

Finding Your Spiritual Gifts

.....a discovery of service

memo

November 2003

Welcome to ***Finding Your Spiritual Gifts....a discovery of service***. It is my hope you will find clarity to the question so often asked; "where should I serve in my church?" Note however that this booklet is a *tool* and a tool will only give results if you work it and work it *hard*. **Once you start the journey through the material, follow all the directions, read and meditate on all the scriptures & do not continue past a section until you feel comfortable doing so.**

In starting the journey myself, I was seeking an answer as to what my spiritual gifts were. I looked at over 10 spiritual gift inventories and programs that attempted to assist a person in the discovery process. I was disillusioned. Nothing seemed to hit the mark. I found myself looking for a path that was not there. It was during this process that I found myself undertaking a wonderful journey of internal discovery, finding answers in what God shares are the spiritual gifts.

As shared, during the journey, several concerns and questions came to the surface. Here are a few:

- Any type of *test* about spiritual gifts by itself IS NOT and CAN NOT be accurate. A test on finding your spiritual gifts can only be a *compass* and a tool to assist a person...hence, this is a *discovery of service*. However, in the journey I did discover that an inventory can be a great tool to assist someone in finding the right direction if used correctly.
- I found it was easy to be confused with what the spiritual gifts *are* and *are not*. I thought a person, by title, had a certain gift. I believed we used our gifts in all parts of our life. I could not understand why something I did showed *fruit* and even when I was *right on* in other things....it was a drudgery to complete them and they never quite *hit the mark*.
- I discovered that knowing the definition(s) and history surrounding the spiritual gifts was not enough. I wanted to know as many parts of the journey as possible. *Jumping in* was a great idea to find out where to serve....yet in today's fast society, I wanted other tools to help me in the journey. When I discovered more about my *passion* and clarified more of my *personal style*, bringing them together with the ***Spiritual Gifts Inventory*** (SGI); I could actually see *clearer where* I could serve, *who* I would serve and *what* I would do when I served! **WOW!**
- Without all the "steps" and teaching prior to taking a Spiritual Gifts Inventory, I found it was very easy for people to stereo-type themselves as to exactly what their spiritual gifts are. Learning is a process of discovery and cannot be rushed. Taking things *step by step* is VITAL in examining who we are, what we desire and where we should serve.

Finding Your Spiritual Gifts...a discovery of service is what God has shared with us in understanding the spiritual gifts and how they are manifested in the Body of Christ.

Ron Smedley

PS: NOTE that the SGI and ALL the material you will receive is not intended to be an *absolute* method for showing a person their spiritual gift(s). It is a tool to *help point a person in a direction* such that they will have a better idea as to their gift(s). The SGI points a direction; for some a general direction, for others a more specific one. After completing the SGI and much evaluation, it is up to the person to *jump in and serve*. Good success!

Spiritual Gifts **Acknowledgments**

As with any journey, it cannot be completed alone. Such is the case here as well.

Initially my good friend and pastor, **Jerry Costley** came to me sharing his desire to have a tool that would assist others in finding their spiritual gift(s). Knowing my love of testing and my background, he asked me to see what was already available in the marketplace. We both quickly became discouraged. Every spiritual gifts test we came across placed people in “boxes” saying to the person that this “was” or “was not” your spiritual gift(s).

It now became our desire to have a tool that would assist the men of our church as they went about discovering their spiritual gift(s). The tool was to be part of a journey, a discovery process, not a “quick fix” “instant answer” program. Spiritual gifts come out of the supernatural power of God and we both agreed that an inventory could be an indicator at best...a “north, south east or west” in a journey of discovery. An inventory would only become one part of the journey.

I would call Jerry the “project manager” of the initial gifts inventory and training. He and I spent many long hours together as I would write and he would comment, I would rewrite and he would re-comment until we were both satisfied with the actual inventory and the definitions. As you will also discover, it is Jerry’s knowledge and insight that is shared when you read about the actual gifts in this booklet. Here is a man that has a desire to see other men grow in our Lord...my kind of brother.

Shortly after the spiritual gifts training was completed with the men at our church, I had the privilege of being introduced to **Pat Githens**. Pat was a graduate student in the Masters’ of Organizational Leadership program at Biola University in La Mirada California, where I was his instructor for several classes. At the time Pat was the lay person in charge of the “Gift Shop” at Evangelical Free Church in Fullerton California. We quickly became good friends, with discussion after discussion focusing on how we could assist others in finding their spiritual gift(s). Pat is a man that desires to make the journey as easy as possible for others as they discover their spiritual gifts, my kind of brother.

Together our *passion* became the area of *passion*. We could find no other books, articles or practices that supported our thoughts on what passion is and how passion could impact the journey of finding one’s spiritual gift(s). We elected to come together on a regular basis, making small steps of progress throughout the discovery process. Pat (and I ☺) eventually completed his masters’ degree project on our research and findings. You will find a summary of this research in the booklet under *Discovering Your Passion*.

It is our findings that when passion is included in the discovery of your gifts, the possibility of discovering your spiritual gift(s) escalates to over 35%!

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**Finding Your SPIRITUAL GIFTS
.....a discovery of service**

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Spiritual Gifts
Introduction & Definition

For the eyes of the Lord move to and fro throughout the earth that He may strongly support those whose heart is completely His.” II Chronicles 16:9

The purpose of ***Finding Your Spiritual Gifts...a discovery of service*** is to give believers who are active in their church an indicator as to what their spiritual gift(s) are. There is no time more exciting than when we are serving the body of Christ, serving in ministry that we are truly excited about!

Our goal is to have every person serving in an active ministry of their home church that is fulfilling and fruitful for ***both*** the server and those being served. The Word of God speaks of spiritual gifts in several key passages (Romans 12:4-8, 1 Corinthians 12:1-31, Ephesians 4:11-13) as being vital to the growth of the body of Christ.

What are Spiritual Gifts? Simply put, spiritual gifts are special abilities distributed by the Holy Spirit to every believer according to God's design and grace ***for the common good of the body of Christ***. Once they are identified, spiritual gifts indicate ***what*** you are do when you ***serve*** in the body of Christ.

God promises that we will be blessed beyond measure for following His instructions in the Word of God. How exciting it will be to personally experience those blessings by using our spiritual gifts for the edification of the body of Christ! As shared above in II Chronicles 16:9, God longs to help us, support us, give us vision as we search for our gifts and grow closer to Him.

Enjoy the journey.....

The Definition of Spiritual Gifts....

Spiritual gifts are a special ability (ies) endowed (not merited) by the Holy Spirit to every believer according to God's design for service (by grace) *for the common good of the Body of Christ.*

There are 2 words used that are translated "gifts" in our English bibles. The first is *pneumatikos...*

*Now concerning spiritual gifts, brothers, I do not want you to be unaware.
(I Corinthians 12:1)*

Literally it translates *Now concerning spirituals....* The translators add the word "gifts". This word means **divine**. The emphasis is that the gifts are divine, God given in their source.

The second word translated "gifts" is *charisma....*

*Now there are varieties of gifts, but the same Spirit.
(I Corinthians 12:4)*

As to its essence, a spiritual gift is an **ability**. It is an ability to function effectively and significantly in a particular service as a member of Christ's body, the church.

Ephesians 4:7-11 is considered a key verse on how the gifts were distributed. It shares that we all have spiritual gifts, distributed by the ascended Jesus Christ, to every individual believer, for the profit of others, through the Holy Spirit sovereignty, probably at the time of salvation, and on the basis of grace. (William McRae, *Dynamics of Spiritual Gifts*, pg 18).

7 But to each one of us grace was given according to the measure of Christ's gift.

8 Therefore it says, "When He ascended on high, he led captive a host of captives, and He gave gifts to men.

9 (Now this expression, "He ascended," what does it mean except that He also had descended into the lower parts of the earth?

10 He who descended is Himself also He who ascended far above all the heavens, so that He might fill all things.)

11 And He gave some as apostles, and some as prophets, and some as evangelists, and some as pastors and teachers,

It is also concluded by most evangelical theologians that every believer receives at least one gift upon their acceptance of Christ as their Savior.

Once they are identified, spiritual gifts indicate **what** you are to do when you serve in the body of Christ.

