

THE IDENTIFICATION AND USE OF SPIRITUAL GIFTS IN THE DISCIPLE-MAKING CHURCH

PURPOSE

The purpose of this workshop is to engage participants in a process of discernment and use of spiritual gifts in the church. This process includes understanding that all Christians are uniquely gifted by God for service in the church and in the world; that gifts and call go together; and that when individuals are encouraged to serve in the area of their giftedness, it can contribute significantly to the growth of healthy churches and healthy, growing disciples of Christ.

DESCRIPTION

This workshop is designed with three units to make it adaptable to a variety of situations:

1. When individuals or congregations have expressed an interest in learning more about spiritual gifts, this workshop can be used as an introductory study in understanding the biblical teaching on spiritual gifts. (Unit One)
2. When individuals or congregations want a fuller description of each individual gift and ideas about areas of ministry where each gift can be used most effectively, this workshop can be used as an in-depth study guide. (Unit Two)
3. When individuals or congregations have already done a good amount of teaching on spiritual gifts and are now interested in identifying and using their spiritual gifts in ministry, this workshop can provide practical steps to guide them in the process. (Unit Three)

The workshop facilitator will need to be familiar with the needs of the intended audience and the time available. The length of the workshop will vary depending on the facilitator's choice of interactive activities and the depth of study required. Generally, for each unit you should allow for up to 2 hours. If all three units are covered, more than one session will be required, or alternatively the workshop can be used in a weekend retreat setting.

It is recommended that the workshop facilitator identify his or her own spiritual gifts and be ready to share that information in the course of conducting the session. In addition to other reading and familiarity he or she may have with the subject, the facilitator should become familiar with the following material on which much of this workshop is based:

- *Three Colors of Ministry* by Christian Schwartz (Church Smart, 2004), 3830 Ohio Ave., Saint Charles, IL 60174; 800-253-4276; <http://www.churchsmart.com/store/dynamicIndex.asp>.
- *How to Find Meaning and Fulfillment through Understanding the Spiritual Gift within You* by Larry Gilbert (Church Growth Institute, November 1991). 1-800-553-GROW; <http://www.churchgrowth.org/cgi-cg/webstore/ec.cgi> (also available on Amazon).

A list of other resources on the subject appears in Appendix C.

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BACKGROUND INFORMATION FOR THE WORKSHOP LEADER

Through an ongoing process of discernment and the observation of healthy, growing churches, National Ministries has identified nine qualities that, when present, contribute to effective disciple-making in the local church. These qualities are: spiritual and relational vitality; vital, transforming worship; gifts and call as the basis for ministry; a commitment to equipping; shared ministry and mission; holistic small groups; Spirit-led structures; a focus on mission; and a commitment to evangelism and numerical growth.

This workshop will focus on the third quality: gifts and call as the basis for ministry. (See Handout A for a definition of this quality.)

PREPARATION AND MATERIALS

- Review the workshop in its entirety and identify material you want to display on newsprint, chalkboard, or overhead or in Power Point.
- Review the handouts and note areas for emphasis during the workshop.
- Photocopy the handouts. Note that several have more than one page and will need to be collated and stapled. Since there are numerous handouts you may want to make them different colors or color code sets to go with each unit.
- Plan an ice-breaker or get-to-know-one-another activity that suits your setting.
- Review the gifts assessment available online at www.ChurchGrowth.org and consider how you might best work assessment into the workshop. Options include asking participants to do the assessment beforehand or, if you are doing the units at separate times, asking the participants to complete the assessment in between Unit One and Unit Two or between Unit Two and Unit Three.
- Pray and ask God to help you present the workshop in a way that encourages individuals to discover and use their spiritual gifts in a gift-oriented ministry.
- Gather the following needed materials:
 - newsprint, chalkboard, overhead, or Power Point with key information
 - masking tape, markers, chalk, or computer/projector (if board or Power Point is used)
 - paper and pencils
 - Bibles
 - copies of handouts for each participant

TIMEFRAME: up to 2 hours per each of three units

BASIC WORKSHOP OUTLINE

Conducting the Workshop (*20 minutes*)

Unit One – Introduction to Spiritual Gifts (*90 minutes*)

- I Opening—The Evolution of the Role of Spiritual Gifts in Church Growth
- II Bible Study on Spiritual Gifts
- III Wrap Up
- IV Closing

Unit Two – Defining the Gifts/Finding a Ministry Match (*60 minutes*)

- I Introduction
- II Facts about Spiritual Gifts
- III Spiritual Gifts and Ministries
- IV Closing

Unit Three – Connecting Your Gift to Your Call (*60 minutes*)

- I Introduction
- II The Importance of Knowing Spiritual Gifts
- III Now What?
- IV Action Plan
- V Closing

CONDUCTING THE WORKSHOP (*20 minutes*)

Welcome the participants and allow for introductions or an ice-breaker as suits your setting and the time allowed.

Once everyone has been introduced, review the purpose and description of the workshop, based on the unit(s) you will be covering. You may consider asking the participants to share their goals for attending this workshop. What do they hope to get out of it? How do they plan to use their learnings? As individuals share their hopes and expectations, you or an assistant can record their answers on newsprint. Post the newsprint so that it remains visible during the session. At the conclusion of the session, return to the hopes/expectations newsprint and check in with the participants to see to what extent the goals have been met, and what follow-up may be needed.

UNIT ONE – INTRODUCTION TO SPIRITUAL GIFTS

I Opening—The Evolution of the Role of Spiritual Gifts in Church Growth

Begin by giving participants 5 minutes to complete the spiritual gifts quiz (Handout B). Explain that as they go through the workshop, they will be able to “grade” their answers based on information shared during the session.

Share the following information as a mini-lecture:

Let’s look quickly at where we have come from and where we are today. Four words describe this journey: *Absence, Abstinence, Acceptance, and Application.*

Before 1900 there was a great **absence** of doctrine with little to no teaching available on spiritual gifts. Those whom we think of as the Masters and great theologians really didn’t address the subject with much clarity and definitely no application.

Topeka, Kansas, 1900, was when the first real emphasis was put on spiritual gifts, thus spawning the Pentecostal awakening that led ultimately to the modern-day Charismatic Movement. For the next 72 years there was a lot of disagreement about spiritual gifts. Great quantities of books were written on the subject, all arguing the pros and cons of the miraculous gifts. Those who believed that these gifts were valid for today wrote volumes espousing their views while those who disagreed wrote volumes opposing. Unfortunately, very little time was spent addressing the other gifts—those gifts that did not fall in the miraculous category. Many pastors and leaders who disagreed with the Pentecostals elected to avoid the subject altogether, thereby creating a voluntary **abstinence** of teaching on the non-miraculous gifts.

