

Membership Matters

Using Your Spiritual Gifts to Serve

Congratulations on taking your next step toward serving Christ! Many people come to church but many don't know how or where to become more involved in church. Our goal is to help you understand how God has shaped you, and to provide opportunities for you to serve that will bring glory to Him in ministry. In order for us to find your "best fit" in ministry, we need to assess your spiritual gifts, heart passions, abilities, personality and experiences. Our hope is that this booklet will help you find where God wants you to be.

When we use our abilities for God's glory, we come to know God more fully as we obey Him, and He accomplishes His work through our lives. This inventory will require some thoughtful soul searching and time to accomplish. We suggest one to one and a half hours to thoughtfully answer the questions. There are no right or wrong answers since this is about yourself. Honestly answering the questions as you are and not what you would like to be or what others expect of you is best.

Ken Hemphill defines a spiritual gift as "an individual manifestation of grace from the Father that enables you to serve Him and thus play a vital role in His plan for the redemption of the world."¹ Peter Wagner defines a spiritual gift as "a special attribute given by the Holy Spirit to every member of the Body of Christ according to God's grace for use within the context of the Body."² Gene Wilkes likes to use this definition: "A spiritual gift is an expression of the Holy Spirit in the life of believers which empowers them to serve the body of Christ, the church."

John MacArthur said, "No local congregation will be what it should be, what Jesus prayed that it would be, what the Holy Spirit gifted it and empowered it to be, until it understands spiritual gifts."

(citation: John MacArthur Jr., *The Church-the Body of Christ* (Grand Rapids, MI: Zondervan Publishing House, 1973), p136)

Romans 12:6-8; 1 Corinthians 12; Ephesians 4:11; and 1 Peter 4:9-11 contain representative lists of gifts and roles God has given to the church.

When you compare the bible verses regarding spiritual gifts and the list we will use, the "sign gifts" have been excluded because of some confusion that accompanies these gifts and because they are difficult to fit into ministries within a typical church's ministry base.

Love the Lord your God with all your heart and with all your soul and with all your mind.
~ Matthew 22:37

God wants all of who you are to go into loving and serving Him. Your life is like a puzzle. The pieces fit together to make a whole. When you combine your spiritual gifts, personality, passions, abilities and experiences, you will discover a picture which shows you how you can best serve the Lord with maximum effectiveness. ---**YOUR MINISTRY PROFILE !**

Each part of who you are affects the other parts and contributes to how God wants to use you. Here is what each part contributes to the way you will serve:

- Your walk motivates you for ministry.
- Your spiritual gifts enable you for ministry.

- Your passions give focus to ministry.
- Your personality expresses itself in ministry.
- Your experiences help develop you for ministry.

You will now begin a short journey of self discovery to examine how God has gifted you for His kingdom. As you complete each step, please do so in prayer.

The first step you will take is to take a Spiritual Gifts Assessment found at the back of this handbook and at <http://mountmoriahbaptist.com/im-new/find-your-spiritual-gifts/>. There are 2 online. One you can print out and one that you download as an Excel Spreadsheet and it will self calculate for you. This assessment is not an exact science. It is an exploration of who you are and will give you clues to how God has gifted you. Your gifts will be confirmed when others see them in you, and you see results from using them.

The second step is to explore your passions, where your heart is. What and who do you have a heart for? You will answer questions that will enable you to focus on a ministry group.

Third, what do you do well? Assess your abilities and experiences by completing the section in the back of this section.

Fourth, examine your personality style to see how you work best. Also found at the end of this section.

Once you have completed all assessments, complete the Ministry Connections sheet. We will go over this in our meeting to help you find a place to serve at Mount Moriah.

Remember, too, that hardly anyone discovers all his gifts at the beginning of his Christian experience. A period of time, or a special set of circumstances may be required to bring your gifts to light. Be willing to try your hand in new areas. Your spiritual gifts can be confirmed only in the actual setting where they are put to use.

While you are await our meeting, please look over our ministries on the church website.

At any time during this process, please feel free to contact me through the website or at 919-215-0199.

Happy Journey!

Debbie Wing
Serving Coordinator

Jesus on Leadership by Gene Wilkes (LifeWay Christian Resources 1998).

1 Ken Hemphill, *Serving God: Discovering and Using Your Spiritual Gifts Workbook* (Dallas: The Sampson Company, 1995), 22. This product is distributed by and available from LifeWay Christian Resources of the Southern Baptist Convention, and may be purchased by calling toll free 1-800-458-2772.

2 *Your Spiritual Gifts Can Help Your Church Grow* by C. Peter Wagner, Copyright © 1979, Regal Books, Ventura, CA 93003. Used by permission, 42.

NetWork, The Right People, In the Right Places, For The Right Reasons, Bruce Dugbee, Don Cousins, Bill Hybels, 1994, Zondervan

<http://www.mbcnewnan.com/files/macedonia-newnan/Ministry%20Profile%20Overview%20and%20spiritual%20gift%20assessment.pdf>
Spiritual Gifts.LN

Spiritual Gift List with Definitions and Biblical References, Music, www.kodachrome.org/spiritgift/

All verses are from Biblegateway.com, New American Standard Version

Special Thank you to Westoverchurch, Greensboro, NC and Bridgway Community Church, Rockford Michigan for the use of their documents.

Spiritual Gifts Inventory

I. Understanding Your Gift Potential

- a. What the enemy will do.
 - i. Satan will spend years depositing insecurities, doubt, mediocrity, fear, etc. to undermine our potential of flowing in the gifts of the Spirit.
 - ii. Continual encounters with the Father and an eager desire to be His vessel will lead us to overcoming all inhibitions. This will render Satan totally ineffective!
- b. What the Father will do.
 - i. God sees us uncontaminated. He knit us together in our mother's womb. From our beginnings, He formed us to be powerful and effective. Certain gifts lay dormant and undiscovered, while others will be given by the Holy Spirit as we walk with the Lord. We must begin to see ourselves as God sees us. The Holy Spirit will reveal our true identity! (Spiritual DNA)

Jeremiah 1:5 (NIV) "Before I formed you in the womb I knew[a] you, before you were born I set you apart; I appointed you as a prophet to the nations.

Psalms 139:13-14 (NIV) 13 For you created my inmost being; you knit me together in my mother's womb. 14 I praise you because I am fearfully and wonderfully made; your works are wonderful, I know that full well.

Galatians 1:15 (NIV) But when God, who set me apart from my mother's womb and called me by his grace,

2 Corinthians 4:7 (NIV) But we have this treasure in jars of clay to show that this all-surpassing power is from God and not from us.

- ii. Let us tap into our investments and unleash our anointing.

II. Talents vs. Gifts

- a. Arguing over the distinction between gifts and talents has little value in discovering what gifts we have. It would be odd for God, who made us, not to "build into" some of us natural talents that would later be used as gifts. On the other hand, neither should we be surprised when the Holy Spirit gives gifts to make up for a lack of natural ability.

