

## NURTURING & USING YOUR SPIRITUAL GIFTS

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### Romans 12:1 & 2 (MSG)

- ▣ So here's what I want you to do, God helping you: Take your everyday, ordinary life – your sleeping, eating, going-to-work, and walking-around life – and place it before God as an offering. Embracing what God does for you is the best thing you can do for him. Don't become so well-adjusted to your culture that you fit into it without even thinking. Instead, fix your attention on God. You'll be changed from the inside out. Readily recognize what he wants from you, and quickly respond to it. Unlike the culture around you, always dragging you down to its level of immaturity, God brings the best out of you, develops well-formed maturity in you.

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**“Some people are only “believers” because they want God to give them things; a thrill, money, spiritual gifts etc. but they never think twice about what THEY can give to God. They are Christian parasites, always wanting more, rather than Christian servants, who are always willing to give.”**

— Lisa Bedrick

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**What has God called you to do?  
A Spiritual Gift Evaluation**

- 1. List your top three spiritual gifts (usually there is one main gift and one or more that are significant).
- 2. List the three or four ministry positions that you enjoy most, and feel most comfortable and effective in (such as discipling, leadership, teaching, evangelism, administration, etc.).
- 3. Decide which ministry team you would best fit and be the most effective in.
- 4. Decide which ministry in the church in which you participated that you got the most out of and can see yourself involved in.

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**What has God called you to do?  
A Spiritual Gift Evaluation**

- 5. Decide which ministries of the church you have seen success in by your contribution.
- 6. Decide which ministries of the church have you received approval and acceptance in.
- 7. Now compare the first two lists. They should agree, or be similar. The last four instructions will help you clarify. If not, spend time in prayer, seek someone who knows you well, and ask him. Make sure your desires are not fueled by political lust or selfish wishes. The church cannot function effectively with people in positions who are there for selfish and prideful reasons. You have to be in service with a surrendered heart (Gal. 2:20)!

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**What has God called you to do?  
A Spiritual Gift Evaluation**

- 9. When can you be available for such a service?
- 10. What areas of training do you feel you need most?
- 11. What can the church leadership do to further equip you to be a better servant for the Lord?
- 12. What do you think the church leadership needs to be doing?
- 13. What do you think the biggest needs in the church are?

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### What has God called you to do? A Spiritual Gift Evaluation

- 14. What do you think the biggest needs in the community are?
- 15. How long are you willing to commit to serve in the church in your gifting category?
- 16. Are you willing to be instructed and then instruct and mentor someone else?
- 17. How can you bring yourself and others in the church deeper into the heart of God to worship and glorify Him?
- 18. How much time has been spent in prayer during the above process?

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Spiritual Gift Assessments are not the "Be All - End All" for who you are and what God has planned for you and how you influence others.

How else do we discern or discover giftedness?

- Through prayer
- Through The Body - confirmation by other believers
- Our giftedness will always partner with our God given passions & developed skills

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See Romans 14:13  
 ON ONE HAND, I DON'T WANT TO BE A STUMBLING BLOCK TO OTHERS ... ON THE OTHER HAND, I WANT TO USE THE GIFTS THAT GOD HAS GIVEN ME  
12-01-2003

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### How Do You Know?

How do you decide who serves where, or where you should serve?

- 1. Assess History
- 2. Assess Passion
- 3. Check References
- 4. Try something on for size
- 5. Pray through all of the above

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### What Works Where?

This list is by no means definitive, nor dogmatic, it is just a guide to point you in the right direction. The gifts for the job may vary due to experience and education.

- 1. Teaching and discipling roles: The main gifts needed for Sunday School Teachers, Bible Study Leaders, and Small Group Leaders are teaching and/or knowledge.
  - a. Sunday School Superintendent: teaching, administration, leadership
  - b. Small Group Leaders: hospitality and/or pastor, teacher
  - c. Children's Sunday School Teachers can have a wider range of gifts, when they have a love for children and patience.

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### What Works Where?

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- 2. Evangelism: the main gifts needed are evangelist, missions, and exhortation. (The gift of evangelist usually appears in combinations with other gifts) Here are sub teams that can go under the Main team of Evangelism that other gifts can participate in also:
  - a. Visitation: mercy and administration
  - b. Shut ins: pastor, mercy/helps
  - c. Personal witnessing/ Door to Door: everyone should try this often, but the main gift is evangelist.
  - d. Outreach: mercy, service, hospitality, helps
  - e. Team leaders can have the gifts of leadership and/or administration

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### What Works Where?

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- 3. Elders: Leadership, pastor, exhortation, administration; and also wisdom and faith. If there is to be an elder from each ministry team, try to have the one representing have these gifts too.
- 4. Deacons: helps, service, mercy
- 5. Missions: evangelist, missions, wisdom, service.

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### What Works Where?

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- 6. Prayer: intercession, everyone.
- 7. Youth and children's Ministry: teacher, exhortation, pastor, hospitality, leadership.
- 8. Counselor: counseling, exhortation, wisdom, intercession.
- 9. Committee leader: administration, leadership, and gifting in the area of the committee.
- 10. Treasurer / Finance: administration, wisdom, learned knowledge in finance.

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### What Works Where?

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- 11. Usher: hospitality and service.
- 12. Nursery Worker: service, mercy, helps.
- 13. Church Secretary: helps, administration

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### Nurturing Our Gifts?

- ☐ Focus efforts according to gifts
- ☐ Encourage those in leadership
- ☐ Develop a team approach to ministry
- ☐ Group together those whose strengths and gifts complement each other
- ☐ Develop job descriptions for each area of service
- ☐ Develop ministry assistants
- ☐ Make sure every leader has a prayer partner(s)

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### Tools for Success

- ☐ Assess & Interview
- ☐ Provide Options
- ☐ Review Expectations
- ☐ Appoint
- ☐ Orient & Train
- ☐ Encourage
- ☐ Assess
- ☐ Appreciate

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### More Tools

- ☐ Corps Ministry Position Descriptions
  - Booklet & Lotus Notes Database
    - In both Spanish & English
- ☐ ChurchGrowth.org Assessment & Development Tools
- ☐ Salvationist.org
- ☐ Neighboring Corps, DHQ, THQ

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WHAT DO YOU BUY THE GUY WHO HAS EVERYTHING, MADE EVERYTHING, AND HAS GIVEN US EVERYTHING?

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