All this changed in 1972 with a book called *Body Life*. The author, Ray Stedman, did not come from a Pentecostal or Charismatic background. In fact, he was a graduate of Dallas Theological Seminary, and was representative of a much larger group that was critical of the Pentecostal and Charismatic Movements. The essence of his book was, *Wake-up guys, spiritual gifts are not bad, but they are the tools for building the body* (my words not his). This spawned a whole new **acceptance** of spiritual gifts. A younger generation of authors started addressing spiritual gifts in a new light. They recognized that as individuals discovered their gifts, they received maximum fulfillment with minimum frustration. During this period many discovery tools such as the *Houts Spiritual Gifts Questionnaire* and the *TEAM Ministry Spiritual Gifts Inventory* were being developed. The approach was to help people determine their spiritual gifts so that church leaders would know where to plug them into the ministries of the church.

But, a new day was coming and it is *today*—the Twenty-first Century. Today we look at spiritual gifts in an even newer light...the light of true **application**. Instead of helping people discover their gifts so that they can fill the empty slots in a predetermined (by man) infrastructure, today’s leaders are building their ministries around the predetermined (by

God) gifts of their people. [Source: *How to Find Meaning and Fulfillment through Understanding the Spiritual Gift Within You* by Larry Gilbert (Elkton, MD: Ephesians Four Ministries, Church Growth Institute), 45–46.]

Mention that National Ministries, ABCUSA has identified this approach as one of the nine Qualities of a Disciple-Making Church. It is called *Gifts and Call as the Basis for Ministry*.

Note that in this session you will be providing a basic introduction to the biblical teaching and understanding of spiritual gifts: what they are, where they come from, and why they are given.

II Bible Study on Spiritual Gifts

Distribute and review Handout C, “What you should know about spiritual gifts.” Entertain questions and comments.

Share the following information:

In a recent survey adults were asked to respond to the question, “What is your spiritual gift?” Of the 72 adults responding, only 15 answered with what could be considered a valid name for a spiritual gift. Twenty-two gave no answer at all. Most amazing of all were the 28 who listed their gift by a term the Bible did not list. Many listed fruit of the Spirit (which is given to all Christians). The New Testament lists 21 gifts. However, most Bible scholars agree on a list of only 18. The definitions and characteristics of some gifts are so similar, some believe the Scriptures use synonyms in some cases. [Source: *How to Find Meaning and Fulfillment through Understanding the Spiritual Gift Within You* by Larry Gilbert (Elkton, MD: Ephesians Four Ministries, Church Growth Institute) 45–46.]

Ask the participants to break into three groups and give each group one copy of Handout D, “The Major Gifts Lists,” a Bible, and newsprint with marker. Assign each group one of the passages/columns and review the instructions on Handout D together. Give the groups 15 minutes to complete the task. When the groups have finished, ask for reports and post the lists around the room for future reference. (*For your reference, a completed chart is included as Appendix B. Use this chart to prompt the group to add gifts not listed or to remove any gifts that are listed on the newsprint but are not actually found in the passages.*)

Note: *If you have a large number of participants, divide into more than three groups and have two or more groups work on the same passage. If more than one group has worked on the same passage, allow 10 minutes for the groups to collaborate and create a single list.*

With the participants still in groups, distribute Handout E, “Source and Purpose of the Gifts,” and ask the groups to read together 1 Corinthians 12:4-11. Invite them to discuss the passage together, working to discern the source and purpose of spiritual gifts. When you have agreed on the source and purpose of spiritual gifts according to the biblical passage, write your answers on the handout and be prepared to share with the larger group.

Allow 5–10 minutes for groups to complete the study and reporting process.

As before, use newsprint to capture the responses, then post the completed sheets for future reference. (A completed version of Handout E is included as Appendix B for your reference.) Answer any questions or respond to any comments from the group before proceeding.

Refer the participants to Handout F, “How to Identify Your Spiritual Gifts.” Discuss the steps listed and answer questions and respond to comments before moving on.

III Wrap Up

Ask the participants to consider the following questions as they pertain to their local congregations and in light of the information they have received in this session.

- What are the spiritual gifts of your members?
- What are the spiritual gifts of your leaders?
- How are your people using their spiritual gifts in ministry?
- How is gift discernment incorporated into the disciple-making ministry of your church?
- How do you nurture the gifts of your people so that they mature into skilled ministers?

After allowing a few minutes for reflection, ask volunteers to share their answers.

IV Closing

If you have not done so already, you may invite participants to complete the spiritual gifts inventory found at www.ChurchGrowth.org.

If time allows, you may want to revisit the spiritual gifts quiz (Handout B, “Quiz: What do you know about spiritual gifts?”) from the beginning of the session. Discuss whether the participants have found the answers during the course of the workshop.

Ask volunteers to share what next steps, if any, they feel they need to take as a result of this session.

Thank everyone for their participation and end the session with a prayer circle.

UNIT TWO – DEFINING THE GIFTS/FINDING A MINISTRY MATCH (60 MINUTES)

I Introduction

If you are continuing from Unit One in the same session, you may keep the small group breakdown or shift the groups around. If you are starting with the workshop with this Unit Two, break the participants into three small groups.

Explain that this workshop can be used as an in-depth study guide for individuals or congregations who want a fuller description of each individual spiritual gift and ideas about areas of ministry where each gift can be used most effectively.

If you are starting the workshop with this Unit Two, see “CONDUCTING THE WORKSHOP” on page 3.

II Facts about Spiritual Gifts

Tell or remind the participants that the three major gifts lists in the New Testament are found in Romans 12, 1 Corinthians 12, and Ephesians 4. Review the list of gifts found in each passage (see Appendix A). Remind the group that spiritual gifts are given to everyone for the building up of the Body of Christ. Explain that the following Bible study is designed to help folks develop a deeper understanding of spiritual gifts and how they can be used in ministry.

Review or highlight the facts listed in the introductory mini-lecture of Unit One (on page 4) and explain that this study rests on the assumption that all spiritual gifts are operating in the Church today. Acknowledge that not everyone will agree with that position.

III Spiritual Gifts and Ministries

With participants in three small groups, hand out Bibles and copies of Handout G, “Spiritual Gifts Definitions and Related Ministry Tasks” (11 pages), and review the instructions.