Ephesians 4:11-12 (NIV) 11 So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, 12 to equip his people for works of service, so that the body of Christ may be built up

- b. For those with spiritual gifts that intersect with natural talent, there is always the temptation to minister in the power of the flesh.
- c. For those who are gifted in areas where they have no talent, fear of failure can paralyze the spiritual gift. But if we are obedient to the Spirit's low-risk promptings, God will confirm the gift in us, and our confidence in God will grow. (If pride grows as well, God will let us fall to remind us where the power comes from.) Those who excel in gifts where they have no talent bring glory to God and remind everyone just how gracious He is.
- d. Do not be afraid to make mistakes when stepping out in the gifts. To be used by God we must be willing to get past our insecurities and take personal risks. It is our faith (trust, assurance) that convinces us to yield to the gifts. Great faith gets great results. Our ability to excel in the gifts is directly proportionate to our faith.

Romans 12:6 (NIV) We have different gifts, according to the grace given to each of us. If your gift is prophesying, then prophesy in accordance with your[a] faith;

With humility comes wisdom. God will not abandon us concerning the gifts, but will walk us through to maturity.

III. Body Building—We need each other

1 Corinthians 1:4-9 (NIV) 4 I always thank my God for you because of his grace given you in Christ Jesus. 5 For in him you have been enriched in every way—with all kinds of speech and with all knowledge— 6 God thus confirming our testimony about Christ among you. 7 Therefore you do not lack any spiritual gift as you eagerly wait for our Lord Jesus Christ to be revealed. 8 He will also keep you firm to the end, so that you will be blameless on the day of our Lord Jesus Christ. 9 God is faithful, who has called you into fellowship with his Son, Jesus Christ our Lord.

1 Corinthians 14:12 (NIV) So it is with you. Since you are eager for gifts of the Spirit, try to excel in those that build up the church.

1 Timothy 4:14 (NIV) Do not neglect your gift, which was given you through prophecy when the body of elders laid their hands on you.

IV. The gifts in full concert

- a. There is nothing more chaotic than the abuse of spiritual gifts. God intends for the body to function in harmony. To accomplish this, we must pray that wisdom, love, and humility be intertwined with all our efforts to yield to the gifts.

Ephesians 2:21 (NIV) In him the whole building is joined together and rises to become a holy temple in the Lord.

Ephesians 4:16 (NIV) From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work.

Discovering Your Spiritual Gifts Assessment Instruction Guide

Thank you for taking time to complete this session on discovering where you can fit into Mount Moriah. We believe that you are embarking upon a journey that will begin to change your entire life as you discover your gifts and how God has wired you. These instructions apply only to the printed out version of the assessment.

1. Read each question and write your numeric answer to the corresponding number on the answer sheet. Answer all 160 questions of the inventory by rating each one from 0-4:
0 (not at all),
1 (rarely),
2(sometimes),
3(most always),
4(always).

Do not hesitate rating questions with a 4 (always) or avoid, as much as possible, rating questions with a 2 (sometimes).

2. When finished with the assessment, add up the number horizontally and write the tallied number in the “total” column.
3. Find you 3 or 4 highest total scores and circle the letters (A-T) with the highest scores.
4. Match your letter to the gift here:

a. Administration	k. Hospitality
b. Helps	l. Knowledge
c. Missions/Missionary	m. Leadership
d. Intercession	n. Mercy
e. Craftsmanship	o. Prophecy
f. Discernment	p. Shepherding
g. Evangelism	q. Service
h. Exhortation	r. Teaching
i. Faith	s. Wisdom
j. Giving	t. Music
5. In understanding *how* God wants you to serve, it becomes your responsibility to continue to learn more about the gifts, and go forward with joy in life, using them to bring glory to God and to minister to others.
6. Discuss with an individual, who is a believer and who knows you well, the Body Affirmation Form.
7. If at any time during this process, you have questions, please contact us.

Discovering Your Spiritual Gifts Answer Sheet

Numeric Answers								Total	Row
1. _____	21. _____	41. _____	61. _____	81. _____	101. _____	121. _____	141. _____		A
2. _____	22. _____	42. _____	62. _____	82. _____	102. _____	122. _____	142. _____		B
3. _____	23. _____	43. _____	63. _____	83. _____	103. _____	123. _____	143. _____		C
4. _____	24. _____	44. _____	64. _____	84. _____	104. _____	124. _____	144. _____		D
5. _____	25. _____	45. _____	65. _____	85. _____	105. _____	125. _____	145. _____		E
6. _____	26. _____	46. _____	66. _____	86. _____	106. _____	126. _____	146. _____		F
7. _____	27. _____	47. _____	67. _____	87. _____	107. _____	127. _____	147. _____		G
8. _____	28. _____	48. _____	68. _____	88. _____	108. _____	128. _____	148. _____		H
9. _____	29. _____	49. _____	69. _____	89. _____	109. _____	129. _____	149. _____		I
10. _____	30. _____	50. _____	70. _____	90. _____	110. _____	130. _____	150. _____		J
11. _____	31. _____	51. _____	71. _____	91. _____	111. _____	131. _____	151. _____		K
12. _____	32. _____	52. _____	72. _____	92. _____	112. _____	132. _____	152. _____		L
13. _____	33. _____	53. _____	73. _____	93. _____	113. _____	133. _____	153. _____		M
14. _____	34. _____	54. _____	74. _____	94. _____	114. _____	134. _____	154. _____		N
15. _____	35. _____	55. _____	75. _____	95. _____	115. _____	135. _____	155. _____		O
16. _____	36. _____	56. _____	76. _____	96. _____	116. _____	136. _____	156. _____		P
17. _____	37. _____	57. _____	77. _____	97. _____	117. _____	137. _____	157. _____		Q
18. _____	38. _____	58. _____	78. _____	98. _____	118. _____	138. _____	158. _____		R
19. _____	39. _____	59. _____	79. _____	99. _____	119. _____	139. _____	159. _____		S
20. _____	40. _____	60. _____	80. _____	100. _____	120. _____	140. _____	160. _____		T

Now send the **Body Affirmation Form** to someone (Preferably 2 or 3) who knows you well. This person should be a believer in Christ and must be able to effectively provide you with truthful feedback.

Discovering Your Spiritual Gifts Assessment

	<p>Read each question and enter your numeric answer (0-4) in third column. Once complete click on the "My Profile" tab near the bottom of the screen. Then click on the button "Click to Sort" to view a ranking of your spiritual gifts.</p> <p>0 - not at all, 1 - rarely, 2 - sometimes, 3 - most always, 4 - always</p>	ENTER 0-4
1	I tend to motivate others to get involved.	
2	I enjoy helping others.	
3	I like to start new churches from scratch.	
4	I am burdened to pray whenever I hear reports about needy situations.	
5	I have the ability to use my hands in a creative way to design or build things.	
6	I can tell when people are insincere.	
7	I love to hear evangelistic messages.	
8	When I teach, I use practical application.	
9	I am assured of God's control.	
10	People misunderstand my financial interests.	
11	I love to provide my home as a haven or meeting place.	
12	My study of the scriptures gives me unique knowledge.	
13	I would rather be the leader, than just one of the leaders.	
14	I tend to be super sensitive to sad stories.	
15	I tend to be irritated when people sin.	
16	I tend to get frustrated when the church is not growing.	
17	I will do the little things no one else wants to do.	
18	Education is very important to me.	
19	I tend to make wise decisions and choices.	
20	I am asked to sing or play a musical instrument at church functions.	
21	I can do a lot of things at once.	
22	I like to assist other so they have more time to do their own ministries.	
23	I would be willing to move elsewhere to start a church.	
24	I believe prayer is the most important thing of Christian can do.	
25	I enjoyed working with woodworking, building, crocheting, sewing, etc..	
26	I can tell when others teach or share inaccurate information.	

