVENLY CURRENCY.
VALUE THEM. UTILIZE THEM.**

“Charis”

- χάρις khar'-ece; from 5463; graciousness (as gratifying), of manner or act (abstr. or concr.; lit., fig. or spiritual; espec. the divine influence upon the heart, and its reflection in the life; including gratitude);—acceptable, benefit, favour, gift, grace (-ious), joy liberality, pleasure, thank (-s, -worthy).

“Charisma”

- χαρίσμα khar'-is-mah; from 5483; a (divine) gratuity, i.e. deliverance (from danger or passion); (spec.) a (spiritual) endowment, i.e. (subj.) religious qualification, or (obj.) miraculous faculty:—(free) gift.

YOUR GIFT MIX

Dominant Gifts

- Our main Gifts. These are gifts we must maximize and give most of our energy to.

Spiritual Gifts

- Revelation Gifts (words of wisdom, knowledge, discerning spirits)
- Power Gifts (gifts of miracles, healing, faith)
- Vocal Gifts (gifts of prophecy, tongues, interpretation of tongues)

Support Gifts

- Our subsequent abilities built in to serve and support our dominant gifts.



OVERVIEW OF THE 9 ENNEAGRAM TYPE'S CORE MOTIVATIONS



Core Fears



Core Desires



Core Weakness



Core Longing

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 wanted and loved.



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 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 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 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 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 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

Feel free to take your test, digitally, via the Spiritual Gift Test Link on the On Demand Step 2 Web page; or you can complete your test in this segment of your digital workbook.

Step 1: Respond to the spiritual gifts statements on **pages 12-13** by writing the number that indicates how each statement describes you in the blanks on **page 14**: 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 14 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.

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.
24. I enjoy the book of Proverbs more than any other book in the Bible.
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.

1 Almost Never			2 Sometimes			3 Almost Always				
						TOTAL		GIFT		
1.	_____	25.	_____	49.	_____	_____		A.	<u>ADMINISTRATION</u>	
2.	_____	26.	_____	50.	_____	_____		B.	<u>APOSTLESHIP</u>	
3.	_____	27.	_____	51.	_____	_____		C.	<u>CRAFTSMANSHIP</u>	
4.	_____	28.	_____	52.	_____	_____		D.	<u>DISCERNMENT</u>	
5.	_____	29.	_____	53.	_____	_____		E.	<u>EVANGELISM</u>	
6.	_____	30.	_____	54.	_____	_____		F.	<u>EXHORTATION</u>	
7.	_____	31.	_____	55.	_____	_____		G.	<u>FAITH</u>	
8.	_____	32.	_____	56.	_____	_____		H.	<u>GIVING</u>	
9.	_____	33.	_____	57.	_____	_____		I.	<u>HEALING</u>	
10.	_____	34.	_____	58.	_____	_____		J.	<u>HELPS</u>	
11.	_____	35.	_____	59.	_____	_____		K.	<u>HOSPITALITY</u>	
12.	_____	36.	_____	60.	_____	_____		L.	<u>INTERCESSION</u>	
13.	_____	37.	_____	61.	_____	_____		M.	<u>KNOWLEDGE</u>	
14.	_____	38.	_____	62.	_____	_____		N.	<u>LEADERSHIP</u>	
15.	_____	39.	_____	63.	_____	_____		O.	<u>MERCY</u>	
16.	_____	40.	_____	64.	_____	_____		P.	<u>MIRACLES</u>	
17.	_____	41.	_____	65.	_____	_____		Q.	<u>MISSIONARY</u>	
18.	_____	42.	_____	66.	_____	_____		R.	<u>MUSIC/WORSHIP</u>	
19.	_____	43.	_____	67.	_____	_____		S.	<u>PASTOR/SHEPHERD</u>	
20.	_____	44.	_____	68.	_____	_____		T.	<u>PROPHECY</u>	
21.	_____	45.	_____	69.	_____	_____		U.	<u>SERVICE</u>	
22.	_____	46.	_____	70.	_____	_____		V.	<u>TEACHING</u>	
23.	_____	47.	_____	71.	_____	_____		W.	<u>TONGUES</u>	
24.	_____	48.	_____	72.	_____	_____		X.	<u>WISDOM</u>	

USING YOUR SPIRITUAL GIFTS

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.

