



Understanding My Spiritual Gifts

Ronald E. Ovitt

Thanks for downloading this free PDF copy of *Understanding My Spiritual Gift.*

In order to benefit from this PDF workbook, I have a few suggestions.

1. Only print out part of the book.

I would suggest that you print out pages 5-15. This is the introduction. This way you can sit down and really try to understand what Spiritual Gifts are. (Of course, if you want to print out the whole book, it is okay.)

2. Next I would suggest that you print out pages 39-41.

This is the Spiritual Gifts Test and scoring information. This way you can get comfortable, complete the test and score it. This will take you about 17 minutes.

3. With a basic understanding of Spiritual Gifts and a knowledge of the Spiritual Gifts you lean toward, you are ready to read pages 17-39.

This is where I explain each gift in detail. Each gift explanation takes only one page so they are easy to read in a PDF format. Write down your self score on each gift so you can review your results on page 38 and 39.

Now you are ready to begin.

I trust that you will learn something about yourself. Please e-mail me if you have any questions at rovitt@layministry.com . If you want to know more about your own ministry potential, I suggest that you visit our website and look at our other workbook, *How Am I Wired for Ministry*.

Our goal is to help people get involved in ministry using their Spiritual Gifts. Please visit our website www.layministry.com to see if there is any other way we can help you or your church members serve Christ. Also, PLEASE LET OTHERS KNOW ABOUT THIS FREE OFFER. E-mail them this PDF file or they can go to our web site and download their own copy.

God bless you. I trust that the Lord will use you mightily in His service.

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Thank you.
Ron Ovitt

When you are done with this book go to our web site and download your FREE copy of our follow-up book, *How Am I Wired For Ministry?*

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What In The World Is My Spiritual Gift?

The goal of this workbook is to help you understand more about the topic of Spiritual Gifts. It is a topic that most of us have heard about but haven't had a lot of teaching in it. We have tried to make the topic as understandable as we know how and hope that you will end this workbook with a working knowledge of your spiritual gift inclinations and begin a life long pursuit of working through the giftedness that God has given you.

Paul introduced the topic in his letters to Corinth, Rome and Ephesus. Peter mentions the gifts in his letter as well. In Romans Paul writes:

Just as each of us has one body with many members, and these members do not all have the same function, so in Christ we who are many form one body, and each member belongs to all the others. We have different gifts, according to the grace given us.

Romans 12:4-6a

Peter shares how the church is to function with each of us using our gifts and ministering to each other. In I Peter 4:7-11 he writes:

Therefore be clear minded and self-controlled so that you can pray. Above all, love each other deeply, because love covers over a multitude of sins. Offer hospitality to one another without grumbling. Each one should use whatever gift he has received to serve others, faithfully administering God's grace in its various forms.

We see from these passages that there are different Spiritual Gifts and that our goal as Christians is to use whatever gift we have received to serve others. Let us then investigate the different gifts and discuss how we can start using them.

We have different gifts, according to the grace given us.

What Are the Spiritual Gifts?

According to many nationwide surveys most of us do not know what our spiritual gifts are. It was the same way in the New Testament Church. Paul wanted to correct that. We see this in I Corinthians 12:1-7 where Paul writes:

Now about spiritual gifts, brothers, I do not want you to be ignorant... There are different kinds of gifts but the same Spirit. There are different kinds of service, but the same Lord. There are different kinds of workings, but the same God works all of them in all men. Now each of the manifestations of the Spirit is given for the common good.

Paul says that He doesn't want us to be ignorant about spiritual gifts so he uses three descriptive words that when put together help us better understand what a spiritual gift is. First Paul wrote, "There are different kinds of gifts". The word "gifts" implies that what God is giving us is given to us freely, just like a Birthday or Christmas gift. Today many refer to someone who is "gifted" as having a "natural born" talent. They are implying that it was a talent that was given to them, not one that they acquired by their own ability.