27	Leading people to Christ is so exciting.	
28	I like to share practical steps of action.	
29	I always believe and see how God works in our lives.	
30	I tend to give money freely where needed most.	
31	I tend to make total strangers feel at home.	
32	I have an ability to acquire bible facts and principles.	
33	I feel frustrated when it looks like no one else is in charge.	
34	I spend a lot of time helping others feel better.	
35	I discern something is evil, before others do.	
36	I enjoy leading discipleship type Bible Studies.	
37	I prefer serving, rather than being served.	
38	Preparation to speak or teach is absolutely necessary.	
39	I seem to be able to help others make right decisions.	
40	I believe I could sing well in the choir and would enjoy doing so.	
41	I do my best work under pressure.	
42	I enjoy relieving others of routine tasks so they can get other jobs done.	
43	I adapt well to other cultures in groups.	
44	Many of my prayers for others have been answered by the Lord.	
45	I find satisfaction meeting people's needs by making something for them.	
46	I am able to differentiate between true and false needs.	
47	I'm very concerned about lost souls.	
48	People will tell me things they will not tell anyone else.	
49	Trusting God for the impossible comes easy to me.	
50	I tend to make wise investments.	
51	I like to invite people in need to stay in my home.	
52	I learn and remember Biblical truth easily.	
53	I know where I'm headed and am driven to bring others along.	
54	I can't say "no" to legitimate needs.	
55	I research and share truth, rather than just to study.	
56	I seem to look for spiritual lessons in whatever happens.	
57	Solving problems is my main concern.	
58	I like to explain why something is true.	
59	I easily see the differences between truth and error.	
60	I'm especially gifted to make music.	
61	I tend to take charge when no one else does.	
62	I enjoy helping others get their work done.	
63	I would rather start a new church, than anything else.	
64	Prayer is my favorite ministry in the church.	
65	People say that I'm gifted in making things with my hands.	

66	I'm able to read between the lines of what others say.	
67	Worldwide evangelism really excites me.	
68	I want to challenge others to better themselves without condemning them.	
69	I'm comfortable around people who like to pray a lot.	
70	Financial accountability is extremely important.	
71	I look for opportunities to use my home to help others.	
72	I study the Bible to gain more knowledge about things.	
73	I often volunteer to take charge of difficult projects.	
74	Some people think I'm too sensitive.	
75	I like to proclaim truth I have received from the Word of God.	
76	I often seek to help individuals grow in Christ.	
77	I tend to take on a lot of opportunities to serve.	
78	It bothers me to hear incorrect statements and teaching.	
79	People often seek me up for wise advice.	
80	I know that the Lord uses me to minister to others through song.	
81	I like impossible challenges.	
82	People can count on me to help them in any way.	
83	I get really excited about a new mission works worldwide.	
84	I find myself praying quite often.	
85	I'm good at making things.	
86	I am able to easily detect unspiritual things.	
87	I enjoy asking people to make decisions for Christ.	
88	I really enjoy encouraging others.	
89	I want people to pray more and increase their faith.	
90	I tend to discern true financial needs.	
91	My home is always open to anyone or for any group.	
92	I take serious the command to "increase in knowledge."	
93	I am driven to move forward even when others are not.	
94	When others hurt, I feel compelled to help.	
95	I can be stubborn and difficult to convince.	
96	I prefer being a spiritual leader.	
97	I do not like being up front or leading a group.	
98	I tend to prepare too much material.	
99	I like to solve problems through the wisdom of the word.	
100	I like to write words or create music that glorify God.	
101	I like to organize people to accomplish great tasks.	
102	Helping others is a large part of my life.	
103	I prefer serving in a cross cultural ministry.	
104	Praying for others is what God has called me to do.	

105	I spend a lot of my time doing crafty things.	
106	I'm a good judge of what is good or evil.	
107	I like to lead people to Christ with my testimony.	
108	I enjoy giving practical council to those were discouraged.	
109	I have strong assurances that God answers prayer.	
110	I like to take care of financial needs in a timely manner.	
111	A neat home is not an important as its availability.	
112	I often feel compelled to study and learn Biblical truth.	
113	People often say I'm a good leader.	
114	I try to come across as loving and caring.	
115	I tend to know why people do what they do.	
116	Leading groups to spiritual maturities is most appealing.	
117	I tend to do much more than I am told to do.	
118	Studying the scriptures is my passion.	
119	I believe wisdom is more important than faith or knowledge.	
120	I enjoy using my musical abilities to bring honor to God	
121	I would rather speak out, then just let something pass.	
122	Helping people is the most important thing you can do.	
123	I'm attracted to ministries that start new churches.	
124	I love praying for the needs of my church.	
125	I love making new things with my hands.	
126	People say that I often have just the right advice.	
127	I can share the gospel with total strangers.	
128	I often feel compelled to share advice.	
129	I tend to judge people by how much faith they have.	
130	I'm concerned about meeting financial or physical needs.	
131	I feel church people need to be more hospitable.	
132	I like to learn things most people do not know.	
133	It bothers me when people sit around and do nothing.	
134	I tend to volunteer to help the less fortunate.	
135	Confronting someone with sin in their life is not hard.	
136	People seek me out to become spiritually stronger.	
137	Working behind the scenes gives me much pleasure.	
138	I search for new insights as I study.	
139	People are often amazed at the knowledge I have.	
140	God has called me to serve him using my musical abilities.	
141	I delegate responsibilities to accomplish tasks.	
142	God calls us to help others in small ways.	
143	I get excited about church planting.	

144	Praying for others is key to being the body of Christ.	
145	I minister to others by making things for them.	
146	I seem to have unique discernment in many areas.	
147	Sharing my faith is most important to me.	
148	I really enjoy counseling others.	
149	People say I have tremendous amount of faith.	
150	Being lazy in business is a sin.	
151	I believe hospitality is one of the most important things.	
152	I believe having great knowledge is very important.	
153	Opposition does not bother me as much as just sitting still.	
154	I'm very concerned about how a person feels.	
155	People say I am too protective and strict with others.	
156	I like to help others get involved in ministry.	
157	I would rather do a job myself, rather than delegate it.	
158	Digging deep into the word of God is a priority in my life	
159	People often say I demonstrate unusual wisdom.	
160	I find it necessary to use my musical talents every chance I get.	