After 30 minutes, ask volunteers to share any new insights they may have gained as a result of the discussion. Answer any questions or respond to any comments this study generated among the participants. Acknowledge that there may be areas where individuals disagree and that’s okay—the goal is to learn more about spiritual gifts and how they should be used to help build the Body of Christ.

Share the following information as a mini-lecture (paraphrasing and/or adding your own personal examples):

Spiritual gifts are key ingredients to building an effective growing church. The key phrase is “using people where they are usable.” If all Christians were involved according to their spiritual gifts, they would be used in ministering where they are most usable. Growing churches cannot be disassociated from growing Christians. Therefore, when Christians find their gifts, know the

significance of their gifts, and properly exercise their gifts, they will grow. As the people grow (internal growth) then the church will grow (external growth).

IV Closing

If you have not done so already, you may choose invite participants to complete the spiritual gifts inventory found at www.ChurchGrowth.org.

Close the workshop by thanking the group for their participation. Offer encouragement to continue the journey of discovering and using their spiritual gifts.

End with a prayer circle.

UNIT THREE – CONNECTING YOUR GIFT TO YOUR CALL (60 MINUTES)

I Introduction

Explain that this workshop can provide practical steps to guide individuals or congregations who have already done a good amount of teaching on spiritual gifts and are now interested in identifying and using their spiritual gifts in ministry.

If you are starting the workshop with this Unit Three, see “CONDUCTING THE WORKSHOP” on page 3.

II The Importance of Knowing Spiritual Gifts

Tell or remind the participants that the three major gifts lists in the New Testament are found in Romans 12, 1 Corinthians 12, and Ephesians 4. Review the list of gifts found in each passage (see Appendix A). Remind the group that spiritual gifts are given to everyone for the building up of the Body of Christ.

See Handout C and review the statistics from *Three Colors of Ministry* by Charles Schwartz (ChurchSmart, 2004): 80% of Christians don’t know what their spiritual gifts are; 20% are not using their spiritual gifts in ministry-related tasks; 51% are happier after discovering their gifts; 72% are happier when discovered gifts are applied to concrete tasks within the church. Explain that if these findings are true, congregations that take seriously the need to help individuals identify and use their spiritual gifts will be full of joyful, fruitful disciples of Christ.

Distribute Handout H, “Eight Reasons for Knowing and Understanding Your Spiritual Gifts” (2 pages), and review the eight reasons to identify *and* understand spiritual gift(s). Invite the participants to give examples from their experiences and share your own examples when appropriate. After discussing the reasons, share the following thoughts from *How to Find Meaning and Fulfillment through Understanding the Spiritual Gift Within You* (14):

In reality, spiritual gifts involve *God’s stewardship*. God assigns us certain tasks (1 Corinthians 12:18), then equips us to do them in a manner that brings glory to him and fulfillment to us (1 Peter 4:10-11). When we think of stewardship we tend to think of finances and material resources. But, the parallel between gifts and finances are remarkably the same. Many Christians think that God has commanded us to tithe and give to the church because the church wouldn’t be able to function, support its ministries, and pay its bills otherwise. But, the God who owns the cattle on a thousand hills could surely finance his ministry in other ways if he wished. The truth is, when we do not give we are incomplete as a person. (Only a person who has been tithing for some time can truly understand this principle.) The same is true with spiritual gifts. God could send a legion of angels to do his work here on earth. But, he didn’t. He elected to use you and me because if we are not using our gifts to serve others we are incomplete and will never receive the blessing and fulfillment he has in store for us. A young man received an envelope from his grandfather upon graduation from high school. He decided not to open it until he had

finished college. After all, he knew it contained bonds promised him for years. So he decided to discipline himself by keeping them to help start his career rather than using them for college. So for four long years he attended school during the day and worked evenings and nights. Finally the day he had restrained himself for had come. With degree in hand, ready to start his new career, he opened the gift his grandfather had left for him years before. Just as he had anticipated, it contained several thousand dollars worth of negotiable bonds; but to his dismay, it also contained a fully paid scholarship to one of the finest colleges in the land. God has given you a gift also, whether or not you use it. It is your birthday present, given to you by God at the time of your spiritual birth. Once you open it and examine it, you too may be surprised. Don't miss out on the blessings God has for you. Your challenge is two-fold. One: to do as commanded in 2 Timothy 1:6, "Therefore I remind you to stir up the gift of God which is in you." And two is in 1 Peter 4:10, "As each one has received a gift, minister it to one another, as good stewards of the manifold grace of God."

III Now What?

Write on poster or board: DISCOVERY + USE = DEVELOPMENT and share the following points drawn from *Three Colors of Ministry* by Charles Schwartz (101–102):

- Believers must do more than learn or tout their spiritual gifts.
- God gives these gifts to be used in God's ministry.
- Using our gifts appropriately requires a process of continuous development; however, a gift cannot be developed in isolation.
- Gifts are developed through functioning—we can only develop our gifts as we use them.
- Any gift can manifest itself in many different ministries, and as we utilize a particular gift within the framework of a given ministry, we expand the capacity, motivation, and characteristics of that gift. For example:

"People with the gift of exhortation will learn more practical steps and be able to help those they teach as they learn how their area of ministry functions best. They will attend seminars, read books, listen to tapes, and take advantage of other educational opportunities concerning that particular area of ministry. By doing so, they will expand their gift of exhortation so that they can relay the practical aspects of that education to those involved with them in that ministry. Administrators will use the same process. They will learn new management techniques so they can better function as leaders. Pastor-Shepherds will learn more spiritual traits from the Bible, teachers will gain more knowledge and facts, and so on. As each learns their ministry, they learn how to utilize their gifts more effectively. The whole idea is for God's people to recognize their spiritual gifts and spend the rest of their lives utilizing their gifts in the ministry of *reaching* and *teaching* their generation for God" (Schwartz, 102).

Distribute Handout I (2 pages), "Sample Ministry Position Descriptions," and together review the descriptions on page 1 of Handout I.

Divide participants into groups according to ministry areas, e.g. children's ministry, Sunday school, hospitality, missions. (If more than one church is represented, have them work together.) Ask to

develop a ministry position description for their own ministry area, using the blank form (page 2 of Handout I). Allow 20 minutes for this activity, then call the group back together for questions and comments.

Distribute Handout J and review Part I: “Recommended Implementation Steps.”

IV Action Plan

Use the time remaining in the session to have the participants work together in their church groups or ministry groups to develop a back-home action plan, using Handout J, Part II: “Questions to Help You Create a Back-home Action Plan.”

V Closing

If you have not done so already, you may choose invite participants to complete the spiritual gifts inventory found at www.ChurchGrowth.org.