The second phrase that Paul used as a clarifier was "There are different kinds of service". The word "service" implies that the gifts or those abilities or passions that were freely given to us by God, are to be used as a form of serving God. The word service is the same word that is used for ministry. Paul is implying that God has given you and I spiritual gifts that equip us for ministry.

The final phrase that Paul uses is "There are different kinds of workings." The word "workings" is an exciting word. It is only used twice in the Bible, both times in this chapter. This word means the "effect or result" of the energy or the power of God.

When we put all three phrases together we see that a spiritual gift is:

An ability or prompting of the Holy Spirit, given to us freely, and is energized and empowered by God for His service.

A Spiritual Gift is an ability or prompting of the Holy Spirit, given to us freely, and is energized and empowered by God for His service.

Spiritual Gift Vs Natural Gift

Why is it that a believer and a non-believer can both be merciful, and yet only the believer has the spiritual gift of mercy? The word “spiritual” was a new word written in the New Testament after Pentecost. It was used to refer to people, actions, attitudes, things, gifts that were orchestrated by, led and filled with the Holy Spirit.

So our capacities, talents, services are “spiritual” when they are inspired, led and empowered by the Holy Spirit. Some spiritual gifts are not present in our life until after our conversion. Other gifts, however, are cultivated in us from a child. In a Christian this is then used for spiritual purposes, hence a “spiritual or Holy Spirit led gift”. Yes, a non-believer can be merciful and God has certainly given them that ability, but without the Holy Spirit alive in their life, it cannot be a Spiritual gift.

What Are The Spiritual Gifts?

A spiritual gift is an ability or prompting of the Holy Spirit given to us freely, and is energized and empowered by God for His service. In Romans 12 Paul lists the gifts as:

prophesying, serving, teaching, encouraging, contributing, leadership and mercy

In I Corinthians 12, Paul includes:

wisdom, knowledge, faith, healing, miracles, prophesy, discernment, tongues, interpretation of tongues, helps and administration

In Ephesians 4 and I Corinthians 12 Paul lists five equipping positions in the church. These are:

Apostles, Prophets, Evangelists, Pastors and Teachers.

The word “spiritual” was a new word written in the New Testament after Pentecost. It was used to refer to people, actions, attitudes and gifts that were orchestrated by the Holy Spirit.

Ministry Gifts

For the sake of determining how God has created us for service, we are going to focus on the gifts that have to do with serving Christ. These are Spiritual gifts that are directly involved in ministry. There are 15 of them:

Prophesying, serving, teaching, encouraging, contributing, leadership, mercy, wisdom, knowledge, faith, healing, miracles, discernment, helps and administration.

You have probably noticed that the list included the supernatural gifts of healing, miracles, knowledge, and faith. This was intentional. Although all of the Spiritual gifts are supernatural in the sense that they are led by the Holy Spirit, these particular gifts lead a person to trust God for a supernatural effect. Some teach that these gifts were for the New Testament Church only. This is mostly because most Christians have not seen many people with these gifts today. But this does not mean that God does not desire the Church to have them. Rather the absence of strong evidence of these gifts could be a result of the Church itself. How much is taught on the Holy Spirit today? How much is really taught about the gifts? How much expectancy is there for these gifts to be exhibited in the church today? Sadly there is very little, yet we are trusting God for the biggest miracle of all, the resurrection of our very souls. We would not hesitate to say that our loved ones are with the Lord in Glory and yet why do we have a hard time believing that God would use the miraculous Spiritual Gifts today?

Finally, how well practiced are the age old Spiritual disciplines of meditation, solitude, prayer and fasting that resulted in God manifesting Himself through His people? Could it be that the prophets, Jesus, the disciples, Paul and the early Christians saw the miraculous hand of God because they spent time knowing God and depending on God in these disciplined ways?