End of Questioning

Gift Descriptions

The general biblical basis for spiritual gifts is Romans 12: 6-8, 1 Corinthians 12: 8-10, 1 Corinthians 12:28, Ephesians 4:11, 1 Peter 4: 9-10.

Administration

1 Corinthians 12:28, Acts 6: 1-7, Acts 27:11, Luke 14:28-30, Titus 1:5, Luke 14:28-30

Literal Meaning: To pilot or to steer a ship

Description: The gift of Administration is the divine enablement to understand what makes an organization function, and the special ability to plan and execute procedures that accomplish the goals of the ministry.

Distinctives: Develop strategies to reach identified goals; Assist ministries to become more effective and efficient; Create order out of organizational chaos; Manage or coordinate a variety of responsibilities to accomplish a task; Organize people, tasks or events.

Traits: Thorough, Objective, Responsible, Organized, Goal-oriented, Efficient, Conscientious

Cautions: People with this gift should be cautious and be open to adjustments so as not to stifle a leader's visions and to not lose sight of God's purposes in order to meet a goal.

Craftsmanship

Exodus 30:22-25, Exodus 31:3-11, 2 Chronicles 34:9-13, Acts 18:2-3, Acts 9:36-39, 2 Kings 22:5-6

Literal Meaning: To craft, design, build

Description: The gift of Craftsmanship is the divine enablement to creatively design and/or construct items to be used for ministry.

Distinctives: Work with wood, cloth, paints, metal, glass and other raw materials; Make things which increase the effectiveness of others' ministries; Enjoy serving with their hands to meet tangible needs; Design and build tangible items and resources for ministry use; Work with different kinds of tools and are skilled with their hands. Area of needs can be automotive, electrical, plumbing, cleaning, handy-man skills, etc.

Traits: Creative, Designer, Handy, Resourceful, Practical, Behind-the-scenes, Helpful

Cautions: People with this trait need to esteem their gift, remembering that doing practical deeds is a spiritual contribution to the body of Christ. They find it difficult to say "no" and need to be responsive to the priorities of leadership instead of setting their own agendas.

Discernment

1 Cor. 12:10, Acts 5:1-11, Acts 16:16-18, 1 John 4:1-6, Matt. 16: 21-23

Literal Meaning: To separate or make a distinction, differentiate

Description: The gift of discernment is the divine enablement to distinguish between truth and error. It is the ability to discern the spirits, differentiating between good and evil, right and wrong.

Distinctives: Distinguish truth from error, right from wrong, pure motives from impure; Identify deception in others with accuracy and appropriateness; Determine whether a word attributed to God is authentic; Recognize inconsistencies in a teaching, prophetic message or interpretation; Are able to sense the presence of evil.

Traits: Perceptive, Insightful, Sensitive, Intuitive, Decisive, Challenging, Truthful

Cautions: People with this gift may struggle with how to express their perceptions, feelings or insights. They could be harsh when confronting others, instead of speaking the truth in love. They need to confirm their perceptions before speaking.

Evangelism

Ephesians 4:11-14, 2 Timothy 4:5, Acts 8:5-6, Acts 8:26-40, Acts 14:21, Acts 21:8, Luke 19:1-10

Literal Meaning: To bring good news

Description: The gift of Evangelism is the divine enablement to effectively communicate the gospel to unbelievers so they respond in faith and move toward discipleship.

Distinctives: Communicate the message of Christ with clarity and conviction; Seek out opportunities to talk to unbelievers about spiritual matters; Challenge unbelievers to faith and to become fully devoted followers of Christ; Adapt their presentation of the gospel to connect with the individual's needs; Seek opportunities to build relationships with unbelievers.

Traits: Sincere, Candid, Respected, Influential, Spiritual, Confident, Commitment-oriented

Cautions: People with this gift need to remember the Holy Spirit, not guilt, is the motivator in a person's decision for Christ. They should avoid becoming critical of others by remembering that we are all "witnesses", but we are not all "evangelists". They need to listen carefully, because the same approach is not appropriate for everyone.

Exhortation

Romans 12:8, 1 Timothy 4:13, Hebrews 10:25, Acts 14:22, Acts 11:22-24, Acts 15:30-32

Literal Meaning: To come along side of

Description: The gift of Exhortation is the divine enablement to present truth so as to strengthen, comfort, or urge to action those who are discouraged or wavering in their faith.

Distinctives: Come to the side of those who are discouraged to strengthen and reassure them; Challenge; comfort; or confront others to trust and hope in the promises of God; Urge others to action by applying biblical truth; Motivate others to grow; Emphasize God's promises and to have confidence in his will.

Traits: Positive, Motivating, Challenging, Affirming, Reassuring, Supportive, Trustworthy

Cautions: People with this gift can sometimes be overly optimistic, too simplistic or flattering.

They should first take time to understand where others are and what they really need.

They may want to just say "positive" things to others and avoid being confrontational when it's needed.

Faith

1 Cor. 12:9, 13:2, Acts 11:22-24, Acts 27:21-25, Hebrews 11, Romans 4:18-21

Literal Meaning: To trust, have confidence, believe

Description: The gift of Faith is the divine enablement to act on God's promises with confidence and unwavering belief in God's ability to fulfill his purposes.

Distinctives: Believe the promises of God and inspire other to do the same; Act in complete confidence of God's ability to overcome obstacles; Demonstrate an attitude of trust in God's will and his promises; Advance the cause of Christ because they go forward when others will not; Ask God for what is needed and trust him for his provision.

Traits: Prayerful, Optimistic, Trusting, Assured, Positive, Inspiring, Hopeful

Cautions: People with this gift need to act on their faith. They should remember that those who speak with reason and desire to plan do not necessarily lack faith. They should listen to and consider the counsel of wise and spirit-filled believers.

Giving

Romans 12:8, 2 Cor. 6:8, 2 Cor. 8:1-7, 2 Cor. 9:2-8, Mark 12:41-44,

Literal Meaning: To give part of, share

Description: The gift of Giving is the divine enablement to contribute money and resources to the work of the Lord with cheerfulness and liberality. People with this gift do not ask “ How much money do I need to give to God?” but, “ How much money do I need to live on?”

Distinctives: Manage their finances and limit their lifestyles in order to give as much of their resources as possible, Support

the work of ministry with sacrificial gifts to advance the Kingdom; Meet tangible needs that enable spiritual growth to occur; Provide resources, generously and cheerfully, trusting God for his provision; May have a special ability to make money so that they may use it to further God’s work.

Traits: Stewardship-oriented, Responsible, Resourceful, Charitable, Trusts in God, Disciplined

Cautions: People with this gift need to esteem their gift, remembering that giving money and resources is a spiritual contribution to the body of Christ. They need to remember the church’s agenda is determined by leaders, not by the giver’s gift. They need to guard against greed.

Helps/Service

1 Cor. 12:28, Romans 16:1-2, Acts 9:36, Luke 8:2-3, Mark 15:40-41

Literal Meaning: To take the place of someone

Description: the gift of Helps is the divine enablement to accomplish practical and necessary tasks which free-up, support, and meet the needs of others.