Spiritual Gifts
The Difference Between
Volunteering and Serving with One's Spiritual Gifts

I Timothy 1:12; I Chronicles 15:16-19; Colossians 4:17

...taken from a concept by Rory Noland

When we look at our spiritual gifts and how they exist to edify or *lift up and support* the body of Jesus Christ, one might ask; *What is the difference between me volunteering in an area and applying my spiritual gift(s) in that same area?"*

Another question that usually arises is; *Why do I need a certain spiritual gift to serve or volunteer in an area of my church?*

To answer both questions.....**If you see a need and someone(s) needs help and you are there...PLEASE, volunteer and be of assistance.** We do not want to wait until someone comes along with the right spiritual gift to offer assistance. On the other hand, the difference between someone volunteering because they *see the need* and *someone applying their spiritual gift(s)* in the same area is an obvious excitement and satisfaction. By the very biblical definition of spiritual gifts, all Christians are **called to fill a need(s)**. When a person is *called to serve* in any area of the body of Christ, their passion and joy will far exceed that of a volunteer's.

With this in mind, here are some thoughts on volunteering vs. serving with one's spiritual gift(s):

A person **volunteering** looks upon ministry as another commitment they are obligated to fulfill (who else will do it?), but one **servicing** with their spiritual gifts(s) looks at ministry as an opportunity to be used of God.

A person **volunteering** could look upon constructive criticism with resentment (I am volunteering my time....aren't I?), but one **servicing** with their spiritual gift(s), is grateful for feed-back because they want to be the best they can be.

A person **volunteering** puts in effort "to get the job done", but one **servicing** with their spiritual gift(s), typically puts in the maximum effort to "run the race with excellence".

A person **volunteering** could sit back and complain about "this and that" bothering them, but one **servicing** with their spiritual gift(s), takes personal responsibility to help improve that which needs improvement.

A person **volunteering** feels threatened by the gifts and abilities of others, but one **servicing** with their spiritual gift(s), feels secure in God's direction of their life....after all, this is part of their calling!.

A person **volunteering** typically will not have the time (unless everything else is done!) for outside study or preparation, but one who is **servicing** with their spiritual gift(s), typically comes to ministry and people as prepared as possible.

A person **volunteering** typically wants to quit at the first sign of adversity or discouragement, but one **servicing** with their spiritual gift(s), digs in and perseveres.

A person **volunteering** is blind to the needs of the ministry they are volunteering in, but one **servicing** with their spiritual gift(s), prays over the needs of their ministry.

A person **volunteering** is more prone to be jealous of others and their talents and abilities, but one **servicing** with their spiritual gift(s), praises God for the distribution of spiritual abilities.

A person **volunteering**, their main source of fulfillment is their talents, abilities and what they can “do”, but someone **servicing** with their spiritual gift(s), knows that being used of God is the most fulfilling things you can do with your life.

A person **volunteering** does not like AT ALL being put into situations where they are going to be “stretched” but one **servicing** with their spiritual gift(s), responds to God’s call with humble dependence on Him.

Everyone needs to be ready to jump in as a “volunteer” with a good heart when we see a need arise or someone shares....” we need your help”. **As Christians we must never stop assisting as a “volunteer” when a need is brought forward.**

However, it is our vision to see all our volunteers be men and women “**servicing**” the body of Christ at their church while using the spiritual gifts given them by our Lord!

What are we saying? One could say that when someone serves, they are really displaying their passion for the Lord!

Serve today by applying the spiritual gifts God has given to you!

Spiritual Gifts
Don't Confuse Spiritual Gifts
With Other Things.....

Don't confuse the Spiritual Gift(s) with other things, titles, talents and abilities that are also critical in the body of Christ. Examples include:

TALENTS and ABILITIES

Talents and abilities can be an indicator to your giftedness but do not necessarily equate to your Spiritual Gift(s).

There is a definite distinction between Spiritual Gifts and natural talents or abilities. While Spiritual Gifts are unique to the believer, talents and abilities are common to everyone. Both are God-given. Just as your experiences and character traits may indicate a particular spiritual gift, so may your talents and abilities. The affirmation of any spiritual gift must be consistent with glorifying God and edifying or lifting up others within the body of Christ.

Talents and abilities may be broken down as follows:

- **innate talent**: this is the sense often associated with the word in a biblical sense. These are gifts and abilities a person is generally born with, such as musical ability, or an aptitude for science;
- **learned talent**: this is where a person might be trained and/or educated such as an engineer, or a manager----a position that was learned over time. **It is generally a learned ability.**

Talent thus means whatever abilities a person has that he or she brings to a chosen position, purpose in life, or occupation, whether it be a welder, a missionary, a doctor or a policeman. The focus here is on **what a person does**.

FRUIT of the SPIRIT

Fruit of the Spirit is the mark of spiritual maturity and growth. It is listed in **Galatians 5:22-23**:

But the fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, self-control; against such things there is no law.

The fruit of the Spirit relates to the development of character. It is a "be" quality e.g. "be this" and "be that" while the Spiritual Gifts are "do" qualities e.g. "do this" and "do that".

Both Fruit of the Spirit and Spiritual Gifts should be evident in the life of the believer. Both are critical for a growing, God-honoring, glorifying life.

SPIRITUAL DISCIPLINES

Spiritual Disciplines include personal Bible study, prayer, fasting, tithing, and other practices that help us grow in faith, control our sinful desires, and develop character. Spiritual Disciplines help us grow in our relationship to God. Six key aspects of Spiritual Discipline include:

- **Hearing the Word** **Romans 10:17**
So faith comes from hearing, and hearing by the word of Christ.

- **Reading the Word** **Revelation 1:3**
Blessed is he who reads and those who hear the words of the prophecy, and heed the things which are written in it; for the time is near.

- **Studying the Word** **Acts 17:11**
.....for they received the word with great eagerness, examining the Scriptures daily, to see whether these things were so.

- **Memorize the Word** **Psalms 119:9-11**
How can a young man keep his way pure? By keeping {it} according to Thy word. With all my heart I have sought Thee; Do not let me wander from Thy commandments. Thy word I have treasured in my heart, That I may not sin against Thee.

- **Meditate on the Word** **Psalms 1:2-3**
But his delight is in the law of the Lord, And in His law he meditates day and night. And he will be like a tree firmly planted by streams of water, Which yields its fruit in its season, And its leaf does not wither; And in whatever he does, he prospers.

- **Prayer** **Ephesians 6:18**
With all prayer and petition pray at all times in the Spirit, and with this in view, be on the alert with all perseverance and petition for all the saints,

Spiritual Gifts help us serve in the body of Christ. The relationship between Spiritual Gifts and Spiritual Disciplines is illustrated by the following comparison:

- | <u>Spiritual Gift</u> | <u>Spiritual Discipline</u> |
|------------------------------|------------------------------------|
| • Evangelism | • Memorizing the Word |
| • Exhortation | • Prayer |
| • Knowledge/Teaching | • Study |

MINISTRY POSITIONS

At church, we refer to some people as our “pastors”, “teachers”, or “leaders”. These titles may or may not match exactly with a person’s spiritual gift(s). For example, though we have many small group leaders, they may not all have the gift of leadership, nor do they need that gift to be a small group leader (position). Some may have the gift of shepherding, some encouragement, some teaching, some leadership or a combination thereof. Not all Children’s Sunday School Teachers (position) have the gift of teaching. We call them “teachers,” yet they may have other spiritual gifts. These titles are valuable to us for purposes of communication around the church, yet we need to remember that these titles do not always match up exactly with a person’s spiritual gift(s).

Spiritual Gifts
**What Does God's Word Say About Spiritual Gifts
 and the Body of Christ?**

by Jerry Costley

Assumptions:

- 1) *Most Christians know they should serve.*
- 2) *Most Christians want to serve.*
- 3) *Many Christians don't know how and where they should serve.*

Scripture Passages

Romans 12:4-8

Gifts identified:

Prophecy (proclaiming truth)	Exhortation (encouragement)
Serving (or helps)	Giving
Teaching	Leadership
Mercy	

Principles:

- 1) We have different gifts (or mix of gifts).
- 2) Gifts are given according to God's grace.
- 3) We are to exercise our gifts.
- 4) Paul gives a simple job description for each gift identified in Romans.