We include these gifts because we believe God still chooses to give some of His people the Spiritual inclination to trust Him for the supernatural. When He does, we need to say with them, "Jesus your will be done on earth as it is in Heaven."

The Spiritual Gifts used

for ministry were:

Prophesying, serving,
teaching, encouraging,
contributing, leadership,
mercy, wisdom, faith,
knowledge, healing,
miracles, discernment,
helps and administration.

What About the Equipping Roles In the Church?

When Paul listed the Spiritual gifts he also wrote that God also gave some people the role of pastor, evangelist, teacher, apostle, and prophet. These were serious positions or offices of leadership in the early church. Paul lists this group of people twice and never refers to these positions as “gifts”, but rather people whose responsibilities were to “equip” the Christians for service. Paul writes in Ephesians 4: 11-13:

It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God’s people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.

Today God is still equipping people to function in these positions. These people are given these roles by God to; help the church discern God’s direction; to teach moral character; and to help Christians under their charge to exercise the Spiritual gifts God has given them. Please note that we have deliberately left out any emphasis on “being in full-time service.” These roles are a calling from God, not necessarily a full-time vocation. Throughout history there have been bi-vocational pastors, evangelists, teachers and prophets. Paul himself made tents to help provide for his ministry. The emphasis is on the call of God which includes the passion, abilities, spiritual gifts and experience that God has given them.

Later in this workbook there is a definition page on each equipping role so you can score yourself as to whether you feel you have a leading from God toward any of these roles. If the result of reading the definitions and scoring yourself, you feel God has given you the necessary gifts and may be “calling” you to one of these ministries, go to your Pastor or another spiritual leader in your church that knows you well and go over this chapter with them. Show them your scores and express your interest in service so you can have the opportunity to study these ministries further with Godly people who know you.

We see that Paul lists this group of people twice and never refers to these positions as “gifts”, but rather people whose responsibilities were to “equip” the Christians for service.

What About The Other Gifts?

The gift of “tongues” or “interpretation of tongues” are not included in our survey. This was done intentionally for two reasons. First, because of the physical manifestation of the gift, a person doesn’t need a test to tell them if that have the gift or not. It is a very apparent gift. Second, there are various teachings on these particular gifts and in deference to the churches that use this workbook, teaching on these gifts are left to your pastor and eldership in your church.

What About Other Talents and Abilities?

Many authors go through the Bible and list every act of service or talent that God uses in a person and include it in their list of Spiritual gifts . Some have thirty or more “gifts” on their list. These include craftsmanship, music, singleness, missionary, suffering and others. But why stop there? Certainly God is a creative God and has used many talents today that were not around in the New Testament times. What about computer skills, recreation leader or Christian camping?

Although there are many talents and abilities that would fall into the wider use of the definition of spiritual gifts, this workbook examines the Pauline writings on the subject. Paul was inspired by the Holy Spirit when he wrote the epistles and he set out to specifically write on the issue of Spiritual gifts. We want to examine his list of gifts.

So what about all the other talents, abilities and gifts that you and others may have? I would think that they would fall under Paul’s teaching in Romans 12:1 to “present ourselves a living sacrifice, holy and acceptable unto God.” We should present our bodies, mind, emotions, skills, talents, abilities, aspirations and possessions - all to God for His service. Let’s learn what we can from what Paul did write about and then apply this knowledge to all the new skills, abilities and gifts that God adds to our lives.

We should present our
bodies, mind, emotions,
skills, talents, abilities,
aspirations and
possessions - all to God
for His service

How Will I Know What My Spiritual Gifts Are?

No single test can fully verify “everything” there is to know about your spiritual gifts. Rather, the goal of this workbook is to stimulate your thinking and make you more aware of God working in your life. Our tests will bring preferences and inclinations into your consciousness, perhaps even help clarify some of your thinking, but in order to really discern your Spiritual gifts you will need to spend more time thinking about , praying over and using the gifts. Experience will be one of the most valuable indicators as to what Spiritual gifts you have. We are complex beings and God has given us wonderful passions and abilities. Surely it is worth some time to better understand how God has intended us to best serve Him. Here are three ways you can expand your knowledge about your own personal spiritual gifts.