Distinctives: Serve behind the scenes wherever needed to support the gifts and ministries of others; See the tangible and practical things to be done and enjoy doing them; Sense God’s purpose and please in meeting everyday responsibilities; Attach spiritual value to practical service; Enjoy knowing that they are freeing up others to do what God has called them to do.

Traits: Available, Willing, Helpful, Reliable, Loyal, Dependable, Whatever-it-takes attitude

Cautions: People with this trait need to esteem their gift, remembering that doing practical deeds is a spiritual contribution to the body of Christ. They find it difficult to say “no” and need to be responsive to the priorities of leadership instead of setting their own agendas.

Hospitality

1 Peter 4:9, Romans 12:9-13, Romans 16:23, Acts16:14-15, Hebrews 13:1-2

Literal Meaning: To love strangers

Description: The gift of hospitality is the divine enablement to care for people by providing fellowship, food, and shelter.

Distinctives: Provide an environment where people feel valued and cared for; Meet new people and help them to feel welcomed; Create a safe and comfortable setting where relationships can develop; Seek ways to connect people together into meaningful relationships; Set people at ease in unfamiliar surroundings.

Traits: Friendly, Gracious, Inviting, Trusting, Caring, Responsive, Warm

Cautions: People with this gift should avoid viewing their gift as entertaining. They need to remember to ask God who he wants them to befriend and serve. They should be careful not to cause stress in their own family when inviting others into their home.

Intercession

James 5:14-16, 1 Timothy 2:1-2, Coloss. 1: 9-12, Coloss. 4:12-13, Acts 12:12, Luke 22:41-44

Literal Meaning: To plead on behalf of someone, intercede

Description: The gift of Intercession is the divine enablement to consistently pray on behalf of and for others, seeing frequent and specific results.

Distinctives: Feel compelled to earnestly pray on behalf of someone or some cause; Have a daily awareness of the spiritual battles being waged and pray; Are convinced God moves in direct response to prayer; Pray in response to the leading of the spirit; whether they understand it or not; Exercise authority and power for the protection of others and the equipping of them to serve.

Traits: Advocate, Caring, Sincere, Peacemaker, Trustworthy, Burden-bearer, Spiritually sensitive

Cautions: People with this gift should avoid using prayer as an escape from fulfilling responsibilities.

They need to avoid a “holier than thou” attitude sometimes caused by extended times of prayer and spiritual intimacy with God.

Knowledge

1 Cor. 12:8, Colossians 2:2-3, 2 Cor. 11:6

Literal Meaning: To know

Description: The gift of knowledge is the divine enablement to bring truth to the body through a biblical insight. The gift of knowledge is the special ability that God gives to certain members of the Body of Christ to discover, accumulate, analyze and clarify information and ideas which are pertinent to the well-being of the Body.

Distinctives: Receive truth which enables them to better serve the body; Search the scriptures for insight, understanding, and truth; Have an unusual insight or understanding that serves the church; Organize information for teaching and practical use

Traits: Inquisitive, Responsive, Observant, Insightful, Reflective, Studious, Truthful

Cautions: People with this gift should be careful of this gift leading to pride. (“knowledge puffs up”)

They should remember that it’s God’s message, not theirs, when they give a word of knowledge from the Word to the church. They should remember with the increasing of knowledge comes the increasing of pain.

Leadership

1 Timothy 5:17, Acts 7:10, Acts 15:7-11, Romans 12:8, Hebrews 13:17, Luke 9:51, Luke 22:25-26

Literal Meaning: To stand before

Description: The gift of Leadership is the divine enablement to cast vision, motivate, and direct people to harmoniously accomplish the purposes of God.

Distinctives: Provide direction for God’s people or ministry; Motivate others to perform to the best of their abilities; Present the “big picture” for others to see; Model the values of the ministry; Take responsibility and establish goals.

Traits: Influential, Diligent, Visionary, Trustworthy, Persuasive, Motivating, Goal-setter

Cautions: People with this gift should realize their relational credibility takes time and is critical for leadership effectiveness. They should remember that servant leadership is the biblical model, the greatest being the servant of all. They do not need to be in a leadership “position” to use this gift.

Mercy

Romans 12:8, 2 Cor. 8:1-7, 2 Cor. 9:2-8, Mark 12:41-44

Literal Meaning: To have compassion

Description: The gift of Mercy is the divine enablement to cheerfully and practically help those who are suffering or are in need, compassion moved to action.

Distinctives: Focus upon alleviating the sources of pain or discomfort in suffering people; Address the needs of the lonely and forgotten; Express love, grace, and dignity to those facing hardships and crisis; Serve in difficult or unsightly circumstances and do so cheerfully; Concern themselves with individual or social issues that oppress people.

Traits: Empathetic, Caring, Responsive, Kind, Compassionate, Sensitive, Burden-bearing

Cautions: People with this gift need to be aware that rescuing people from their pain may be hindering God's work in them. They need to guard against feeling "unappreciated", since some of the people helped will not show or express any appreciation. They should guard against becoming defensive and angry about the sources of others' pain.

Missions/Missionary

1 Cor. 9:19-23, Acts 8:4, Acts 13:2-4, Acts 22:21, Romans 10:15, Ephesians 3:7-8

Literal Meaning: To be sent with a message

Description: The gift of Missions/Missionary is the divine ability to start and oversee the development of new churches or ministry structures.

NOTE: While the "office" of apostle that the original disciples of Christ held is unique and no longer exists, the "role" of apostle continues today and functions through the spiritual gift of Missions/Missionary.

Distinctives: Pioneer and establish new ministries or churches; Adapt to different surroundings by being culturally sensitive and aware; Desire to minister to unreached people in other communities or countries; Have responsibilities to oversee ministries or groups of churches; Demonstrate authority and vision for the mission of the church. These people often have a number of gifts, such as evangelism, teaching, leadership, faith, and exhortation and are motivated by difficult new tasks.

Traits: Adventurous, Entrepreneurial, Persevering, Adaptable, Culturally sensitive, Risk taking, Cause-driven

Cautions: People with this gift should be aware that misusing their authority can quench the Spirit in others. They need to be affirmed and sent by the church. They can be demanding and pessimistic. They can start to equate themselves to the apostles of the bible.

MUSIC

1 Samuel 16:14-23, 1 Corinthians 14:26, Psalm 33:1-3, Psalm 149:3, Psalm 150:1-6, Colossians 3:16, 2 Chronicles 5:12-13, 2 Samuel 6:14-15

Literal Meaning: To play an instrument, dance or sing

Description: The gift that gives a believer the capability to present personal witness and inspiration to others through instrumental music, singing, or dancing.

Distinctives: The special gift whereby the Spirit enables certain Christians to praise God through music in such a way as to enhance the worship experience of other believers. It gives the believer the desire and capability to express personal faith and provide inspiration and comfort through the playing of a musical instrument, singing, or dancing. The spiritual aspect of the gift is revealed as the gift bearer gives witness to love and praise for the Lord, and thus glorifies God. Those listening or watching become inspired to feel the presence and majesty of God when music, song, or dance uplifts their soul in a manner that brings them closer to their Lord.