I Corinthians 12:1-31

Gifts identified:

Wisdom	Distinguishing spirits (discernment)
Knowledge	Tongues
Faith	Interpreting tongues
Healing	Teaching
Miracles	Helps (or Serving)
Prophecy	Administration
Apostleship (not the office, but often describes modern missions)	

Principles:

- 1) We are not to be ignorant about spiritual gifts.
- 2) There are varieties of gifts, but one Holy Spirit (source).
- 3) God works through spiritual gifts.
- 4) Spiritual gifts are a manifestation of the Holy Spirit for the good of the Body of Christ.
- 5) The Holy Spirit distributes gifts to each believer as He wills.
- 6) There are many members of the Body of Christ.
- 7) All Christians have a role in the Body of Christ.
- 8) God places each Christian in a role in the Body of Christ as He desires.
- 9) All members of the Body of Christ are necessary.

Ephesians 4:11-13

Gifts identified:

Apostleship	Pastoring (shepherding)
Prophecy	Teaching
Evangelism	

Principles:

- 1) Gifted spiritual leaders are to *equip the saints for the work of service.*

Scripture References

Romans 12:4 – 8

4 For just as we have many members in one body and all the members do not have the same function,
5 so we, who are many, are one body in Christ, and individually members one of another.

6 Since we have gifts that differ according to the grace given to us, each of us is to exercise them accordingly:
if prophecy, according to the proportion of his faith;

7 if service, in his serving; or he who teaches, in his teaching;

8 or he who exhorts, in his exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness.

I Corinthians 12:1 – 31

1 Now concerning spiritual gifts, brethren, I do not want you to be unaware.

2 You know that when you were pagans, you were led astray to the mute idols, however you were led.

3 Therefore I make known to you that no one speaking by the Spirit of God says, "Jesus is accursed"; and no one can say, "Jesus is Lord," except by the Holy Spirit.

4 Now there are varieties of gifts, but the same Spirit.

5 And there are varieties of ministries, and the same Lord.

6 There are varieties of effects, but the same God who works all things in all persons.

7 But to each one is given the manifestation of the Spirit for the common good.

8 For to one is given the word of wisdom through the Spirit, and to another the word of knowledge according to the same Spirit;

9 to another faith by the same Spirit, and to another gifts of healing by the one Spirit,

10 and to another the effecting of miracles, and to another prophecy, and to another the distinguishing of spirits, to another various kinds of tongues, and to another the interpretation of tongues.

11 But one and the same Spirit works all these things, distributing to each one individually just as He wills.

12 For even as the body is one and yet has many members, and all the members of the body, though they are many, are one body, so also is Christ.

13 For by one Spirit we were all baptized into one body, whether Jews or Greeks, whether slaves or free, and we were all made to drink of one Spirit.

14 For the body is not one member, but many.

15 If the foot says, "Because I am not a hand, I am not a part of the body," it is not for this reason any the less a part of the body.

16 And if the ear says, "Because I am not an eye, I am not a part of the body," it is not for this reason any the less a part of the body.

17 If the whole body were an eye, where would the hearing be? If the whole were hearing, where would the sense of smell be?

18 But now God has placed the members, each one of them, in the body, just as He desired.

19 If they were all one member, where would the body be?

20 But now there are many members, but one body.

21 And the eye cannot say to the hand, "I have no need of you"; or again the head to the feet, "I have no need of you."

22 On the contrary, it is much truer that the members of the body which seem to be weaker are necessary;

23 and those members of the body which we deem less honorable, on these we bestow more abundant honor, and our less presentable members become much more presentable,

24 whereas our more presentable members have no need of it. But God has so composed the body, giving more abundant honor to that member which lacked,

25 so that there may be no division in the body, but that the members may have the same care for one another.

26 And if one member suffers, all the members suffer with it; if one member is honored, all the members rejoice with it.

27 Now you are Christ's body, and individually members of it.

28 And God has appointed in the church, first apostles, second prophets, third teachers, then miracles, then gifts of healings, helps, administrations, various kinds of tongues.

29 All are not apostles, are they? All are not prophets, are they? All are not teachers, are they? All are not workers of miracles, are they?

30 All do not have gifts of healings, do they? All do not interpret, do they?

31 But earnestly desire the greater gifts. And I show you a still more excellent way.

Ephesians 4: 11 – 13

11 And He gave some as apostles, and some as prophets, and some as evangelists, and some as pastors and teachers,

12 for the equipping of the saints for the work of service, to the building up of the body of Christ;

13 until we all attain to the unity of the faith, and of the knowledge of the Son of God, to a mature man, to the measure of the stature which belongs to the fullness of Christ.

Spiritual Gifts
Your “Servant Profile”.....the start of the journey

Preparing for the Journey

Before a journey can be successful, there are several steps of preparation *prior* to taking the first step. This is true with discovering our spiritual gifts as well.

Get Direction

First, recognize that God desires to ***give direction*** to our lives:

- **Psalm 32:8**
I will instruct you and teach you in the way which you should go; I will counsel you with My eye upon you.
- **Jeremiah 29:11-14a**
'For I know the plans that I have for you,' declares the LORD, 'plans for welfare and not for calamity to give you a future and a hope. Then you will call upon Me and come and pray to Me, and I will listen to you. You will seek Me and find Me when you search for Me with all your heart. I will be found by you,' declares the LORD...
- **Proverbs 3:5-6**
Trust in the LORD with all your heart And do not lean on your own understanding. In all your ways acknowledge Him, And He will make your paths straight.

Question: *Do you allow Him to give you direction or do you determine it on your own?*

Be Focused

Second, God wants our ***hearts to be focused***. We can only do this by:

- | | |
|---------------------------------|----------------------|
| • Hearing the Word | Romans 10:17 |
| • Reading the Word | Revelation 1:3 |
| • Studying the Word | Acts 17:11 |
| • Memorizing the Word | Psalms 119:11 |
| • Prayer | I Thessalonians 5:17 |
| • Meditating on the Word | Psalms 1:2-3 |

Each one of us are called by God to glorify Him; to walk our own path, feel with our heart, think with our mind and dwell with Him inside our soul. So as to identify our passion, style, gifts and give God everything within us, **focus** becomes the key to such a discovery. When we understand the need to have clarity and focus in our life's journey, we also understand the need to have a quiet time with our Lord every day of our lives. One cannot happen without the other.

Question: *Is your heart focused, “quiet” and open to the Holy Spirit's leading?*

Know that You are Unique

Third, God wants us to know that ***we are all truly unique***. Whereas we are all created in His image, we all show a different part of His image!

- Our hairs are numbered Matthew 10:30
- We have different abilities Matthew 25:14-29

Every one of us are created in the Lord's image yet each one of us is uniquely different. He tells us to think, plan ahead and dwell on His word. He wants us to run the race, soar as eagles and follow the path of our life in such a manner that everything we do is focused on Him. If we were all identical with the same abilities, gifts and talents, all looking the same, talking the same, thinking the same; mankind would have only one passion & one path to follow. Life would be simple, the same and very boring! Instead...Praise God; **we ARE unique and as different as can be!**

Question: *Do you see yourself as being unique, with a distinct mission & passion in your life? Why or why not?*

Discovering Your Passion

As believers, we need to be both fruitful and fulfilled in a meaningful place of service within our church, the body of Christ. In determining where we serve, one factor that plays a vital part is understanding our **passion**.

What is Passion?

Passion is a God-given internal desire that excites your very being and compels you to move forward.

Internally, **passion** becomes the **path** or **channel** for many things, our spiritual gift(s) being one.

God wants us to have the desire(s) of our heart. Imagine, through our delight in Him, our very inner desires become known to us and will burn “as a fire in our belly” to the point of us actually “having no choice” but to do something with those desires! And when we really do something.....**WOW!** Are we ever stimulated!

Thought: Take a moment to think about passion in the body of Christ and what would happen if EVERYONE in the Body SERVED the Body.

A Passion Overview

by Pat Githens and Ron Smedley, February 2002

One's passion is the most important factor that contributes to satisfaction and effectiveness in serving the church. However, passion is the least understood motivation for service. People are not used to thinking about passion. Passion is often thought of as a mysterious, often changing motivation that cannot be quantified. This paper will seek to further define passion and how it impacts the Body of Christ.

In order to more fully understand passion, we need some kind of structure to help us think about passion. The traditional approach to helping people investigate their passion is to ask questions like, "If you could do anything, knowing that you would succeed, what would you do?" or, "Describe something that keeps you energized or often captures your attention." This practice is common throughout both the Christian and secular communities. In fact, the most recent book by Richard Chang, ***The Passion Principle***, uses this approach to help business people quantify their passions. This approach is inadequate because it seldom is able to help the average person find their passion, since they often have no idea of where to begin.