1. Spend time in prayer

You will learn more about your spiritual gifts as you spend time with God in prayer asking Him to show you your gifts. After you finish this chapter, go somewhere alone to be with God. Review your choices and ask God to give you insight. Talk to Him about the gifts. Express any doubt, fear or frustrations you may have as a result of this chapter. Ask God for clarity and confirmation.

2. Investigate

Investigation is key to knowing and using your spiritual gifts. Like many other things in life, the more you learn the more you find out how little you really know. Remember, these are “gifts” because they were given to us. They are not talents or abilities as we think when we say someone is a gifted athlete. This is a misnomer. Sure, there some of the gifts involve skills, talents and abilities but many of the spiritual gifts are a spiritual urge, leaning, passion or unction.

Consider mercy. It is not a talent or ability, but rather a feeling or an urge that drives you to action. Even healing, which sounds like it is our own innate talent, is not our ability to “heal” someone. God does the healing! Instead, the gift of healing is the passion and faith a person brings to prayer when someone is sick. The urge is so strong they must pray for healing! The person with the gift of healing prays for

In order to really discern your Spiritual gifts you will need to spend more time thinking about, praying over and using your Spiritual passions and abilities.

healing because it is burning deep inside of them to do so. God must do the healing. They have been given the spiritual “passion” of healing. Healing is not automatic, it is under the leadership of God. For example, Paul had the gift of healing yet in I Timothy 5:23 he tells Timothy to take wine for the healing of his stomach. I imagine Paul prayed for Timothy but God did not heal him. Paul was deeply concerned for Epaphroditus and I believe he prayed for him earnestly, yet we see that God did not heal him as recorded in Philippians 2:25-27. In II Timothy 4:20 we see that Paul left Trophimus sick at Melitas. The gift of healing was not automatic but strictly under the providence of God. As we examine scriptures further, in Matthew 13:58 we see that even Jesus could not heal in His home town because of the people’s unbelief.

The supernatural gifts are all about the passion God puts in our hearts and the will of God in the circumstance. A person with the gift of mercy will not be moved in every circumstance they come across. Rather they learn to discern the urging of the Holy Spirit and be merciful in situations that God leads them in. For this reason when you examine the definitions of the Spiritual gifts you be asked to rate yourself two ways. First you will rate your inward passion. Is it high, medium or low? Then you be asked to rate your experience of the gift. Is it high, medium or low?

This type of investigation will allow you to be your own guidance counselor. You will be able to look at the results of the survey and draw some conclusions. Then you can ask others, who you trust and know you well, to give you insight to your giftedness. Finally you can study other books and take other tests. All of this will help you learn more about you and the gifts that God has given you.

3. Do ministry and see what happens

There is nothing that can substitute for good old experience. Paul told Timothy to “stir up or exercise the gifts that he had.” Another way to say that is, “Get out there, try them out.” This is the best way to find out what spiritual inclinations God has really given you. Get involved in ministry and see where your passions are. If you begin to think your gift is “helps”, go and be more deliberate. Go and

help some people. If “mercy”, work somewhere you can be merciful. If it is “faith”, meet with the Pastor and start to trust God for great things at the church. If “healing”, start praying earnestly for sick people. As you get more involved in ministry where you think you may have a gift, you will soon find out if this gift is indeed a deep passion from God. If it is, experience will help fuel the fire. You will feel alive, as if you found what God really wants you to do. And you have. As you continue to minister, God will help you learn about, modify and grow in your spiritual gifts.

Spiritual Gift Self Assessment

Using this self assessment will help you ascertain which Spiritual Gift you may feel you have. This self assessment includes a definition of the gift, benefits of having the gift, potential pitfalls or hazards that come with the gift, ministry opportunities and how we can get further training on the gift. After the description, there is a rating scale to indicate how we feel we fit the gift.