Traits: sing or play a musical instrument quite well, and enjoy it

- have special joy singing praises to God, either alone or with other people

- feel secure in the fact that their musical ability will be of benefit to other people with whom they come in contact

- can use their musical ability to help and inspire others to worship God

- see that their singing or instrument playing is a spiritual encouragement for others.

Cautions: People with this gift should avoid viewing their gift as entertaining.

Prophecy

1 Cor. 12:10,28 , Eph 4:11-14, Romans 12:6, Luke 7:26, Acts 15:32

Literal Meaning: To speak before

Description: The gift of prophecy is the divine enablement to reveal truth and proclaim it in a timely and relevant manner for understanding, correction, repentance, or edification. There may be immediate or future implications.

NOTE: While the role of a prophet used in the Old Testament was unique by way of speaking to future events and giving divine word from God, the use of the gift of prophecy is used today to speak to present situations, using the Bible as the divine message. The meaning of the Greek word is basically “to speak forth” and “to speak for another.”

Distinctives: Expect to see and challenge them to respond; Expose sin or deception in others for the purpose of reconciliation; Speak a timely word from God causing conviction, repentance, and edification; See truth that others often fail to see and challenge them to respond; Warn of God’s immediate or future judgment if there is no repentance; Understand God’s heart and mind through experiences he takes them through; using the Word of God as the message.

Traits: Discerning, Compelling, Uncompromising, Outspoken, Authoritative, Convicting, Confronting

Cautions: People with this gift need to be aware that listeners may reject the message if not spoken with love and compassion. They need to avoid pride which can create a demanding or discouraging Spirit that hinders the gift. This person should remember that discernment must be used and the message must come from and agree with God’s Word.

Service/Helps

1 Cor. 12:28, Romans 16:1-2, Acts 9:36, Luke 8:2-3, Mark 15:40-41

Literal Meaning: To take the place of someone

Description: the gift of Helps is the divine enablement to accomplish practical and necessary tasks which free-up, support, and meet the needs of others.

Distinctives: Serve behind the scenes wherever needed to support the gifts and ministries of others; See the tangible and practical things to be done and enjoy doing them; Sense God’s purpose and please in meeting everyday responsibilities; Attach spiritual value to practical service; Enjoy knowing that they are freeing up others to do what God has called them to do.

Traits: Available, Willing, Helpful, Reliable, Loyal, Dependable, Whatever-it-takes attitude

Cautions: People with this trait need to esteem their gift, remembering that doing practical deeds is a spiritual contribution to the body of Christ. They find it difficult to say “no” and need to be responsive to the priorities of leadership instead of setting their own agendas.

Shepherding

Eph 4:11-14, 1 Timothy 3:1-7, John 10:1-18, 1 Peter 5:1-3

Literal Meaning: To shepherd a flock

Description: The gift of Shepherding is the divine enablement to nurture, care for, and guide people toward on-going spiritual maturity and becoming like Christ.

Distinctives: Take responsibility to nurture the whole person in their walk with God; Provide guidance and oversight to a group of God's people; Model with their life what it means to be a fully devoted follower of Jesus; Establish trust and confidence through long-term relationships; Lead and protect those within their span of care.

Traits: Influencing, Nurturing, Guiding, Discipling, Protective, Supportive, Relational

Cautions: People with this gift should remember that God judges those who neglect or abuse their oversight responsibilities. You will need to be aware that the desire to feed and support others can make it difficult to say "no". You should realize that some of those being nurtured will grow beyond the shepherd's own ability and need to be freed to do so.

Teaching

1 Cor. 12:28, Eph 4:11-14, Romans 12:7, Acts 18:24-28, Acts 20:20-21, Titus 2:2

Literal Meaning: To instruct

Description: The gift of Teaching is the divine enablement to understand, clearly explain, and apply the word of God, causing greater Christ-likeness in the lives of listeners. People with this gift usually are spending full time preparing to teach. They love to organize the material by working on details. They are patient with their students. They create an atmosphere where students feel free to ask questions and learn.

Distinctives: Communicate biblical truth that inspires greater obedience to the word; Challenge listeners simply and practically with the truth of scripture; Present the whole counsel of God for maximum life change; Give attention to detail and accuracy Prepare through extended times of study and reflection.

Traits: Disciplined, Perceptive, Teachable, Authoritative, Practical, Analytical, Articulate

Cautions: People with this gift should avoid pride that may result from their "superior" biblical knowledge and understanding. They can become too detailed when teaching and fail to make life application. They should remember that their spirituality is not measured by how much they know.

Wisdom

1 Cor. 2:3-14, 1 Cor. 12:8, Acts 6:3,10, James 1:5-6, 2 Peter 3:15,16, James 3:13-18, Jer. 9:23-24

Literal Meaning: To apply truth practically

Description: The gift of Wisdom is the divine enablement to apply spiritual truth effectively to meet a need in a specific situation.

Distinctives: Focus on the unseen consequences in determining the next steps to take; Receive an understanding of what is necessary to meet the needs of the body; Provide divinely given solutions in the midst of conflict and confusion, Hear the spirit provide direction for God's best in a given situation; Apply spiritual truth in specific and practical ways

Traits: Sensible, Insightful, Practical, Wise, Fair, Experienced, Common Sense

Cautions: People with this gift could fail to share the wisdom that God has given them. They need to avoid having others develop a dependence upon them, which may weaken their faith in God. They need to be patient with others who do not have this gift.

Where is your heart? Passions Assessment

When we speak of someone's passion, of what he or she is really motivated to do, we sometimes say that "she/he has a heart for that ministry/age group." Even as we have differing gifts, we have differing interests and passions as well. Passion is the God-given desire (purpose/interest/satisfaction) that compels us to make a difference (action/serving) in a particular area within the community or in the church (need/opportunity). These interests and passions can also change over time as we go through different seasons of our lives. This will change how you use your gifts. How would you complete the following sentence?

I love to _____.

I love to _____.

I love to _____.

P : Purpose

A: Action

S: Serving

S: Satisfaction

I: Interests

O: Opportunity

N: Need

- My Passion is GOD-GIVEN.
- My Passion answers the where question. Where God is calling me to serve.