When the traditional approach is used to help find one's passion, 2 common problems occur. First, the participant will describe their passion as **the activity** that results from their underlying motivation, or true passion. Using the traditional approach, a friend of mine learned to describe her passion as a passion to clean. However, we would argue that cleaning is not her passion. Her true passion is the **underlying motivation** behind her need for order or cleanliness. The activity of cleaning is the outward expression of this underlying passion or motivation. Second, by not giving people a proper framework in which to think about passion, we often "turn them off" to further exploration. Could it be said that if we begin our journey from a foundation that is not quite the real truth, we will eventually have nothing but "un-truth" for our sense of reality. This has been the case with the misunderstood area of passion.

To help us gain a true understanding of passion, it helps to have a model to help us think about passion. Putting a framework around passion, or trying to define passion has traditionally been avoided. We do not want to limit a person's expression of their passion. However, we believe one's passion can be categorized or standardized in a way that does not limit the individual's expression of their passion. This allows a person to put a new focus on their passion and the resulting behavior that flows out of that passion. An hourglass can be used to help illustrate this model.

We need to help a person to enter one end of the hourglass. Once inside the hourglass, we can focus the attention on one or more of 12 specific passion statements. The 12 passion statements are specific enough to help bring focus on one's motivation for their use of passion, but general enough to allow for the person to express their passion in the infinite and often varied forms that we often see. Once the person's understanding is focused into the hourglass and their attention is directly on the hole of the hourglass, as they look through that hole, a whole new set of possibilities opens up and they have a context from which to understand and not limit the expression of that passion.

This could also be illustrated by taking a piece of paper and making a funnel. The funnel has one opening, but 12 small holes. The person chooses which small hole(s) they are going to look through and turns the funnel around and puts that hole to their eye and looks out. At first, looking into the funnel seems limiting and even scary, but as the person finds the right hole(s) and looks through from the other side, new possibilities open up and the person can view their actions with a new light. One finds that the framework provides new clarity and possibilities. These possibilities may not even have been realized or seen by the participant until they were able to look through the correct hole(s).

Passion Components

We will define some of the components of the passion model in the following pages. Passion itself acts as the large opening in the funnel, passion statements are evidenced by the smaller openings in the funnel, and the resulting action, which is the activity that one chooses to express their passion.

Passion theory states that every person shares differing parts of three passions areas; sharing serving, and showing. The difference with each individual is to what extent we tend to favor one or more of the passion areas. Each person has parts of all of the following areas. The underlying passions can be illustrated by looking at the Passion Triangle model (see model).

The Passion Triangle model is a visual display of all passion that God has placed in all people. As shared, there are three main areas of passion; serving, sharing and showing. Within the model, each passion area has a scale arrow demonstrating intensity of the passion within. The closer one's score is located near a triangle tip, the more intense that particular passion is felt within the person.

The primary passions are easily defined. They lie in the outer corners of the triangle. Along the edges of the triangle, between each corner, are the blends. If one scores in the blended area, one may have a tendency to use either passion or may combine them both as their motivation. Each area will be discussed below.

Webster's defines **servicing** as being useful to someone for a purpose. The essence of serving is such. One's passion to serve is to do whatever is needed to help another. Often times this passion is exercised in activities that are behind the scenes or out of the normal view. However, a person with a passion to serve may also be in a highly visible role. Whatever the action, the motivation or root passion behind that action is service.

Sharing is expressing something to another person rather than keeping silent. Sharing may take the form of distributing material, financial, or other resources in order to meet another person's needs. One may also share an idea or a philosophy of life. When you share's, you are motivated to distribute what you have been given to another person, be it material possessions or your love.

The person who is passionate about **showing** will be motivated to guide people in a way that helps to clarify something for them. The person with this passion will bring focus or explanation of ideas to others. Showing can range from teaching practical skills to demonstrating abstract ideas.

The Passion Triangle also has **blended areas**, bringing together more than one area of passion. Each of the blends allow for different degrees of intensity in each part of their blend. For example: A person with a share/serve blend combination could feel a greater intensity to serve more and share less or serve less and share more....any possible intensity combination.

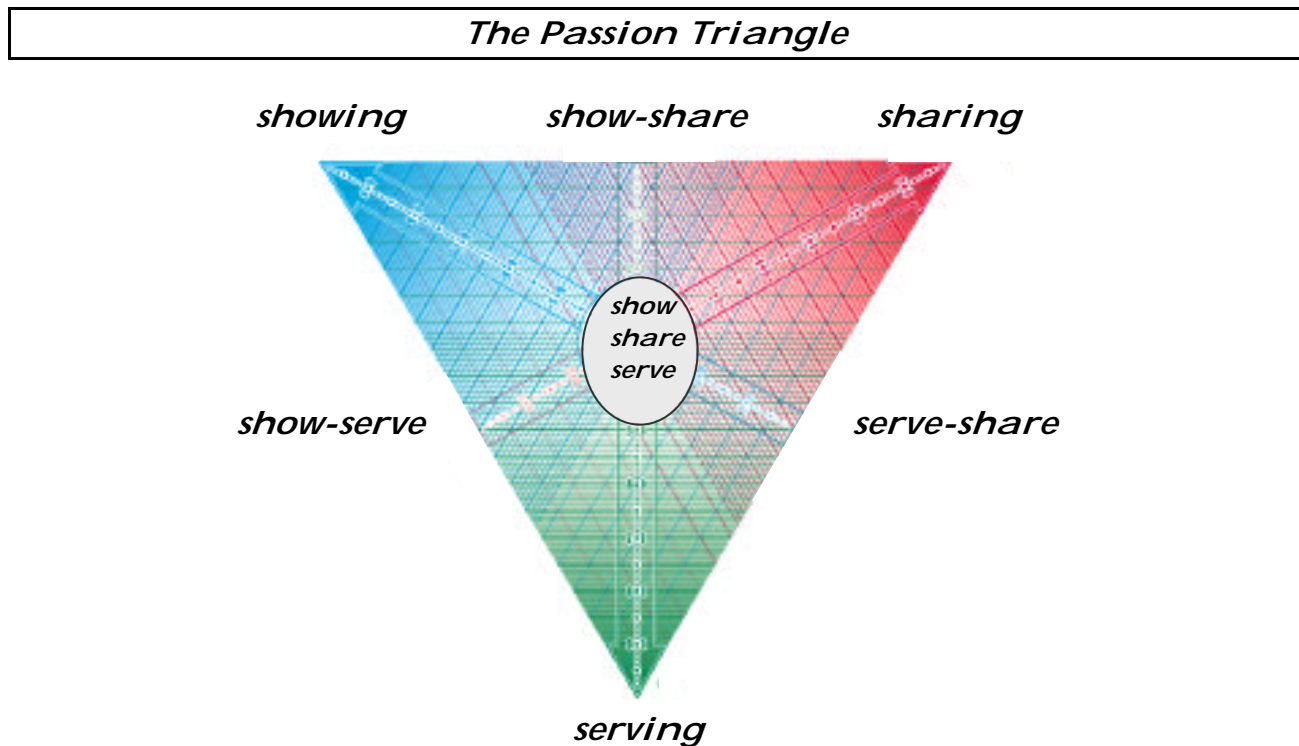
A person who scores in the blended area of **share-show** will be interested in ways of working along side of people to both teach and to bring them to a new understanding of an idea or philosophy. They may be working with a person in a one-on-one relationship or in a group setting. They would be interested in bringing about maturity on another, not just imparting knowledge or convincing one about their idea.

One who scored in the **show-serve** blend would be interested in instructing others for the purpose of helping them in some way. This may be to help them equip themselves for a task or future goal. It comes from being motivated to help through instruction.

Lastly, there is the **serve-share** blend. A person who scores in this blend will be motivated to help others through persuading them with new ideas. They may like to help people find a their place in a new setting. They may use their helping of others to convince them of a new philosophy. They are motivated out of a combination of both passions.

Looking at the Passion Triangle, you will also notice that there is a defined circle or “hub” in the middle. Some people find that their passion is to do **anything necessary for others they are associated with**. These people will tend toward any of the primary or blended passions. They may seem unpredictable, but are equally capable of moving in any direction. However, their primary motivation is to support or help the group. They are more difficult to focus because they will be equally motivated to any action according to the need of the moment.