Definition

The first part of our spiritual gift description is the definition of the gift or ability. We have taken away the Greek words and have tried to translate the original words into phrases that are relevant to ministry today.

Benefits

Another way to describe an ability is through the benefits of having the gift. Reading about the positive results of this ability can help you visualize the gift in action. This will help you further assess whether or not you are strong in this area of giftedness.

Pitfalls

Because God allows us to have spiritual gifts, while we are still in this human body there are potential spiritual problems. Not only do we wrestle with our own personal battle, we must exercise these gifts within the church. This gives rise to interpersonal problems. Most of these pitfalls will fall within the following four areas.

1. Pride

We need to be careful with any abilities that God gives us that we do not think ourselves superior to others. In Romans 12:3 Paul writes, “Do not think of yourself more highly than you ought, but rather think of yourself with sober judgment.” Pride is a great sin that can creep into our heart and make us inflate with self importance. This feeling of superiority is what the Pharisees exhibited. It is opposite of what Jesus defined as a “servant of all.”

2. Envy and Jealously

The opposite of flaunting ourselves or acting superior is to be jealous and envious of someone else that we feel is getting more attention or is in some way lowering our position of importance. The irony is that with jealousy and envy, pride is still a major factor. We feel wounded and seek revenge or restoration to our rightful position. We must fight envy and jealousy and never let it get a satanic stronghold in our life.

3. Judgmental

Being judgmental of someone else takes the focus off of us and our behavior and looks at another person often with criticism and contempt. Many times this judgmental attitude is the result of the same pride, envy or feelings of superiority that we have just written about.

4. Bias

It is easy to look at others through our own spiritual gifts and wonder why they are not as intense or motivated as we are. For example, if your gift is administration, someone who is not as organized as you are may become a source of irritation. This bias can cause us to get angry or discouraged with other people. We need to remember that God has gifted us but we also need to remember that He has gifted others too. As a body of believers we need each other and each other's gifts.

Ministry Opportunities

This section gives us suggestions on how we can use our gifts in service. There are so many ways that we can use our gifts in our personal life, the church and in para-church ministries.

Further Training

Most believers do not know what spiritual gifts they have. Those that do know what gifts they have know very little about them. We need to learn more about the abilities that the Lord has given us. The author of Hebrews tells us to “spur one another on toward love and good deeds.” Paul wrote in II Timothy 1:6 –7:

I remind you to fan into flame the gift of God, which is in you through the laying on of my hand. For God did not give us a spirit of timidity, but a spirit of power, of love and of self-discipline.

We need to be proactive in learning all that we can and then teach the same to others.

Ministry Spiritual Gift Descriptions

Please read each of the following fifteen service ability descriptions and the five equipping roles and then rate yourself on a scale of 1 through 5 both in passion and experience. This is to help you from ignoring a gift God may have for you. For example you may be high in passion in the gift of miracles but as of yet God has not manifested Himself in that way to you. If all you rated was experience you may skip over this very important passion God has given you. Likewise if you are deeply involved in “service” but are more pragmatic and less passionate about it you may be tempted to ignore developing the gift of service in the way God wants you to.

Passion

The first rating has to do with your passion for the gift. Are you really motivated to act this way? 1 means that you have no interest in or passion to use the gift. 5 means that the definition describes you very accurately, or that you do have a strong interest/passion in the ability.

Experience/Evidence

The second rating has to do with your experience/evidence of the gift. Rate your experience with or evidence of the gift. 1 means that you have no experience with or evidence of the gift. 5 means that you have a lot of experience with or evidence of the gift.

Spiritual Gift Self Assessment

Please read each of the following fifteen service gift descriptions on the following pages and rate yourself on a scale of 1 through 5 in both Passion and Experience.