Close the workshop by thanking the participants for attending and encourage them to continue on this journey.

End with a prayer circle.

NM 101 written by Rev. Yvonne Carter, National Christian Education Coordinator, National Ministries, American Baptist Churches USA.

GIFTS AND CALL AS THE BASIS FOR MINISTRY

The driving force for ministry in the disciple-making congregation is finding the specific, personal places where each person can faithfully and joyfully meet the pain of the world with the love of Jesus Christ. The work of making disciples calls for discovering the gifts that God has given and discerning ways to use those gifts in responding to a call from God to ministry in Christ's name.

Sadly, in many churches the New Testament teaching about gifts hasn't yet moved off the pages of the Bible to shape the life of the community. We think about filling slots on boards rather than celebrating and using gifts. Too often, even when we consider gifts, the central question is how to use them in church roles rather than for ministry in the world. We confuse profession with gift and turn accountants into treasurers and carpenters into trustees rather than helping them discern their unique gifts and call.

Two biblical insights about gifts undergird responsive discernment of believers' gifts: First, every Christian is endowed by God with a gift for ministry. Second, God provides the community of faith with all needed gifts. The community discerns gifts, for people need the help of others to see, name, and call them forth. Gifts may seem so much a part of who we are that we do not recognize them as anything special. In the setting of a community of faith, where we are known and where we trust others enough to listen deeply to them, we can discover our gifts. This same acceptance and affirmation provides a safe place to use gifts. God's call comes to an individual but, in most cases, it takes the community of faith to make it real. The community can act as the voice of God issuing the call. In the community, the call is tested to assess its validity. The community can also provide the essential support in living out the call. God often calls to difficult places and risky situations. Without the support of the community of faith, living out the call may be impossible. In helping its members to discern their gifts and live out God's call to ministry, the congregation becomes a disciple-making community.

SUGGESTED RESOURCES

Discover Your Gifts, revised edition. Leader's Guide (\$12.95) and Student Manual (\$7.25). Christian Reformed Missions, 1996. Program and inventory for discovering and affirming spiritual gifts. To order, call Judson Press, 800-458-3766.

Spirit Gifts: One Spirit, Many Gifts, Patricia D. Brown. Abingdon Press, 1996. Leader's Resources and Participant's Workbook. Resources to help members discover God's direction for their lives, to empower and equip laity for leadership, to mobilize volunteers for ministries that fit their gifts, and to learn how to avoid burnout and end power struggles.

Wake Up! You Have A Ministry, Dave Ray. Core Ministries, 2000. Written by a layperson who provides helps to match your gifts, talents, and passion with ministry ideas.

QUIZ: WHAT DO YOU KNOW ABOUT SPIRITUAL GIFTS?

Mark the statements below true or false, then fill in the biblical answer when you hear it during the workshop.

1. Spiritual gifts are God's rewards to faithful Christians. T F
2. When a person receives a spiritual gift, he or she will possess it their whole life. T F
3. Most, but not all, Christians have a spiritual gift. T F
4. Any Christian can receive any gift, if only he or she desires it. T F
5. God endows each Christian with the same gifts; only the manner in which they are utilized varies from person to person. T F
6. Every Christian should do his or her best to exercise all of the spiritual gifts mentioned in the New Testament. T F
7. In order not to become one-sided, Christians should be particularly active in those areas in which they do not possess any gifts. T F
8. Spiritual gifts are only present when there is no adequate natural explanation for an event. T F
9. A spiritual gifts assessment needs to be taken only once; the results apply for a lifetime. T F
10. The only reason God gives us spiritual gifts is to deepen our personal relationship with him. T F

WHAT YOU SHOULD KNOW ABOUT SPIRITUAL GIFTS

A spiritual gift is a special ability that God gives, according to his grace, to each member of the body of Christ to be used for the development of the church.

According to research presented by Charles Schwartz in *Three Colors of Ministry* (ChurchSmart, 2004):

- 80% of Christians don't know what their spiritual gifts are
- 20% are not using their gifts in ministry-related tasks
- 51% are happier after discovering gifts
- 72% are happier when discovered gifts are applied to concrete tasks within the church

1. Every Christian has at least one spiritual gift.
2. Gifts and call go together.
3. Christians complement each other.
4. Each Christian may have a different "gift mix."
5. There are different degrees of giftedness.
6. There is a difference between spiritual gifts and the fruit of the Spirit.
7. There is a difference between spiritual gifts and universal Christian responsibilities.

THE MAJOR GIFTS LISTS

There are three major gifts lists in the New Testament, found in Romans 12, 1 Corinthians 12, and Ephesians 4. Appoint a recorder, a timekeeper, and a reporter for your group. Spend 15 minutes reviewing your assigned passage and list all of the spiritual gifts you find mentioned there. Create a newsprint to post when your report out to the entire group.

<i>Romans 12:6-8</i>	<i>1 Corinthians 12:8-10 and 1 Corinthians 12:28</i>	<i>Ephesians 4:11</i>

SOURCE AND PURPOSE OF THE GIFTS

(Based on 1 Corinthians 12:4-11)

Source:

1

2

3

4

Purpose:

HOW TO IDENTIFY YOUR SPIRITUAL GIFTS

Step 1: Open your heart to God in prayer.

Step 2: Be ready to apply your gifts.

Step 3: Get informed.

Step 4: Begin with what you enjoy.

Step 5: Experiment as much as possible.

Step 6: Verify your effectiveness.

Step 7: Seek the opinions of others.

Step 8. Utilize a formal spiritual gifts assessment.

Whenever you discover a specific gift, it is important that you use it.

Find out where your gifts are most urgently needed.

Gifts and tasks must correspond.

Gifts must be developed.

SPIRITUAL GIFTS DEFINITIONS AND RELATED TASKS

Instructions: Read the Bible passage for each gift listed, then read and discuss the description of the gift and the following questions.

The gift of apostle: 1 Corinthians 12:28-29

The ability to communicate across cultural barriers and plant churches where there is no knowledge of the gospel. It is usually accompanied with a distinct calling and a miraculous lifestyle. In Greek (apostolos) “a sent one,” or “a messenger,” a *Missionary*.

Possible tasks

Church planting, church consulting, long-term planning, regional/denomination responsibilities, foreign missions.

Possible weaknesses

Not everyone with an apostolic gift has the gifts of leadership and organization. This can lead to a lack of structure in their ministry.

Discussion Questions

1. Where/how would a person with this gift function in your local church?
2. Do you agree with the assessment of the strengths/weaknesses in the use of this gift?
3. Can you identify an individual with whom you are acquainted who has this gift?