Looking again at our friend whose passion is for cleaning, we now see that her real passion is to serve. In fact, when she thought about it, she was right in the middle of the serving point of the triangle. This however does not say that she is never motivated to share or show. She does act out of these passion areas from time to time. However her primary passion, the thing that really “floats her boat” are the times when she has acted out of a passion to serve other people.



The Passion Triangle is a visual display of **all passion** that God has placed in **all people**.

There are three **MAIN AREAS** to the Passion Triangle: serving, sharing and showing. Each area has a scale arrow demonstrating *intensity* of the passion within. *The closer one’s score is located near a triangle tip, the more intense that particular passion is felt within the person.*

Note that the Passion Triangle also has **BLENDED** areas, bringing together more than one area of passion. Each of the blends allow for different degrees of *intensity* in each part of their blend. For example: A person could show a greater intensity to serve *more* and share *less* or serve *less* and share *more*....any possible *intensity* combination.

Lastly, you will see that there is a **CIRCLE** in the middle of the Triangle. A few people may find that their passion is *to do anything necessary for others they are associated with*. The *intensity* of passion within a person in the circle will be *directly related* to the situation itself. These people will not be consistent in displaying one area of passion, rather they will display what ever passion fits the occasion and be truly completed to move forward in that situation!

The Passion Statements

The passion statements are described below. Each statement is specific enough to give focus, yet broad enough to allow many expressions through the passion. Some passion statements have been noted to “sound” like a spiritual gift. However, to use the passion statement of Sowing the Seed as an example, a person may have the passion for spreading the Gospel, yet may not have the spiritual gift of evangelism. This person may work as a Bible translator or in an administrative capacity for a missionary organization and may feel very uncomfortable sharing with another individual the Gospel of Christ. Their passion for Sowing the Seed is expressed in their commitment to an organization that does this work.

1. **HELPING CHRISTIANS MATURE**
Working with Christians by encouraging appropriate personal and spiritual growth.
2. **PRACTICING PERSONAL SKILLS**
Being a “craftsman” or using technical, musical or “electronic” skills to enrich the Body of Christ.
3. **PROVIDING OPPORTUNITIES FOR FELLOWSHIP**
Supplying hospitality in social settings for the purpose of building community. Going beyond the initial contact.
4. **HELPING PEOPLE CONNECT**
Reaching out to “newcomers” and visitors with warmth and genuine personal interest; making people feel included.
5. **SATISFYING PHYSICAL NEEDS** (actually doing it)
Serving in ministries that satisfy needs for food, clothing, repairs, room set-ups, etc...
6. **CREATING NEW THINGS**
Using any combination of one’s body, mind or spirit in bringing together a new focus, methods or tools
7. **EXERCISING SPIRITUAL SUPPORT**
Employing the personal disciplines of prayer and intercession on behalf of the Body of Christ.
8. **SOWING THE SEED**
Using one’s skills, interests and experience to provide evangelism opportunities.
9. **SUPPORTING PEOPLE EMOTIONALLY**
Coming alongside others during transition or crisis.
10. **TRAINING OTHERS TO DO MINISTRY**
Preparing and motivating other Christians through teaching, mentoring and/or coming along side them.
11. **PROVIDING FOR OTHERS** (giving the items literally)
Providing material, financial or other resources to people in times of need.
12. **PROVIDING MINISTRY ASSISTANCE**
Quiet, “behind the scenes” support which frees others to use their spiritual gifts and/or talents more effectively.

Expanding on Each Area of Passion

Each of these statements can be linked to a passion. The following is a list of the passions and their associated Passion Statements:

<i>Passion Area</i>	<i>Statements Describing each area of Passion</i>
Serving	<p>EXERCISING SPIRITUAL SUPPORT <i>Employing the personal disciplines of prayer and intercession on behalf of the Body of Christ.</i></p>
	<p>PRACTICING PERSONAL SKILLS <i>Being a “craftsman” or using technical, musical or “electronic” skills to enrich the Body of Christ</i></p>
	<p>SUPPORTING PEOPLE EMOTIONALLY <i>Coming alongside others during transition or crisis.</i></p>
	<p>SATISFYING PHYSICAL NEEDS (actually doing it) <i>Serving in ministries that satisfy needs for food, clothing, repairs, room set-ups, etc...</i></p>
Sharing	<p>PROVIDING FOR OTHERS (giving the items literally) <i>Providing material, financial or other resources to people in times of need.</i></p>
	<p>HELPING PEOPLE CONNECT <i>Reaching out to “newcomers” and visitors with warmth and genuine personal interest; making people feel included.</i></p>
	<p>SOWING THE SEED <i>Using one’s skills, interests and experience to provide evangelism opportunities.</i></p>
	<p>PROVIDING OPPORTUNITIES FOR FELLOWSHIP <i>Supplying hospitality in social settings for the purpose of building community. Going beyond the initial contact.</i></p>
	<p>CREATING NEW THINGS <i>Using any combination of one’s body, mind or spirit in bringing together a new focus, methods or tools</i></p>
Showing	<p>TRAINING OTHERS TO DO MINISTRY <i>Preparing and motivating other Christians through teaching, mentoring and/or coming along side them.</i></p>
	<p>PROVIDING MINISTRY ASSISTANCE <i>Quiet, “behind the scenes” support which frees others to use their spiritual gifts and/or talents more effectively.</i></p>
	<p>HELPING CHRISTIANS MATURE <i>Working with Christians by encouraging appropriate personal and spiritual growth.</i></p>
Serve-Share	Blend together ANY 2 Passion Statements from Serving & Sharing
Show-Share	Blend together ANY 2 Passion Statements from Showing & Sharing
Show-Serve	Blend together ANY 2 Passion Statements from Showing & Serving
Show-Share-Serve	You will use ONE or ANY COMBINATION of the Passion Statements...depending on how you see the need of the person/s.

Once a person has made the connection between their passion and their passion statement(s), he/she can turn the funnel around and look at the possibilities activities that can be used to express their passion.

Continuing with the friend who had a passion for cleaning. Her real passion was for **servicing**. Further, she focused her passion by recognizing that she was motivated by providing ministry assistance and support. This now gives her a context for why she loves to clean and offer that activity to her local church as a way to serve that body of believers.

Question: *Where do you see yourself on the Passion Triangle? Go back and place an "X" in that area.*

Now take a moment and write down your **passion area** and the **passion statement(s)** that fit your passion area:

Finding Your Personal Style

Since we are all distinctly different, it becomes important for you to **visualize** what type of personal style best reflects who you are. When you are working within the boundaries of your personal style, you are both satisfied and motivated. As a person goes about their life, one has a tendency to want to “move” towards their personal style if the person has a choice in what they are going to do. (Note that the Strength Deployment Inventory i.e. the SDI is an ideal substitute for this section)

My style is such that I am (check 1 or 2):

_____ **One who enjoys helping others, just to help.**

My greatest concern is for the protection, growth and welfare of others while being open and responsive to the needs of others. A sense of **helping others** is important to me.

- **This is what satisfies me.**



_____ **One who is motivated and happy when giving direction to others (or objects).**

I enjoy completing **tasks**. I do so by organizing and putting structure with people, money, time or any other resource available. A sense of **accomplishment** is important as well for me.

- **This is what satisfies me.**



_____ **One who enjoys thinking, having order and being objective.**

Being **analytical** and **thorough** is satisfaction for me. My most important value is the assurance that things have been properly thought through and sorted out so that meaningful order is achieved.

- **This is what satisfies me.**



_____ **One who will do whatever is necessary for my “group” (family, company, church, bible study) to be satisfied and successful.**

I feel good and I am satisfied when the **group** I am in accomplishes what needs to be done. I like to be **flexible** and will take on almost any role and fill any need so my group’s welfare is met.