Afterward, you can also take the Spiritual Service Gifts Index in order to compare your answers.

1. ADMINISTRATION

The gift of administration is mentioned in I Corinthians 12:28. Administration means to govern, pilot, direct or steer. It was used to describe a person that would steer a ship. A person with the gift of administration is a good strategic thinker, organized, has supervisory skills and manages people and projects well. When directions are set by leadership, this person can help accomplish the job efficiently.

Benefits

The gift of administration can help leadership accomplish great things. Good administration can save time and money. In a volunteer situation, the gift of administration can bring professional type skills to many events, meetings and projects.

Pitfalls

It is easy to become so involved in a project that one becomes insensitive to the needs of others. It may be hard to understand why others may not have the same passion for details or organization. Some administrative types can use their position to “bully” people or exhibit a “my way or the skyway” type attitude. A person with administration gifts will often be tempted to take on too much work and personal responsibilities. There can also be over dependency on the gift so God is organized right out of the project.

Ministry Opportunities

A person with this gift can help start and administer events, organize meetings, help with finances and office administration. This gift can be used in Sunday School or Christian Education supervision. When the pastor needs a project done, a person with this gift can help accomplish it. Many para-church ministries need help with their administration.

Further Training

To help grow this gift you could take management courses, volunteer on small projects, intern with an experienced person that has the gift.

ADMINISTRATION GIFT

Passion

Using a scale of 1 - 5, rate whether you have a passion for Administration

(1 = Not at all, 5 = Very much so)

Passion Score _____

Experience/Evidence

Using a scale of 1 - 5, rate whether you have had significant experience in or evidence of Administration

(1 = Not at all, 5 = Very much so)

Experience/Evidence Score _____

2. DISCERNMENT

In I Corinthians 12:10 it says, “and to another distinguishing between spirits” (NIV) Discernment means to be able to distinguish between right and wrong, good and evil. It is having a logical, judicial ability to think through issues. It is the ability to “discern” whether a saying, teaching, doctrine, written word, or event is good or evil; true or false; and if the source, meaning or intentions are of God, the person or Satanic deception. There is an ability to “read between the lines” and get to the truth of an issue. The “gut” tells them when something doesn’t seem to be right. There is an urgency to pray and ask for wisdom.

Benefits

Spiritual battle, whether in a small group or the church, is a serious concern and discernment is a valuable asset to have. This gift can help guide the church both in more ordinary decisions or deeper spiritual issues.

Pitfalls

There is a temptation to always be “right”; not admit when there has been a mistake. Pride could prevent a humble spirit in the use of the gift. It could be tempting to misuse the trust that someone places in your judgment and use the gift for personal gain or to hurt someone. Finally, it is easy to trust in personal judgment and not consult God, thus being deceived yourself.

Ministry Opportunities

This gift could be used in helping; settle disputes; counseling; spiritual warfare; or assisting church leadership with decisions. This gift can be used in counseling with addictions and low self esteem where deception is sometimes used as a coping mechanism.

Further Training

This is a spiritual skill so good Biblical training is key. Prayer and spiritual warfare are two excellent subjects to study. Listening skills are very important. If possible, intern under someone with the gift.

GIFT OF DISCERNMENT

Passion

Using a scale of 1 - 5, rate whether you have a passion for Discernment.

(1 = Not at all, 5 = Very much so)

Passion Score _____

Experience/Evidence

Using a scale of 1 - 5, rate whether you have had significant experience in or evidence of Discernment.

(1 = Not at all, 5 = Very much so)

Experience/Evidence Score _____

3. ENCOURAGEMENT

In Romans 12:8 it says, “if it is encouraging, let him encourage” (NIV). The Biblical meaning is to call someone near to console, comfort, exhort, implore with them. Although the goal of this gift is to comfort, motivate and give reason for hope, there is the element of exhortation pointing to the future. The goal is to encourage the believers be what God wants them to be.