The gift of prophecy: 1 John 4:1-6

Speaking what God wants said with clarity, creativity, and power. It is also called the gift of *Preaching*. The primary ministry in this gift is not prediction, but in confronting people with the truth about God and humankind—with conviction and repentance as the result.

Possible tasks

Pastor, foreign missions, evangelistic events, long-term planning, outreach to the underprivileged, worship team, prayer team, small groups, counseling, prayer chains.

Possible weaknesses

Anyone exercising this gift must acquire a solid biblical foundation in order to better distinguish between divine inspiration and one’s own favorite ideas.

Discussion Questions

1. Where/how would a person with this gift function in your local church?

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2. Do you agree with the assessment of the strengths/weaknesses in the use of this gift?
3. Can you identify an individual with whom you are acquainted who has this gift?

The gift of evangelism: Acts 8:26-40

A special ability to lead unconverted persons to a saving knowledge of the Gospel of Jesus Christ. The person with this gift has the wisdom to know when and how to call the rebellious into the Kingdom of God. Evangelists are the spiritual “obstetricians” in the church.

Possible tasks

Preaching, open houses, visitation ministry, counseling, radio ministry, foreign missions, church planting team, ministry to the underprivileged, evangelistic home groups, music or band ministry, children’s evangelism, ministry to internationals.

Possible weaknesses

Some evangelists are so preoccupied with “decisions for Christ” that the process of integrating new believers into a local church is neglected.

Discussion Questions

1. Where/how would a person with this gift function in your local church?
2. Do you agree with the assessment of the strengths/weaknesses in the use of this gift?
3. Can you identify an individual with whom you are acquainted who has this gift?

The gift of shepherding: John 10:1-15

The collective (plural in Greek) ministry of the Elders to “shepherd” an individual or community of Christian believers. This gift is a special passion and empowering to lead people into green pastures, steer others away from danger, fight off predators, and bind up wounds.

Possible tasks

Pastor, gift consultant, children’s church, small group leader, youth ministry, assimilating new Christians, training programs.

Possible weaknesses

Pastors with this gift may have difficulty leading a church of more than 150–200 believers. They want to maintain a close relationship with every member, but it is not possible with more than 150–200 people.

Discussion Questions

1. Where/how would a person with this gift function in your local church?
2. Do you agree with the assessment of the strengths/weaknesses in the use of this gift?
3. Can you identify an individual with whom you are acquainted who has this gift?

The gift of teaching: James 3:1

The ability to understand and communicate the Christian faith so as to make the truth clear to others. The result of this gift is the equipping and maturing of others in the Body of Christ so that they will grow in grace and be more effective disciples.

Possible tasks

Small group ministry, seminars, training courses, Bible studies, new members/baptism class, church growth training.

Possible weaknesses

Some teachers can communicate certain truths extremely well, but don't practice what they teach.

Discussion Questions

1. Where/how would a person with this gift function in your local church?
2. Do you agree with the assessment of the strengths/weaknesses in the use of this gift?
3. Can you identify an individual with whom you are acquainted who has this gift?

The gift of counseling/exhortation/encouragement: 1 Thessalonians 5:14

The gift of being able to encourage others by well-timed and wise *counsel*. This gift builds the Body of Christ by helping new, young, and adolescent disciples to turn from sin and believe in the power of the Holy Spirit.

Possible tasks

Integrating new Christians, hospital ministry, counseling team, gift consulting, prayer team, challenging passive Christians, substance abuse counseling, family counseling, seniors ministry, telephone counseling, prison ministry, hospice ministry.

Possible weaknesses

Some Christians who can identify with and show sympathy toward others lack the necessary directness and firmness to deal with the root problems.

Discussion Questions

1. Where/how would a person with this gift function in your local church?
2. Do you agree with the assessment of the strengths/weaknesses in the use of this gift?
3. Can you identify an individual with whom you are acquainted who has this gift?

The gift of wisdom: 1 Kings 3:5-28

A special illumination that enables one in a specific instance to grasp divine insight regarding a fact, situation, or context. This gift is useful in directing the Body in *what to do next*; in making God's will known.

Possible tasks

Counseling, conflict resolution, prayer team, career consulting, training courses, gift consulting, seminars, church consulting.

Possible weaknesses

Christians with this gift must guard against patronizing or browbeating others. It is important for them to allow those under their influence enough freedom to experiment and fail from time to time.

Discussion Questions

1. Where/how would a person with this gift function in your local church?
2. Do you agree with the assessment of the strengths/weaknesses in the use of this gift?
3. Can you identify an individual with whom you are acquainted who has this gift?

The gift of knowledge: Ephesians 3:14-19

An ability to remember Scripture or have it supernaturally quickened, or to know a fact or truth about a person or situation revealed directly by the Holy Spirit.

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Possible tasks

Church growth research, seminar preparation, writing, long-term planning, Bible study, journalism, theological studies, creative evangelistic outreach.

Possible weaknesses

Some Christians with this gift have an underdeveloped view of practical ministries. This is particularly true of those who don't have the gift of teaching as a part of their gift mix.

Discussion Questions

1. Where/how would a person with this gift function in your local church?
2. Do you agree with the assessment of the strengths/weaknesses in the use of this gift?
3. Can you identify an individual with whom you are acquainted who has this gift?

The gift of faith: Romans 4:18-21

An extraordinary confidence in God that is unshakable by situations, pain, apparent failure, or ridicule. This gift strengthens the individual and other believers (by example) to endure persecution and hardship.

Possible tasks

Prayer group leader, church board member, long-term planning, church planting, creative ideas team, denominational leadership, church leadership for missions, evangelism.

Possible weaknesses

Some people with this gift are not able to admit when their goals or vision have not been realized.

Discussion Questions

1. Where/how would a person with this gift function in your local church?
2. Do you agree with the assessment of the strengths/weaknesses in the use of this gift?
3. Can you identify an individual with whom you are acquainted who has this gift?

The gift of miracles: Acts 20:9-12

A “sign gift” where the gifted person is able to cast out demons, show a supernatural sign to unbelievers, or perform a public healing—even in a hostile and unsupportive situation—all to the glory of God. Those with this gift will be humble, broken people, full of the fear of God.

Possible tasks

Foreign missions, spiritual warfare, prayer ministry.

Possible weaknesses

Some Christians with this gift tend to exaggerate in retelling their experiences.

Discussion Questions

1. Where/how would a person with this gift function in your local church?
2. Do you agree with the assessment of the strengths/weaknesses in the use of this gift?
3. Can you identify an individual with whom you are acquainted who has this gift?