- **This is what satisfies me.**

In light of what you have checked above, do you see yourself as more task-oriented or people-oriented in what you like to do? (circle one)

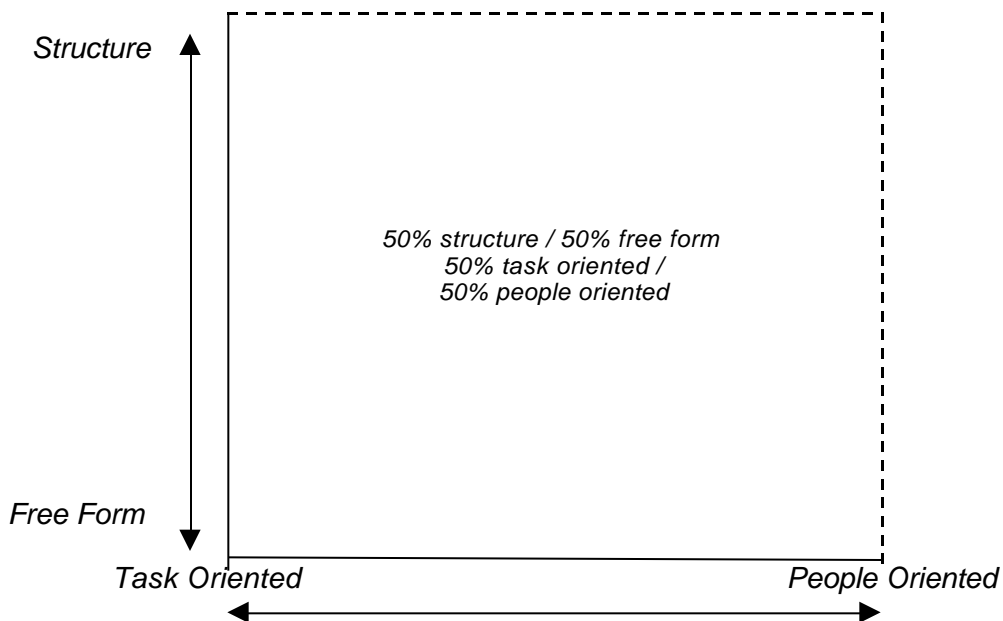
task-oriented

people-oriented

With your personal style, when you get involved in most types of organizations (large or small) and/or projects; do you prefer structure or a free form (lack of structured) environment? (circle one)

structure

free form (lack of structure)



Question: Where do you see yourself on the Style Grid (above)? Place an "X" in that spot.

Take a moment and write out a one sentence description of how you see your **personal style**:

Now that you have all your **Personal Style** information, think for a moment and write out what type of **people and/or area you want to bring together with your passion**....i.e.

where/what/who do you **really, really, really** enjoy working with?

Taking the Spiritual Gifts Inventory

The Purpose

The purpose of the **Spiritual Gifts Inventory** (we call it the SGI for short) is to give a person an indicator as to what their spiritual gift(s) are. There is no time more exciting than when we are serving the body of Christ, serving in a ministry that we are truly excited about!

The SGI is one part of a journey in finding where God would have someone serve within the local Body of Christ. Using the SGI as a tool, coupled with an understanding of their personal style and passion, one can begin to discover their place of serving others.

Our goal is for every person to be serving in an ongoing ministry at their home church that is fulfilling and fruitful for **both** the server and those being served.

The Word of God speaks of spiritual gifts in several key passages (Romans 12:4-8, 1 Corinthians 12:1-31, Ephesians 4:11-13) as being vital to the growth of the body of Christ. Spiritual gifts are special abilities distributed by the Holy Spirit to every believer according to God's design and grace **for the common good of the body of Christ**. Once identified, a person's spiritual gifts indicate **what** they are to do when serving in the body of Christ.

The Instructions

The following statements are an inventory examining your spiritual gift(s). Once completed it is hoped you will have an additional indicator or affirmation as to what you can do in the body of Christ to assist and uplift others.

Since the SGI is an inventory, it means there are no right or wrong answers. One answer or score is not better or "more correct" than another. Remember that **everyone** is created in the image of our Lord and that your answers are based on who you truly are, **your** image as God has gifted you. Realizing this, your honesty and integrity are vital as you undertake answering the questions.

When you read each statement write your response **promptly**, do not "think" about your response. **Be intuitive and record what immediately comes into your mind.** By doing this it will help eliminate any personal "bias" that could be added in to your response.

Many times we will "think" about our answers and try to conform to an image instead of showing who we "truly" are. **Note that this inventory is NOT intended to indicate how you would like to be seen by others, who you would like to be, or who you think you should be.** The **GOAL** of the Spiritual Gifts Inventory is to bring about a true representation of your image as God has gifted you and your spiritual gift(s).

Spiritual Gifts
PROFILE GRID

Read each statement in the inventory and respond ***promptly*** according to the following scale. **Record what immediately comes into your mind:**

- | | |
|-----------------------------|---|
| 4 = Consistently | <i>definitely true</i> about me |
| 3 = Most of the time | <i>usually true</i> about me |
| 2 = Some of the time | <i>often true</i> about me |
| 1 = Seldom | <i>occasionally can be true</i> about me |
| 0 = Not at all | <i>not true</i> about me |

Record your answers on the **SGI Profile Grid** below. Write your response to each numbered statement in the block whose number corresponds to that statement on the ***Spiritual Gifts Inventory***. Please do not talk to others as you take the inventory.

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48
49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64
65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80
81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96

If you are in a group, once you have completed answering all the statements, please set your pen/pencil down and **wait quietly** until everyone is done in your group. The group will score the ***Spiritual Gifts Inventory*** together. If you are taking the Inventory alone, once you have completed answering all of the statements, proceed with scoring your Inventory and filling in the sheet entitled, ***Your Assessment***.

Spiritual Gifts
STATEMENTS

1. I can delegate significant responsibilities to other qualified people.
2. I have a sincere appreciation for people very different than myself.
3. I can identify when demonic forces are at work in a person or situation.
4. I like to challenge, comfort, or confront others to trust and hope in the promises of God.
5. I look at the world around me as lost souls rather than people.
6. When I sense God's blessing on an undertaking, I will step out and start projects that others do not envision, even when the odds of success are not great.
7. I believe I have been given an abundance of resources so that I may give more to the Lord's work.
8. I view the use of my home as a place of ministry for the body of Christ.
9. I have the ability to gather information from several sources to discover the answer to a question or learn more about a subject.
10. I can guide and motivate a group of people to accomplish a specific goal.
11. When I hear of people out of work who cannot pay their bills, I will try to help them.
12. I will speak God's truth, even in places where it is unpopular or difficult for others to accept.
13. I feel comfortable being a helper, assisting others to do their job more effectively.
14. I help Christians who have wandered away from the Lord find their way back to a growing relationship with Jesus Christ.
15. I enjoy explaining things to people so that they can grow spiritually and personally.
16. People say that I have common sense.
17. I can make important decisions well, even under pressure.
18. I enjoy pioneering new undertakings.
19. I know when preaching, teaching, or communication is not true to God's Word.
20. I feel the need to challenge or rebuke others in order to promote their spiritual growth.
21. I have a strong desire to help all non-Christians find salvation through Jesus Christ.
22. I am regularly challenging others to trust a very great God.
23. I do not mind lowering my standard of living so as to give more to the needs in the body of Christ.
24. I like meeting new people from all walks of life and helping them feel comfortable with others in the group.
25. I enjoy studying difficult questions about God's Word and researching them until I find the answer.
26. I am able to share a vision that others want to be a part of.
27. I can look beyond a person's physical and/or mental disabilities to see a life that matters to God.
28. I find it relatively easy to apply biblical principles to present day situations.
29. I enjoy doing routine tasks that support the ministry.
30. I enjoy nurturing others patiently, but firmly, in their development as believers.