A person with this gift is moved when they see someone down and likes to comfort them and motivate them toward change. They share hope for the future. The nature of this gift is similar to dispensing medicine. It is a singular action used in the moment hopefully to bring about a long-term effect.

Benefits

This gift is good in helping with morale, motivating people toward action and making people feel that they are part of a group. This is an important part of love in action and is often the most memorable part of a ministry to hurting people.

Pitfalls

There is a temptation to give a person a “quick-fix” and not truly listen to their problems. We can end up giving pat answers in the form of spiritual jargon and formulas instead of empathy and caring. When it is more our need “to encourage” than to really minister to someone, we can tend to avoid real spiritual solutions.

Ministry Opportunities

This gift can be used in making people feel welcome and a part of church. This gift is good for ministering to single parents, those that are sick or have problems associated with being elderly. This gift can be used in small group interaction, counseling, home visitation or mentoring.

Further Training

Biblical counseling and psychology courses would help a person understand the dynamics of this gift. Lessons in effective listening, crisis counseling and pastoral counseling would be of great benefit.

GIFT OF ENCOURAGEMENT

Passion

Using a scale of 1 - 5, rate whether you have a passion for Encouragement.

(1 = Not at all, 5 = Very much so)

Passion Score _____

Experience/Evidence

Using a scale of 1 - 5, rate whether you have had significant experience in or evidence of Encouragement.

(1 = Not at all, 5 = Very much so)

Experience/Evidence Score _____

4. FAITH

In I Corinthians 12:9 it says, “and to another faith by the same Spirit” (NIV). Faith means persuasion, credence or moral conviction. It is an assurance and belief. The author of Hebrews wrote, “faith is being sure of what we hope for and certain of what we do not see.” The gift of faith involves a prompting from God to trust Him for the supernatural, to continue even when there are difficult circumstances.

A person with the gift of faith is “fully persuaded” that God has ability to answer prayer and work everything according to His will. It is similar to Acts 20:22 when Paul was “drawn irresistibly” by the Holy Spirit to Macedonia. When a person with this gift learns about certain situations that seem impossible, God seems to nudge them to trust Him. This nudge or “unction” is more than a quiet trust; it is an open, stepping out and affirming God in the situation. God gives them a sense of assurance in His ability and desire to work in the situation. They feel free to ask God for His intervention without usurping His sovereignty.

Benefits

The gift of faith encourages the congregation, gives hope to believers and is a witness to unbelievers. This gift instills confidence in God’s ability to help both themselves as individuals and the church as a whole reach the vision that God has for them.

Pitfalls

There is a danger in becoming despondent, depressed or angry when answers don’t go our way. Satan uses disappointment to challenge our faith.

It is easy to become critical of those who are doubting. Instead, we are to love and encourage others to grow in their faith.

It is easy to think that it is “our faith” that is doing mighty things. Instead we must remember it is God who does the mighty works. It is God who answers prayer and He must get the Glory.

Finally, there is a temptation to think that “faith” is the end in and of itself. It is not. We need to pray for discernment and exercise our faith toward God’s true will in the situation.

Ministry Opportunities

Faith is important to the church. You could join a prayer group, be on the missions committee, be part of the church’s leadership and long range planning committee. If God has given you the gift of faith, then you should use it to support the plans that are being made on behalf of the church.

Further Training

Keep a prayer journal; this will teach and inspire. Read biographies of other men and women of God. Pray with others who have the gift, keep in the scriptures.

GIFT OF FAITH

Passion

Using a scale of 1 - 5, rate whether you have a passion for Faith.

(1 = Not at all, 5 = Very much so)

Passion Score _____

Experience/Evidence

Using a scale of 1 - 5, rate whether you have had significant experience in or evidence of Faith.