The gift of healing: James 5:14-15

A “sign gift” which enables one to function as an instrument of God’s healing grace in the lives of hurting people. The gifts of healings (double plural in the Greek text) include miraculous healing of the body, the mind, the emotions, and relationships.

Possible tasks

Counseling, prayer team, visiting the sick.

Possible weaknesses

Some Christians believe that when someone is not healed after much prayer, it must be due to a lack of faith. This misconception sends many sincere Christians into a spiritual tailspin.

Discussion Questions

1. Where/how would a person with this gift function in your local church?
2. Do you agree with the assessment of the strengths/weaknesses in the use of this gift?
3. Can you identify an individual with whom you are acquainted who has this gift?

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The gift of helps: Luke 10:38-42

Enables one to assist people in skilled ways that are supernaturally enhanced by the anointing of the Holy Spirit. The helped person has the impression that they have been touched by God. Those with this gift should be highly esteemed in the Body.

Possible tasks

Telephone ministry, supporting leaders, secretarial help, helping families move into new homes, custodial service.

Possible weaknesses

There is a danger that people with the gift of helps may express their concern for others to such an extent that those in need actually become co-dependent.

Discussion Questions

1. Where/how would a person with this gift function in your local church?
2. Do you agree with the assessment of the strengths/weaknesses in the use of this gift?
3. Can you identify an individual with whom you are acquainted who has this gift?

The gift of service/hospitality: Luke 22:24-27

Serving is a gift which expresses the love of Christ by taking care of lowly or time-consuming tasks to allow others to be more effective ministers. Similar to the gift of helps, but here the work performed is menial rather than skilled. Those with this gift are the truest and highest leaders in the church, and ought to be recognized as such.

Possible tasks

Odd jobs, gardening, caring for guests, cooking and baking, maintenance, typing/computer work, tape ministry, babysitting.

Possible weaknesses

Some Christians with this gift have a tendency to take on the ministry tasks of others, which could make these persons co-dependent.

Discussion Questions

1. Where/how would a person with this gift function in your local church?
2. Do you agree with the assessment of the strengths/weaknesses in the use of this gift?

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3. Can you identify an individual with whom you are acquainted who has this gift?

The gift of giving: 2 Corinthians 8:2-5

Empowers one in a sensitive way to detect material or financial needs and meet those needs with Spirit-inspired generosity. Recipients of help from Christians with this gift have a clear sense that God has provided, not man.

Possible tasks

Finance committee member, supporting missionaries, treasurer, full-time financial adviser, tithe coordinator, assisting in crises, supporting special projects.

Possible weaknesses

Some Christians with this gift believe that giving money toward certain projects is all that they need to do.

Discussion Questions

1. Where/how would a person with this gift function in your local church?
2. Do you agree with the assessment of the strengths/weaknesses in the use of this gift?
3. Can you identify an individual with whom you are acquainted who has this gift?

The gift of leadership/administration: 1 Timothy 3:1-7

Leadership in the Greek is actually “he who provides leadership in giving aid.” These *go first* and lead by example, so that others are motivated to follow (1 Corinthians 11:1). Those with the gift of leadership are quick to identify problems and show *by doing* how to minister to those in need.

Possible tasks

Pastor, elder, worship service leader, department leader, long-term planning.

Possible weaknesses

A constant danger to all leaders is spiritual isolation. Many leaders don't have anyone who can see them as they really are and hold them accountable.

Discussion Questions

1. Where/how would a person with this gift function in your local church?

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2. Do you agree with the assessment of the strengths/weaknesses in the use of this gift?
3. Can you identify an individual with whom you are acquainted who has this gift?

The gift of mercy/compassion: Luke 10:33-37

Compassion transcends both natural human sympathy and normal Christian concern, enabling one to sense in others a wide range of emotions and then provide a supportive ministry of caring and intercessory prayer.

Possible tasks

Counseling sessions, intercessory prayer, ministry to the underprivileged, prison ministry, foreign missions, ministry to single mothers/fathers, ministry to the handicapped, hospital/sick calls, ministry to the chemically dependent.

Possible weaknesses

Some Christians with this gift are so sensitive to injustice that they tend to have an overly negative view of the world.

Discussion Questions

1. Where/how would a person with this gift function in your local church?
2. Do you agree with the assessment of the strengths/weaknesses in the use of this gift?
3. Can you identify an individual with whom you are acquainted who has this gift?

The gift of discernment: Acts 16:16-18

The heightened ability to read or hear a teaching, to encounter a problem, or to consider a proposed course of action, and then determine whether or not the source behind the teaching, problem, or action is divine.

Possible tasks

Public relations, counseling, deliverance ministry, church board member, evangelistic campaigns, preaching, prayer team ministry, long-term planning, ministry to the underprivileged.

Possible weaknesses

Some people with this gift tend to develop a “spirit of criticism” that can cause them to criticize almost everything.

Discussion Questions

1. Where/how would a person with this gift function in your local church?
2. Do you agree with the assessment of the strengths/weaknesses in the use of this gift?
3. Can you identify an individual with whom you are acquainted who has this gift?

The gift of tongues: Acts 19:1-7

Tongues enable some Christians (1 Corinthians 12:30) to praise God either in another language not learned (Acts 2) or in ecstatic utterance which is not an earthly language (1 Corinthians 14). In either case, one's prayer is directed to God, not to other people (1 Corinthians 14:2).

Possible tasks

Prayer ministry, spiritual warfare.

Possible weaknesses

Some of the groups which understand speaking in tongues as the trademark of the "baptism of the Holy Spirit" belittle the spiritual authority of Christians who don't have this gift.

Discussion Questions

1. Where/how would a person with this gift function in your local church?
2. Do you agree with the assessment of the strengths/weaknesses in the use of this gift?
3. Can you identify an individual with whom you are acquainted who has this gift?

The gift of interpretation: 1 Corinthians 14:26-29

Interpretation of Tongues is required if speaking in tongues is exercised publicly. This gift allows one to declare to others the meaning of the utterance, so that the entire Body is built up.

Possible tasks

Prayer groups, worship service team, spiritual warfare.

Possible weaknesses

This gift is not to be used in large gatherings if it has not first been confirmed in smaller circles.

Discussion Questions

1. Where/how would a person with this gift function in your local church?

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2. Do you agree with the assessment of the strengths/weaknesses in the use of this gift?