People

What age group or type of people do you love to work with most? (Limit answers to three)

Abuse victims	Engaged Couples	Missionaries	Seniors
Adults	Grieving	New Believers	Single Parents
Business Professionals	High Schoolers	New Church Members	Singles
Career Women	Homeless	New Parents	Street Kids
Children	Hospitalized	Newlyweds	Teen Moms
College Students	Infants	Parents	Unemployed
Couples	Internationals	Parents of Teens	Widows
Church Visitors	Men	Poor	Widowers
Disabled	Middle Schoolers	Prisoners	Women
Divorced	Minorities	Seekers	Young Adults
Empty Nesters	Other: _____	_____	_____

Ministries/Issues

What ministries or issues do I feel strongly about? (Try to limit answers to three)

Abortion Awareness/ Recovery	Economic	International Issues
Abuse/Family violence	Education	Interpersonal Relations
Addiction Recovery	Environment	Legal Issues
Administration	Elementary	Literacy
Adventurers	Family Issues	Injustice
AIDS	Financial Issues/Management	
Arts	Greeting/Welcoming	Missions: International
At-Risk Children	Health Care	Marriage Issues
Benevolence/Mercy Ministries	Homosexuality	Memorials
Bereavement	Housing	Middle School
Children of Divorce	Hunger	Missions: Stateside
Children	Human Rights	Missions: Local
College	High School	Music: Choral
Community Issues	History	Music: Instrumental
Counseling	Homeless	Ministry Involvement
Creative Projects	Hospitality	Organization
Defending the Faith	Hospitalized	Outreach
Designing/Developing	Fellowship Events	Political Issues
Disaster Relief	Fitness	Preschool
Discipleship	Foster care	Publicity
Divorce Care	Infants	Children
Politics	Technology	Fund Raising
Poverty	Special Needs	Worship
Practical Projects	Teen Concerns	Scholarships
Prison Ministry	Teaching	Nutrition
	Shut -Ins	Violence

Racism
Reaching the Lost
Repair
Senior Adults
Serving/helping
Social Issues

Homeschool
Terminal Illnesses
Toddlers
Ushers
Women's Ministry
Men's Ministry
Visitation

Small Groups
Other: _____

Assessment Summary_____

Narrow your selections to one or two within the following passion areas:

People Passion: _____

Issues Passion: _____

Passion Exercise_____

Instructions: Read the scripture below and summarize how and where passion is exhibited.

Paul : Phil 1:21-26

Ruth: Ruth 1:15-18, Ruth 2:3, 3:9-13

Peter: Mt. 17:4, Mt 14: 22-32

Nehemiah: Neh 1:3-4, 2:4-5, Neh 2:17-18

Aquila & Priscilla: Acts 18:2-3, 11, 18,
Rom 16:3

Woman with the issue of blood:
Mark 5:25-34

Samaritan Woman: John 4:25-30, 39

Membership Matters

Now think of people you know who are passionate about something. Who are they and what are they passionate about?

1. _____
2. _____
3. _____

Passion Indicator Questions

1. If I had unlimited resources and knew I could not fail, what would I do with my life?
2. At the end of my life, I'd love to be able to look back and know that I had done something about.....
3. If your name was mentioned to a group of your friends, what would they say you were really interested in or passionate about?
4. What subject causes you to sit at the edge of your chair, raise your voice, exaggerate your body language, stay up late at night, or get up early in the morning?
5. Think about a day in your life, or week. What activities do you engage in that you exhibit passion while doing?

Passion Summary

Using what you learned about passions and yourself in this assessment, create a statement using the people group and issues/ministry of how you may be able to use your passions in a ministry.

Membership Matters

Assess Your Abilities

God has given you natural abilities that may or may not be “gifts of the spirit” . The following lists are for brainstorming purposes to examine yourself to see how you may use your abilities in service for God. To the side of any of these make comments, or just check it off if you have the ability. You are looking for abilities that you love, make you feel fulfilled as you use them. The abilities listed could be used in many fields.

Adapting: The ability to adjust, change, alter, modify
Administering: The ability to govern, run, rule
Analyzing: The ability to examine, investigate, probe, evaluate
Building: The ability to construct, make, assemble
Coaching: The ability to prepare, instruct, train, equip, develop
Communicating: The ability to share, convey, impact
Computing: The ability to add, estimate, total, calculate
Connecting: The ability to link, involve, relate
Consulting: The ability to advise, discuss, confer
Cooking: The ability to prepare, serve, feed, or cater, including baking
Coordinating: The ability to organize, match, harmonize
Counseling: The ability to guide, advise, support, listen, or care for
Competing: The ability to contend, win, battle
Decorating: The ability to beautify, enhance, adorn
Designing: The ability to draw, create, picture, outline
Developing: The ability to expand, grow, advance, increase
Directing: The ability to aim, oversee, manage, supervise
Editing: The ability to correct, amend, alter, improve
Encouraging: The ability to cheer, inspire, support
Engineering: The ability to construct, design, plan
Facilitating: The ability to help, aid, assist, make possible
Forecasting: The ability to predict, calculate, see trends, patterns, and themes
Implementing: The ability to apply, execute, make happen
Improving: The ability to better, enhance, further, enrich
Influencing: The ability to effect, sway, shape, change
Landscaping: The ability to garden, plant, improve
Leading: The ability to pave the way, direct, excel, win
Learning: The ability to study, gather, understand, improve
Managing: The ability to run, handle, oversee
Mentoring: The ability to advise, guide, teach
Motivating: The ability to provoke, induce, prompt
Negotiating: The ability to discuss, consult, settle
Operating: The ability to run mechanical or technical things
Organizing: The ability to simplify, arrange, fix, classify, coordinate
Performing: The ability to sing, speak, play an instrument or act
Pioneering: The ability to bring about something new, ground breaking, original
Planning: The ability to arrange, map out, prepare
Promoting: The ability to sell, sponsor, endorse, showcase

Membership Matters

- Recruiting: The ability to draft, enlist, hire, engage
- Repairing: The ability to fix, mend, restore, heal
- Researching: The ability to seek, gather, examine, study
- Resourcing: The ability to furnish, provide, deliver
- Serving: The ability to help, assist, fulfill
- Strategizing: The ability to think ahead, calculate, scheme
- Teaching: The ability to explain, demonstrate, tutor
- Translating: The ability to interpret, decode, explain, speak
- Traveling: The ability to journey, visit, explore
- Visualizing: The ability to picture, imagine, envision, dream, conceptualize
- Welcoming: The ability to entertain, greet, embrace, make comfortable
- Writing: The ability to compose, create, record

Administration	Arts/Crafts	Athletics/Sports	Audio/Visual
Cake Decorating	Catering	Computers Maint/Repair	Cooking
Computers/Technology	Data Entry	Decorating	Drawing
Desktop Publishing	Electronics	Facilities Management	Finance
Floral Arranging	Food Preparation	Graphic Design	Insurance
Landscaping	Library	Microsoft Access	Musical: Vocal
Musician: Instrumental	Painting	Performing Arts/Drama	Photography
Personnel Management	Planning Trips/Events	Plumbing	Writing
Electrical Work	Power Point	Programming	Puppets
Public Speaking	Scenery Production	Science	Sewing
Set-Up/Tear-down	Secretary/Office Support	Dance	Sound System
Strategic Planning	Van/Bus Driver	Vehicle Maintenance	Videography
Volunteers	Web Design	Word Processing	Hosting

1. My current vocation is _____.
2. Other skills or jobs I have experience are _____.
3. I have taught classes or seminars in _____.
4. I believe my most valuable personal assets are _____.
5. I believe the top 5 abilities I possess that I love to use are:
 1. _____
 2. _____
 3. _____
 4. _____
 5. _____

Membership Matters

Personal Style

Personal style or personality is the God-given interpretation of how you are energized and organized. It's the answer to the "how" question in your ministry endeavors. Psalm 139:13-16 says....