31. When a question arises from a difficult Bible passage, I am motivated to research the answer.
32. I can apply practical and helpful scriptural truth to different situations
33. To provide maximum effectiveness within an organization, I learn the "big picture" so when necessary I can work, plan, organize, and create down to the smallest details on any given project.
34. I can relate well to others in various ethnic groups and therefore would adapt well to different cultures and surroundings.
35. I am a good judge of character and can recognize spiritual deception.
36. I like motivating others to take steps for spiritual growth.
37. After sharing the gospel, I can discern if it is the right time to invite a person to accept Jesus Christ as their Savior.
38. I am totally convinced of God's daily presence and work in my life.
39. When I give money to someone I do not expect anything in return, and sometimes will give anonymously.
40. I enjoy entertaining people and helping them to feel welcome and "like they belong" wherever I am.
41. I confidently share my knowledge and insights of God's Word with others.
42. I influence others to perform to the best of their ability.
43. I feel compassion for people who are hurting and lonely and I am willing to do whatever is necessary to help them.
44. I can speak in a way that results in spiritual conviction and ultimate change in the lives of others.
45. I am very dependable for getting things done and I do not look for public recognition once the job is complete.
46. I enjoy working with people and desire to help them become the best person they can for the Lord.
47. Others listen and enjoy my teaching of God's Word so that they want to apply it in their lives.
48. God enables me to choose correctly between various options, even when others do not know what to do.
49. I can effectively identify and efficiently use the resources necessary to accomplish tasks. project.
50. I am excited about the idea of starting a new church.
51. I can discern right or wrong in situations.
52. I reassure those who need to take courageous action.
53. I am effective at adapting the gospel message in a manner so that the gospel connects with an unsaved individual's felt need.
54. I trust God in circumstances where success cannot be guaranteed by human effort alone.
55. I give more than a tithe (10%) so that the work in God's Kingdom can be accomplished.
56. I like to create a place where people do not feel that they are alone.
57. I discover important biblical truths when reading and studying scripture that benefit myself and others in the body of Christ.
58. People often look to me for direction.
59. My desire is to help people who are regarded as being beyond help.
60. I see most actions as right or wrong, and feel the need to correct the wrong.
61. I enjoy serving others and I see the spiritual value in doing so.
62. I can faithfully provide long-term support and concern for others.

63. I am organized in my thinking and systematic in my approach to presenting Bible lessons to a group of people.
64. I can easily select the most effective course of action from among several alternatives.
65. With the necessary information I can clarify goals and develop strategies and/or plans to accomplish the goals while creating order and direction out of organizational chaos.
66. I am attracted to the idea of ministering to unreached people in different communities and/or countries.
67. I can see through phoniness or deceit, usually before it is evident to others.
68. I enjoy giving counsel and strength to those who are discouraged.
69. I consistently look for opportunities to talk about spiritual matters with unbelievers.
70. I have confidence in God's providing for my needs, even in difficult times.
71. I cheerfully give back to the Lord because what I have is not mine to begin with, it already belongs to God.
72. When in a group, I have the tendency to recognize and approach those who are sitting or standing alone.
73. I am committed to reading and studying scripture until I understand a biblical truth fully & accurately.
74. I am able to influence others to achieve a vision.
75. I want to support those going through painful experiences as they try to stabilize their lives.
76. I am not afraid to expose cultural trends, teachings, or events which contradict biblical principles.
77. I have the ability to recognize a need, no matter how small the need.
78. I like to provide guidance for the whole person.....relationally, emotionally, and spiritually.
79. I enjoy taking the time to research a topic or passage, giving close attention to details and accuracy.
80. I can readily find practical solutions and applications in the midst of conflict or confusion.
81. I enjoy organizing activities, people and/or tasks towards a particular goal.
82. I would like to start churches in new locations where they presently do not exist.
83. I can distinguish between spiritual truth and error, spiritual good and evil.
84. I can envision the true potential in a person.
85. I enjoy spending time with non-Christians, especially with the hope of telling them about Jesus Christ.
86. I actively exercise my walk with God through prayer.....the results are exciting!
87. I give joyfully to people in financial need or to projects requiring support.
88. I like to meet and help new people at church.
89. I am approached by other people who want to know my perspective on a particular passage or biblical truth.
90. When directing others, I adjust my style to "meet them at a level they will understand".
91. I empathize with people hurting and have a passion to assist them in their healing process.
92. I feel responsible to confront others with the truth and challenge them to respond.
93. I enjoy working behind the scenes, taking care of the "little details" to support the work of others.
94. I enjoy spending time caring for and guiding others.
95. I have the ability to thoroughly study and understand a passage of Scripture in order to share it with others that they too may understand and apply it.
96. I am often sought out by others for advice about spiritual or personal matters.

Spiritual Gifts
YOUR ASSESSMENT!

Total each **COLUMN** on your **PROFILE GRID** and place the totals on this page to the left of the **COLUMN NUMBER** (your column numbers are the **TOP ROW** of numbers on the PROFILE GRID).

Spiritual Gifts Inventory KEY

- _____ 1 = **Administration**
- _____ 2 = **Apostleship** (not the office, but often describes modern missions)
- _____ 3 = **Discernment** (distinguishing spirits)
- _____ 4 = **Encouragement** (exhortation)
- _____ 5 = **Evangelism**
- _____ 6 = **Faith**
- _____ 7 = **Giving**
- _____ 8 = **Helps**
- _____ 9 = **Knowledge**
- _____ 10 = **Leadership**
- _____ 11 = **Mercy**
- _____ 12 = **Prophecy** (proclaiming truth)
- _____ 13 = **Serving** (helps)
- _____ 14 = **Shepherding** (pastor)
- _____ 15 = **Teaching**
- _____ 16 = **Wisdom**

Place your four (4) highest totals (greatest first) on the lines below:

<i>Numerical Total</i>		<i>Column Number</i>		<i>SPIRITUAL GIFT</i>
_____	>>	_____	>>	_____
_____	>>	_____	>>	_____
_____	>>	_____	>>	_____
_____	>>	_____	>>	_____

Remember this is an INVENTORY (not a test), an **indicator** as to what spiritual gifts God has given to you for the common good of the body of Christ. *Note that only some of the scores you graphed are your spiritual gifts however we wanted you to visualize many of your scores to help you assess your gifts.*

- Ask yourself...
- Which gifts "appear" to be right?
 - Of those listed, how many **do you believe** are your gifts?
 - How many of those listed are **you not sure of**?
 - Do your spiritual gifts seem to align with your talents and abilities?

Sometimes we will be good at doing something outside the body of Christ and our talents will correspond directly with the spiritual gift(s) the Lord has given us. For others, our gifts are totally different for serving the body of Christ than what our talents are in the "outside" world.

Which is true for you?

God promises that we will be blessed for following His instructions in the Bible. How exciting it will be to personally experience those blessings by using our spiritual gifts for the body of Christ!

How can you best serve in *your church*?

Spiritual Gifts
Bringing it ALL TOGETHER

My **passion** area and **passion** statement is: _____

My **personal style** is (share what you have discovered): _____

Within my passion, I **really, really, really** want to work with (who/what/where): _____

I believe **my spiritual gift(s) could** be the following: _____

your copy

<p><i>Spiritual Gifts</i> Bringing it ALL TOGETHER</p>	<p>Name: _____ Tele #: _____</p>
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My **passion** area and **passion** statement is that of _____

My **personal style** is (share what you have discovered): _____

Within my passion, I **really, really, really** want to work with (who/what/where): _____

I believe **my spiritual gift(s) could** be the following: _____

Spiritual Gifts
Definitions & Descriptions
of the Spiritual Gifts

ADMINISTRATION

The special ability distributed by the Holy Spirit that understands, organizes and administers with such efficiency and spirituality that not only is the project brought to a satisfactory conclusion but it is done harmoniously, efficiently and with evident blessing.

- Organized
- Focused
- Responsible
- Goal-oriented
- Systematic
- Sees both "small" and "big" pictures

DISCERNMENT (*distinguishing spirits*)

This is a special ability distributed by the Holy Spirit that determines whether a teacher, prophet, or preacher is speaking under the impulse of the Holy Spirit, his own human spirit, or the evil spirits. This person can differentiate between truth and error, good and evil, right and wrong.

- Perceptive
- "Black and white"
- Truth seeking
- Intuitive
- Insightful

ENCOURAGEMENT (*exhortation*)

This gift is displayed in one of two directions. **First**, encouragement may enable a believer to effectively urge someone to pursue a course of conduct. **Second**, such a gift may also enable one to effectively encourage or comfort another in view of a past tragedy or trial.

- Positive
- Reassures
- Challenges
- Coaches
- Motivates
- Exhorts

EVANGELISM

The special ability distributed by the Holy Spirit to effectively communicate the gospel message with exceptional clarity and with an overwhelming burden to those who do not yet have a relationship with Jesus Christ.

- Opportunistic
- Bold
- Initiates conversation
- Outreach oriented
- Challenging
- Trains others

FAITH

The spiritual gift of faith is the faith which manifests itself in unusual deeds of trust. The person with such a gift has the capacity to see something that needs to be done and to believe God will do it through him/her even though it looks impossible. He/she is a person of vision with a firm conviction that God will bring it to pass.