3. Can you identify an individual with whom you are acquainted who has this gift?

EIGHT REASONS FOR KNOWING AND UNDERSTANDING YOUR SPIRITUAL GIFTS

1. Knowing your spiritual gift helps you understand God's will for your life.

Spiritual gifts are tools given by God for doing the work of the ministry. Different people are given different gifts to handle different tasks. For example, if God gives you a hammer, he wants you to drive nails, not cut boards. If he wanted you to cut boards, he would have given you a saw rather than a hammer. Understanding your gift in light of this principle will enable you to make decisions about where to serve God and how to serve God, and in many cases will help you choose your occupation. But in all cases it will help you set priorities for your life. *What God has called you to do he has gifted you to do, and what he has gifted you to do he has called you to do.*

2. Knowing your spiritual gift helps you know what God has NOT called you to do.

The more I understand what God *has not* called me to, the more I understand what he *has* called me to do. No doubt, recognizing what you are not supposed to do can be as important as recognizing what you are supposed to do. If you realize God has not given you the gift of “mercy,” you can easily turn down a position that would require that gift, without worrying that you might miss God’s calling. The same is true with all of the gifts.

3. Knowing your spiritual gift relieves you from serving out of “duty.”

If the truth were known, many active church workers have no business doing what they are doing. They are only doing it because the pastor asked them to, a committee elected them, or they feel obligated to do something; but are not serving where they were gifted. Christians have many reasons for serving in areas that keep them busy but not fulfilled. It boils down to this: many serve out of *duty* instead of *God's calling*. When you serve out of just duty, it is only a matter of time until burnout sets in. But, when you use the gift God has given you, you will be able to operate at maximum fulfillment with minimum frustration—and you will find the true area for which God has gifted and equipped you. You will find significance in the area of ministry for which God has equipped you.

4. Knowing your spiritual gift helps you understand how the Holy Spirit works through you. God has chosen people through which to do his work here on earth. Dr. Elmer Towns teaches a principle he calls “the division of labor,” based on 1 Corinthians 3:9: “For we are laborers together with God.” His principle simply states, “God will not do what he has commanded you to do, and you cannot do what God has reserved as his authority.” Spiritual gifts are God’s provision for the Holy Spirit to minister to people, through people. Without spiritual gifts people can minister one to another only in the flesh. You and I are the only vessels the Holy Spirit uses to accomplish his work here on earth. We must yield ourselves to the Spirit and learn as much as we can about how the Holy Spirit works through us.

5. Knowing your spiritual gift fills a deep inner need or void in your life.

Have you ever visited a hospital? You may have met the mean old nurse who bites your head off every time you sit on a patient’s bed. But overall, a hospital is a place where you find a staff of people who are getting more fulfillment out of life than the average person. Why? Because they are in the “people-

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serving business.” They are willing to wrap their lives in the lives of other people. They are meeting an inner need that God has put into the souls of all people, Christians and non-Christians alike. Your spiritual gift will complement this inner need God has placed in you. Stop and think for a minute of the most miserable, unhappy person you know. Without a doubt that person is very self-centered and only does for others when it benefits him or her in return.

6. *Knowing your spiritual gift builds unity among Christians.*

When you understand the characteristics of spiritual gifts, you see how gifts influence your desires, motivation, and behavior. You will begin to realize why other people do not always see things, or react to a situation, the same as you would. It’s all part of God’s plan. The different gifts complement each other. Understanding spiritual gifts will also prevent you from imposing your gift or lifestyle on others and will help you recognize God’s individual calling for your life. Unfortunately, too many Christians are living God’s will for someone else’s life rather than their own.

7. *Knowing your spiritual gift equips you to fulfill God’s purpose for your life.*

Rick Warren’s book *The Purpose Driven Life* has become the number one best-selling hardback book of all time (other than the Bible) with over 40 million copies sold. Why? Because people are finding a real void in their lives and feel they lack purpose. Understanding your spiritual gifts gives you a clearer understanding of God’s purpose for your life. God has created each one of us uniquely different and has given us different gifts, talents, personalities, temperaments, and passions to outfit us to accomplish his unique purpose for each of us. True significance in life comes when we discover and apply that purpose and calling in our lives. Introducing spiritual gifts in Ephesians 4, Paul exhorts us to “walk worthy of the *vocation* wherewith we are called.” Today when we use the term vocation we are referring to job or career. But the term vocation in Bible times went far beyond career. It actually takes in all aspects of our life, our career, our family life, our ministry, our hobbies, etc. It’s our *calling* in life. In fact, later translation of Scripture translates the word “vocation” as “calling.” Your calling in life is the purpose for which God made you. It has been said, “Career is what you’re paid for, but calling is what you’re made for.”

8. *Knowing your spiritual gift adds to your self-acceptance.*

Undue guilt is the greatest tool Satan uses to keep Christians from living up to their potential. Many believers consider themselves unspiritual because they cannot live up to someone else’s expectations. Trying to live up to others’ expectations of you always equals failure if your expectations are not in line with what *God* expects of you. Think of the greatest Christian you know. Now consider this: God has called you to do what this person cannot do. Your God has given you a special endowment that suits you perfectly for your special position in the Body. The Christian who knows he has the gift of serving will not belittle himself because he is not a preacher. He can accept himself knowing his Lord has given him a special endowment that suits him perfectly for this special position. The Christian who knows that her gift is administration, and is functioning effectively in her capacity, will not think herself unworthy or unnecessary because she is not a teacher.

SAMPLE MINISTRY POSITION DESCRIPTION

Task	Date
<i>Leading an evangelistic small group</i>	<i>March 1, 2007</i>

Goals
<i>Reach out to unbelievers; help them get to know Christ; integrate them into the church;</i>
<i>Cell division within 9 months.</i>

Sub-tasks
<i>Develop a group strategy based on the “Alpha courses” (together with the small group coordinator); establish a leadership team and provide training.</i>

Contact People
<i>Small group members and leadership team</i>
<i>Small group coordinator and pastor</i>
<i>Leader of evangelism</i>

Spiritual Gifts	Abilities/Interests
<i>Evangelism</i>	<i>Positive Attitude</i>
<i>Shepherding and/or Leadership</i>	<i>Relationship-oriented</i>
<i>Teaching?</i>	

Time Commitment	Length of Assignment
<i>Approximately 8 hours per week</i>	<i>One year</i>

Training
<i>Participate in 14-day leadership seminar</i>
<i>Participate in the course “The Three Colors of Evangelism”</i>
<i>Visit two model churches</i>