For you created my inmost being; you knit me together in my mother's womb. I praise you because I am fearfully and wonderfully made; your works are wonderful, I know that full well. My frame was not hidden from you when I was made in the secret place. When I was woven together in the depths of the earth, your eyes saw my unformed body. All the days ordained for me were written in your book before one of them came to be.

There is no right or wrong personal styles. This is the way the Lord has created you to be, so fill in the following assessment keeping the following in mind: For each question rate yourself on the scale provided. Circle the number that is closest to the response that completes the sentence that most describes you. Do not answer according to what you feel is expected by anyone else, or how you would like for you to be. Select the behavior or perspective that would come naturally to you if you knew there were no restrictions on or consequences for your personal expression. Total your score and fill it in below each chart.

How are you Energized?

I'm more comfortable	doing things for people	1 2 3 4 5	being with people
When doing a task, I tend to focus	on the goal	1 2 3 4 5	on relationships
I get more excited about	advancing a cause	1 2 3 4 5	creating community
I feel I have accomplished something when I've	gotten a job done	1 2 3 4 5	built a relationship
It's more important to start a meeting	on time	1 2 3 4 5	when everyone gets there
I'm more concerned with	meeting a deadline	1 2 3 4 5	maintaining the team
I place a higher value on	action	1 2 3 4 5	communication

Total your score for how you are Energized (E) = _____

If you have a score below 21 you are Task-Oriented. The primary content of your ministry should be accomplishing tasks that serve people. Your primary focus should be on goal accomplishment.

If you have a score above 21 you are People-Oriented. The primary content of your ministry should be more involved with direct interaction with people. Your primary focus should be on relational issues.

How are you Organized?

While on vacation I prefer to	be spontaneous	1 2 3 4 5	follow a set plan
I prefer to set guidelines that are	general	1 2 3 4 5	specific
I prefer to	leave my options open	1 2 3 4 5	settle things now
I prefer projects that have	variety	1 2 3 4 5	routine
I like to	play it by ear	1 2 3 4 5	stick to a plan
I find routine	boring	1 2 3 4 5	restful
I accomplish tasks best by	working it out as I go	1 2 3 4 5	following a plan

Membership Matters

Total your score for how you are Organized (O) = _____

If you have a score below 21 you are Unstructured. Your ministry position should be generally described and your relationships with others should be spontaneous.

If you have a score above 21 you are Structured. Your ministry position should be clearly defined and your relationships with people should be consistent.

The Four Personal Style Quadrants

Remember that both the People-Oriented and Task-Oriented value developing relationships and meeting goals, but each has a primary and secondary means of achieving them. Both the Unstructured and Structured value being organized, but each has a different approach to organization.

On the grid below, put an X on the horizontal line that corresponds to your (O) total. Put an X on the vertical line that corresponds to your (E) total. Draw a line that connects the Xs. Your personal style is indicated by the square where the line crosses through.

		7							
	Task	10		Task					
	Unstructured			Structured					
		14							
		18							
	7	10	14	18	21	24	28	32	35
	People	24		People					
	Unstructured			Structured					
		28							
		32							
		35							

Task/Unstructured

General Guidelines, Versatile, Helps wherever needed, Like tangible results

Consider the kind of ministry position that needs you to fulfill a wide variety of responsibilities.

**ex. Offering counting, room setup/tear down, sound tech.*

Task/Structured

Getting the job done, Focused on results, Prefers to follow an agenda, Appreciates clear direction

*Consider the kind of ministry position that allows you to know clearly what the goals are and how the task is to be accomplished. *ex. Drama set designer, building project, special events*

Membership Matters

People/Unstructured

Spontaneous situations, Very conversational, Relates well to others, Tends to be flexible.
*Consider the kind of ministry position that gives you the freedom to respond to people spontaneously. *ex. Crisis hotline, hospital volunteer, high school pastor.*

People/Structured

Defined relationships, Familiar Surroundings, Projects warmth, Enjoys familiar relationships
*Consider the kind of ministry position that will enable you to interact with people in a more stable or defined way. *ex. Ushering, small group leader, pantry volunteer.*

How we relate to others:

Introverted

Persons who are introverted enjoy being with other people, but they find that being with others drain emotional energy from them, and they have to have a certain amount of solitude to “recharge”.

Extroverted

Persons who are extraverted receive emotional energy from being with other people, and they find that solitude drains energy from them. Extraverts can enjoy solitude, but they have to have time with other people to “recharge”.

How we structure our lives:

Controlled

“Controlled” persons tend to prefer outcomes to processes. They’re interested in structure, in meeting deadlines, in closure, in moving on to the next thing. Controlled persons tend to like checklists and plans.

Spontaneous

“Spontaneous” persons tend to prefer processes to outcomes. They’re more interested in “going with the flow” and “seeing what happens” than in making schedules and meeting deadlines. Spontaneous persons tend to lose their checklists and plans, but this doesn’t bother them!

How we take in information:

Intuitive

Persons whose preference is for intuition often describe themselves as “innovative”. Intuitive persons like metaphor and imagery, and often understand complex ideas rather suddenly, “as a whole,” without knowing exactly how they know. Intuitive persons tend to be more interested in what “might be” than in “what is.”

Sensing

Persons whose preference is for sensing often describe themselves as “practical.” Sensing persons gather information bit by bit, and they focus on facts, data and experience. Sensing persons tend to be more interested in what “is” than in what “might be.”

Membership Matters

How we make decisions:

Thinking

Persons who make decisions based on “thinking” focus more on facts, data, rules, and procedures than on how decisions will affect people.

Feeling

Persons who make decisions on “feeling” focus more on how a decision will affect other people than on facts, data, rules and procedures.

*Personal Style Summary*_____

According to the Four Personal Style Quadrant I am _____.

I tend to relate to others as an (Introvert/Extravert).

I structure my life in a (Controlled/Spontaneous) way.

I prefer to take in information by being (intuitive/sensing).

I make decisions mostly by (thinking/feeling).

Ministry Connections

After finishing all sections please fill this sheet out and bring the entire packet with you to our meeting.

Name : _____

Address: _____

Attending Mount Moriah since: _____

Phone: _____ Email: _____

Spiritual Gifts: 1. _____ 2. _____ 3. _____

Heart/Passion Statement: _____

Abilities: 1. _____ 2. _____ 3. _____

4. _____ 5. _____

Personal Style:

According to the Four Personal Style Quadrant I am _____.

I tend to relate to others as an (Introvert/Extravert).

I structure my life in a (Controlled/Spontaneous) way.

I prefer to take in information by being (intuitive/sensing).

I make decisions mostly by (thinking/feeling).

Do you have any special licenses such as a commercial license or degrees?

Where do you think you would like to serve?

Return form to Debbie Wing at the church office, or email it to debbieawing@gmail.com

Membership Matters