Luke 14:28-30; Acts 6:1-7; 1 Corinthians 12:28

(Redemption Kids Check-in, Production, Loader/Unloader, Serve Central, Information Booth, Social Media, Growth Track Registration, Redeption Youth)

B. Apostleship

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

Acts 15:22-35; 1 Corinthians 12:28; 2 Corinthians 12:12; Galatians 2:7-10;

Ephesians 4:11-14

(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, Make It Happen Team, HCM)

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.

Matthew 16:21-23; Acts 5:1-11, 16:16-18; 1 Corinthians 12:10; 1 John 4:1-6

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

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

(Altar Ministry, Life Group Leader, Redemption Kids/Nursery, Dream Kids Room Leader, Social Media, Redeption Youth)

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

(Connector, Serve Central Host, Events, Greeters, Growth Track Host, Redemption Kids, Redemption Kids Check-in, Information Booth, Nursery/Preschool, Traffic Team, Life Group Leader, Ushers, Service Host, Pastoral Care, Redemption Youth)

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

(All Teams)

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.

Acts 3:1-10, 9:32-35, 28:7-10; 1 Corinthians 12:9, 28

Acts 3:1-10, 9:32-35, 28:7-10; 1 Corinthians 12:9, 28

(Medical, Redemption Kids Buddy, Altar Team)

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.

Mark 15:40-41; Acts 9:36; Romans 16:1-2; 1 Corinthians 12:28

(Connector, Serve Central Host, Events, Medical, Information Booth, Production, Hospitality, Service Host, Make It Happen Team, Pantry Outreach, Redemption Kids, Redemption Youth, Safety & Security)

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.

Acts 16:14-15; Romans 12:13, 16:23; Hebrews 13:1-2; 1 Peter 4:9

(Hospitality Team, Connector, Serve Central Host, Events, Greeters, Growth Track Host, Kids Check-in, Information Booth, Traffic Team, Ushers, HCM)

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

(Altar Team, Life Group Leader, Pastoral Care, Growth Track Floor Host)

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, Growth Track Host)

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, Pastoral Care, Social Media)

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, Altar Ministry, Pastoral Care)

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, HCM)

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, Redemption Youth)

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, Pastoral Care, Redemption Youth)

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.

Acts 2:37-40, 7:51-53, 26:24-29; 1 Corinthians 14:1-4; 1 Thessalonians 1:5

(Life Group Leader, Pastoral Care)

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.

Acts 6:1-7; Romans 12:7; Galatians 6:10; 1 Timothy 1:16-18; Titus 3:14

(Connector, Serve Central Host, Events, Nursery/Preschool, Setup/Takedown, Production, Pantry Outreach, Redemption Youth, Safety & Security)

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.

Acts 18:24-28, 20:20-21; 1 Corinthians 12:28; Ephesians 4:11-14

(Growth Track Host, Life Group Leader, Redemption Kids/Nursery, Growth Track Host)

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, Altar Team, Life Group Leader, Ushers, Pastoral Care)

NEXT STEPS

1. **Submit your Step 2 Connect card on the On Demand Step 2 Web Page.**
1. **Complete *stepTHREE* of the Growth Track.**
2. **Pray and ask God to strengthen the gifts and passions inside of you.**
3. **Join the Dream Team.**

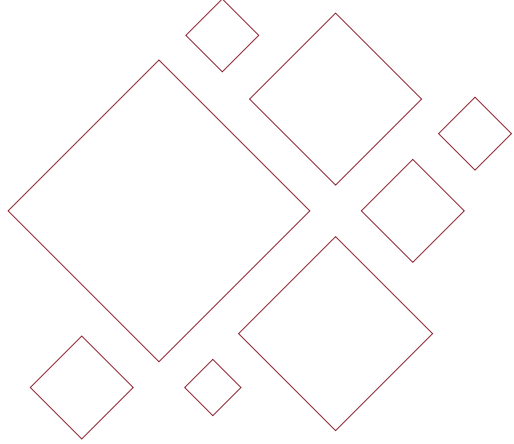
Now that you've discovered your God-given gifts, find a team where you can use those strengths to make a difference in the lives of others.