Additional agreements

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Task	Date

Goals

Sub-tasks

Contact People

Spiritual Gifts	Abilities/Interests

Time Commitment	Length of Assignment

Training

Additional agreements

Part One: Recommended Implementation Steps

Step One: Biblical Teaching on Spiritual Gifts for entire congregation

Step Two: Administer Spiritual Gifts Assessment to all members of congregation

Step Three: Develop a Spiritual Gifts Consulting Ministry

Step Four/Five: Create a “Gifts Bank”

Step Four/Five: Develop Ministry Descriptions

Step Four/Five: Integrate Individuals into a Gift-Oriented Ministry

Step Four/Five/Six: Provide training/opportunities for gift development

Step Seven: Include Biblical Teaching on Spiritual Gifts in New Member Classes

Step Eight: Administer Spiritual Gifts Assessment to new members during New Member Classes

Step Nine: Integrate New Members into a Gift-Oriented Ministry

Part Two: Questions to Help You Create a Back-home Action Plan

1. Do we know our pastor’s position on spiritual gifts? Has she/he done any teaching on spiritual gifts for the congregation? How will we determine this?
2. Who are the other individuals we need to talk to in order to begin implementing a gift-oriented ministry in our church?
3. What steps are needed to begin this process? For example, repeating this training for all lay leaders in the church?
4. Are our members ready for this change? What needs to be done to prepare them?

THE MAJOR GIFTS LIST

The three major gifts lists in the New Testament are found in Romans 12, 1 Corinthians 12, and Ephesians 4. Below are the gifts that are mentioned in each list.

<i>Romans 12:6-8</i>	<i>1 Corinthians 12:8-10 and 1 Corinthians 12:28</i>	<i>Ephesians 4:11</i>
	Apostle	Apostle
Prophecy	Prophecy/Prophet	Prophet
		Evangelist
		Pastor/Shepherd
Teaching		Teacher
Exhortation/Encouragement		
	Word of Wisdom	
	Word of Knowledge	
	Faith	
	Miracles	
	Healings	
	Helps	
Serving		
Giving		
Leading	Administration	
Mercy		
	Discerning of Spirits	
	Tongues	
	Interpretation of Tongues	

SOURCE AND PURPOSE OF THE GIFTS

(Based on 1 Corinthians 12:4-11)

Source: The Trinity

- 1 Now there are varieties of gifts, but the same **Spirit** (*1 Corinthians 12:4*).
- 2 And there are varieties of services, but the same **Lord** (*1 Corinthians 12:5*).
- 3 And there are varieties of activities, but it is the same **God** who activates all of them in everyone (*1 Corinthians 12:6*).
- 4 All these are activated by one and the same **Spirit**, who allots to each one individually just as the Spirit chooses (*1 Corinthians 12:11*).

Purpose: Building up the Body of Christ

To each is given the manifestation of the Spirit for the common good (*1 Corinthians 12:7*).

OTHER GIFT IDENTIFICATION TOOLS

Team Ministry/Spiritual Gifts Based Ministry

Author: Church Growth Institute (www.ChurchGrowth.org)

Format: A free individual assessment tool is available online. There is also a group assessment tool online.

How it assesses: This questionnaire will help you identify your God-given spiritual gifts. While there are many spiritual gifts, this evaluation covers the nine task-oriented gifts used in daily life to do the work of Christian ministry. Every Christian has a dominant gift and many possess more than one. Through this analysis, you will find out in which areas you are “less” gifted and will also discover your dominant task-oriented gift. You can then begin to concentrate on further developing your dominant gift as you exercise it in daily life and in your local church ministry.

The 108 questions or statements deal with your feelings and desires, so be sure to let your responses reflect your own opinions of yourself. As you read each question or statement, click the button in front of the most accurate answer: **Almost Always** (if the statement fits you 70% to 100% of the time), **Occasionally** (if the statement fits you 40% to 70% of the time), or **Not Very Often** (if the statement fits you less than 40% of the time). Remember, this is a self-evaluation; there are no “right” or “wrong” answers.

How the information is processed and used: When you have completed the questionnaire, you will be able to view a bar graph of your scores for each gift, a description of your dominant gift, and several pages of personal analysis. You will also have the opportunity to print out the results.

The Church Growth Institute also publishes the book *How to Find Meaning and Fulfillment through Understanding the Spiritual Gifts within You* by Larry Gilbert, which is an in-depth study to assist in understanding and using spiritual gifts.

Availability: *How to Find Meaning and Fulfillment through Understanding the Spiritual Gifts within You* is available in a downloadable edition, published December 2005 at www.ChurchGrowth.org.

Discover Your God-Given Gifts

Author: Don and Katie Fortune. Published by Chosen Books, a division of Baker Book House.

Format: This is a book for individual reading. The assessment tool is completed and scored by the individual. There is a suggested plan for a 13-week course at the back of the book.

How it assesses: There is a chapter devoted to each of the seven “motivational” gifts described in Romans 12:6-8. Each chapter provides an explanation of the gift and twenty statements related to characteristics of the gift to which readers respond.

How the information is processed and used. When the statements in each chapter are completed, the reader then scores the responses to determine his or her gifts. Additional chapters provide insight into ways gifts lend themselves to responsibilities with the church and to careers.

Availability: The book is available through Christian bookstores and online for \$12.99.

Getting Your Gifts in Gear

Author: Paul Ford. Published by ChurchSmart Resources.

Format: There is a six-week study course on spiritual gifts for small groups and a seven-week course for classes. The sessions explore three types of gifts: those used for service, to equip, and in prayer and worship. The course provides time for participants to discover their gifts and explore how to use them.

How it assesses: The gifts assessment survey contains 125 statements to which users respond frequently, sometimes, seldom, or never. There is also a one-page sheet of personal qualities that participants are asked to give to three different people who know them well in order to receive additional input.

How the information is processed and used: There are guides for scoring each of the tools in order to determine individual gifts and preferences. The appendix provides lists of possible ministry involvements and the gifts that they utilize.

Availability: The guides and survey are available from ChurchSmart Resources, 800-253-4276

The Three Colors of Ministry

Author: Christian Schwarz. Published by ChurchSmart Resources as part of the Natural Church Development series.

Format: The basic resource is a book that can be used by the individual. Guides are also available that provide information on using the resource in the entire church, in a small group, and in a mentoring relationship.

How it assesses: Prior to using the gift inventory, readers are encouraged to determine their own personal “change compass,” which is intended to provide insight into the reader’s current situation and provide guidance for change. The inventory includes 180 sentence completions in several categories.

How the information is processed and used: The inventories are scored according to charts provided in the book. These are used to indicate both manifest and latent spiritual gifts.

Availability: The book and guides are available from ChurchSmart Resources, 800-253-4276.

Additional Resources

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