- Prayerful
- Visionary
- Inspiring
- Trusting
- Optimistic
- Hopeful

GIVING

The person with the spiritual gift of giving has the capacity to give of his/her substance to the work of the Lord or to the people of God consistently, liberally, sacrificially, and with such wisdom and cheerfulness that others are encouraged and blessed. **Note:** this gift is not reserved for only the wealthy.

- Generous
- Disciplined
- Stewardship minded
- Sacrificial
- Responsible
- Trusting

HELPS

Is the special ability distributed by the Holy Spirit to provide an environment and atmosphere of love, care and "being welcomed".

- Welcoming
- Friendly
- Warm
- Inviting
- Open
- Gracious

KNOWLEDGE

This is the ability to understand correctly and to exhibit clearly to believers the spiritual wisdom and truth of God's Word through Biblical understanding and insight.

Observant
Studious
Analytical
Accumulates information
Problem Solving
Inquisitive

LEADERSHIP

The special ability distributed by the Holy Spirit to influence, cast a vision, motivate, and direct others to be and do their best for God.

Persuasive
Influential
Purposeful
Visionary
Motivating

MERCY

Mercy is undeserved aid. A believer with the gift of mercy has the capacity to do acts of mercy compassionately and cheerfully. These are acts directed toward the undeserving. Deeds of mercy may be directed toward those who are unable to repay, like the poor. The aged, ill or those who may be typically ignored by the Christian church may also be the objects of such deeds.

Sensitive
Loving
Compassion
Responsive
Tender
Understanding
Sympathy

PROPHECY

The special ability distributed by the Holy Spirit to proclaim and reveal truth in a timely and relevant manner for understanding, edification, correction and repentance.

Relevant
Exposes sin
Authoritative
Uncompromising
Warns
Bold

SERVING

Serving allows someone an unusual capacity to assist faithfully behind the scenes in practical ways; to work alongside, to free up, support and meet the needs of others for the work of the Lord. In addition, this person is there to encourage and strengthen others spiritually.

Responsive
Available
Loyal
Behind the scenes
Willing

SHEPHERDING (*pastor-teacher*)

The gift of pastor/teacher is the only dual gift in the New Testament. It is one gift **with two distinct dimensions**. As a **pastor** this person has the capacity to shepherd the flock of God. As a **teacher**, he is divinely equipped to prepared and serve a balanced diet of nutritious spiritual "food" that will produce growth and maturity in the people of God.

Nurturing
Long Term
Relational
Model
Protective

TEACHING

A person with the gift of teaching will be marked by two distinct characteristics: **1-** He/she will have a **keen interest in the personal study** of the Word and in the disciplines involved in studying the Scriptures. These may include language study, principles of interpretation, methods of Bible study, theology etc... **2-** He/she will have the **capacity to communicate clearly** the truths and applications of the Word of God so others may learn and profit. After you have heard a "teacher" teach, your response should be, *"I see what he means"*.

Studious
Disciplined
Accurate
Authoritative
Challenging

WISDOM

A believer with the spiritual gift of wisdom has a special faculty for receiving, knowing and presenting the wisdom of God. The wisdom of God, according to Paul is the whole system of revealed truth. One with the gift of wisdom as the capacity to share, discern and apply spiritual truth in a practical way.

Discerning
Practical
Common sense
Insightful
Problem solving

Spiritual Gifts
Now WHAT DO I DO?

... through love serve one another.
Galatians 5:13

Now that you have had the opportunity to *stretch and grow* throughout your journey, take a moment to re-evaluate and summarize your *Servant Profile* as you prepare to find the **what** and **where** of serving in your local church. Go back and review your **Coming Together** sheet (pg. 30)

- Ask yourself:
- Are you *prepared*?
 - What is your *passion area*?
 - How do you display your *personal style*?
 - Which *area/people/place do you have a passion to serve* in, as you recognize the style or format you like to work within?
 - As you grow to understand yourself as an active part of the Body of Christ, which *spiritual gift(s) do you believe have been given to you*?

Find the time to share your answers to these five areas with a mature brother or sister in Christ who can **coach** you in a direction of service within your church. **THIS IS A VITAL PART OF the JOURNEY.** Recognize that you may be *right* or you may be *not-so-right* the first time you are placed in a role of service.

The question will arise: ***How will I know that I am where God has called me to serve?***

Several thoughts come to mind:

There is an analogy of how a part of the Body discovers its function.....
Through:

- *taking orders* from the Head
- *recognizing* the interdependence on other parts of the Body
- *increasing* its' proficiency as a Body part with exercise
- *finding gratification* from other parts of the Body when it is being used f
- *discovering* its unique-ness in/to the Body...no other part is like it

There ALSO is an analogy of how You will Complete Your Spiritual Gifts Journey...through:

- *learning* of the gifts available and what God's Word shares on the gifts
- *discovering* what you are excited about e.g. your **passion** and your **personal style**
- *indicating* through examination your **spiritual gifts** (through the SGI)
- *receiving* counsel & coaching by mature believers for assistance & guidance
- *experimenting* in different areas of service based on *what you now know*
- *assessing* the results...by seeing the *fruit* and receiving *affirmation* from other believers

When placed in a position where you can live out your passion and know you are serving so as to build up the Body of Christ.....the joy and excitement within you will be overwhelming. You will not be able to get enough and your fulfillment will be complete.

Enjoy the journey.....

Spiritual Gifts
Opportunities & Ideas to Serve in your Church *

Children

- Sunday School teachers all ages
- Sunday School assistants all ages
- Saturday PM teachers all ages
- Nursery workers
- Preschool workers
- Child care for special events
- Vacation Bible School
- Camp counselors
- Choir assistants
- Transportation help
- Other: _____

Youth

- Junior High Staff
- High School Staff
- Host a group in your house
- Transportation help
- Other: _____

Music

- Choir
- Praise Teams
- Instrumental
- Tape Ministry
- Sound
- Set-up/take down
- Ushers
- Audio Visual help

Missions and Outreach

- Short term missions
- Prayer teams
- Convalescent Home ministry
- Evangelism
- Visitor follow-up
- Hispanic ministry
- Missionary Projects
- Financial Support
- Other: _____

Pastoral Care

- Lay Counseling
- Hospital visitation
- Meal preparation
- Prayer chain
- Other: _____

Small Groups

- Small Group leaders
- Small Group apprentices (assistants)
- Host a group in your house
- Placement assistance
- Missionary coordination
- Service Project Coordinators
- Prayer support
- Other: _____

Adult Bible Fellowship

- Teachers
- Follow-up
- Hospitality
- Activities
- Service Project Coordinators
- Other: _____

Men's Ministries

- Small Group leaders
- Small Group assistants
- Men's Breakfast Ministry to other men
 - Cook
 - Set-up
 - Clean up
 - Prayer
 - Greeters
 - Follow-up
- Men's Retreat Staff
- Writing Bible studies
- Other: _____

Miscellaneous

- Information Table
- Hospitality Team
- Parking Team
- Greeters
- Office assistance
- Membership Team
- Transportation Team
- Helping to Organize Events
- Planning
- Helping to Write Programs
- Typing
- Administration
- Other: _____

* This is not a complete list. More information will come from your own church body.

Spiritual Gifts
In Summary.....
Service is for Your Entire Life

In the Body of Christ, within the church you attend, ***service is for your entire life.***

I urge you therefore, brethren, by the mercies of God, to present your bodies a living and holy sacrifice, acceptable to God, which is your spiritual service of worship.
Romans 12:1

Worship is expected during your life.

We are to present our very person, physically, mentally and spiritually to our Lord; so that He is free to work with us and through us as he so directs and pleases. This is our service to and for Him and one form of worship to our Lord.



As each one has received a special gift, employ it in serving one another, as good stewards of the manifold grace of God.
I Peter 4:10

Stewardship is required throughout your life.

Having received the grace of God through Jesus Christ dying on the cross for us, having our sins forgiven regardless of how terrible they may be; we are to use our spiritual gift(s) for the uplifting of the body of Christ and to help bring about a healthy body in our Lord.



For you were called to freedom, brethren; only do not turn your freedom into an opportunity for the flesh, but through love serve one another.
Galatians 5:13

Service is for your entire life.

We are called to serve each other as the needs of those within the body of Christ become apparent. This is carried out with the fruit of the Spirit; love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control. This is glorifying the Living God and will become true freedom for us as we serve others in our church with our spiritual gift(s).

Service is for your entire life.

Complete the journey.....serve passionately in your church through your spiritual gifts.