GROWTHTRACK

i.CHURCH/GROWTHTRACK

*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

FOUR THINGS WE DO AS DIFFERENCE MAKERS

1. Join the Dream Team.

When you fall in love with God, you will desire Him and His plans all the time.

Daily time with Him will develop your character.

What you are full of, you are led by. Desire to be filled with His presence; daily.

Time with God will grow a hunger to pursue doing things God's way.

Ways to continue to build your personal relationship with God:

- Develop your closeness with God.
- Develop your character.
- Develop your calling.

2. WE LOVE PEOPLE.

Serve Others

Be Authentic & Genuine

3. PURSUE EXCELLENCE.

When you serve God, remember, God is always serving you!

There are no boundaries to God's excellence. He gave us His very best with His one and only Son, Jesus.

Our desire is to give our best in return.

Examples on how we pursue to do things in excellence:

- We do things well.
- We do things before we are asked.
- We do more than what is expected.

4. CHOOSE JOY.

Be enjoyable

Be positive

Be loyal

Way we create an environment of joy:

- Set the tone and have fun when serving with your team.
- Be an energy producer.
- Honor every one that we are connected to.
- Speak faith.
- Believe the best in people.

TO BEGIN SERVING:

**Congratulations on your completion of Growth Track!
Submit your Dream Team application via the On Demand Step 3
web page.**

NEXT STEPS

- 1. You will be contacted by a team leader soon with your next steps to begin serving.**
- 2. 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.**
- 3. 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!**

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.

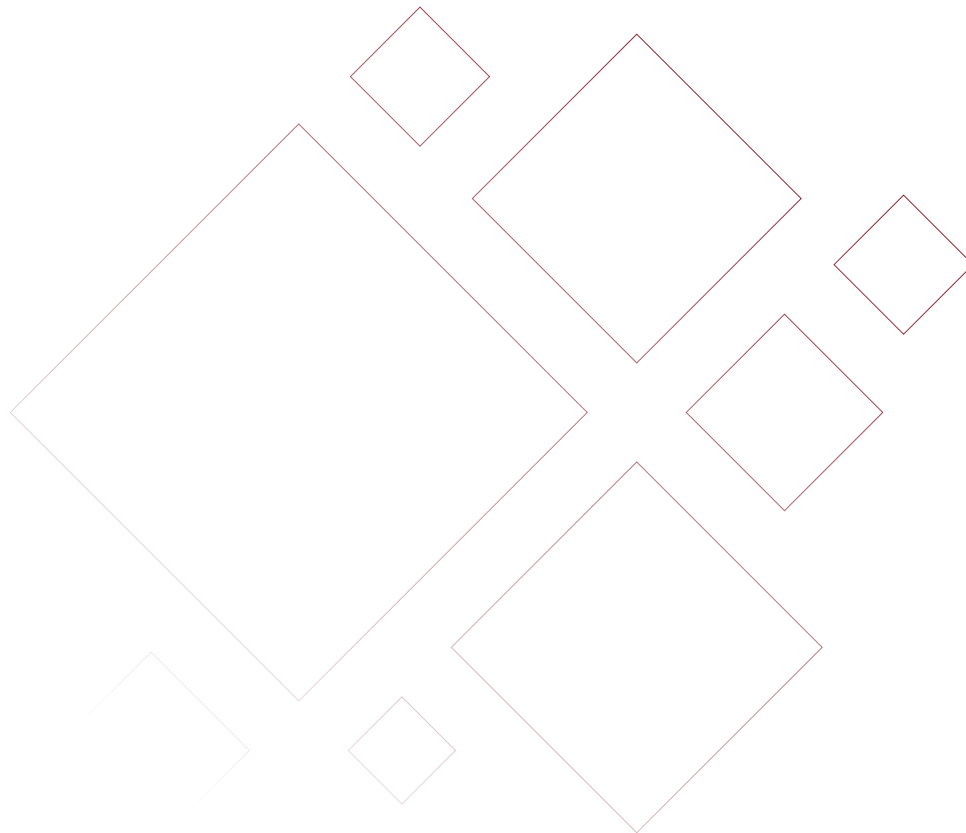
While serving the Body of Christ as a servant-leader at Redemption, you pledge to present a good appearance at all times. In both attire and behavior, you should strive to demonstrate Biblical standards in all situations.

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.



 **REDEMPTION**

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