(1 = Not at all, 5 = Very much so)

Experience/Evidence Score _____

5. GIVING

In Romans 12:8, it says, “ if it is contributing to the needs of others, let him give generously” (NIV). In “Giving” means to impart, to give over, share, bestow, bring forth, commit, deliver or grant.

As a spiritual gift, giving is more than just casually giving something to someone. It implies the giving of yourself with the gift. Like the pianist accompanies the soloist, the person with this gift enhances the giving. Together they are God’s melody to the person receiving. When you spend yourself on behalf of others, it can include giving of your time, abilities, knowledge, love and resources to the cause of Christ. Paul wrote to “give generously”. This implies both in content and cheerful attitude.

When a person with this gift sees certain needs, God’s Spirit nudges them in a way that they feel compelled to give what is needed in the situation as an agent of God’s grace and mercy. When they give, the receiver ends up knowing that it is God who orchestrated the whole thing.

Benefits

This gift helps teach grace and encourages faith in God. Obedience to this gift allows God to bring about the resources to accomplish His will for the church.

Pitfalls

One pitfall would be to fall into the pharisaical trap of letting others know how generous you are, giving into the temptations of praise and pride. Another pitfall is to become critical and judge those that do not participate in giving. Also, it is possible that we feel we need to earn God’s love or we may have a deep need for praise and recognition. If so, this could result in an inordinate amount of time or resources being given away, to the extent that we ignore our own family’s needs.

Ministry Opportunities

Often a person with this gift has expertise in money matters and can help with church finances. A person with the gift of giving often motivates others to give because of their example. A person with this gift should be aware of the plans of the church so they can be the best steward of what God has given them. Finally, this person can also be a mentor to other people with resources in the church.

Further Training

A person with this gift does not automatically get wisdom with it. There needs to be “due diligence” on prospective recipients of their generosity. The study of philanthropy and the many financial giving vehicles will help a person leverage their generosity better.

GIFT OF GIVING

Passion

Using a scale of 1 - 5, rate whether you have a passion for Giving.

(1 = Not at all, 5 = Very much so)

Passion Score _____

Experience/Evidence

Using a scale of 1 - 5, rate whether you have had significant experience in or evidence of Giving.

(1 = Not at all, 5 = Very much so)

Experience/Evidence Score _____

6. HEALING

In I Corinthians 12:9,28,30 it says, “to another gifts of healing by that one Spirit” (NIV). In the Biblical language healing means to effect a cure through God’s supernatural power. This gift is similar to faith. When a person with this gift hears of certain situations that need healing whether physical, emotional or spiritual, God seems to lead them to step out and affirm God through believing Him for healing. God gives them assurance in His ability and desire to work in the situation. A person with this gift feels free to ask God for His intervention without usurping His sovereignty. There is a deep understanding that they do not have a personal power to heal anyone, but that they have been given a great conviction to pray for healing and to believe in God’s power. Along with giving this conviction to pray, in most cases, God chooses to heal.

Benefits

This gift used in the local church can encourage faith and hope. Healing can often spark revival and repentance. God often used this as a sign gift to the Jews both in the Old and New Testament. The gift encourages those new in the faith. Healing ultimately leads to God’s glory.

Pitfalls

With any dramatic gift there are many people watching. There is temptation to “hero” worship the person with the gift creating an expectancy that is not of God. The result can be disappointment or bitterness when God does not answer in the way we think that He should. Pride can also be a problem causing someone with this gift to exaggerate, make false claims, or steer away from greater need so they do not lose their self importance. There is potential jealousy, fear of failure and anger if God chooses to use someone else too. It is easy to judge others that may not have the same faith in the situation that you do. Finally, there is temptation to acquire riches by using the gift.

Ministry Opportunities

This gift could be used in a visitation ministry to the sick and elderly. It could be part of a need based evangelism program. A person with this gift could be on a prayer team. There is also the call to a more private prayer life for those that we know that are sick and hurting physically and emotionally.

Further Training

This is similar to the gift of faith in that a journal will help you stay focused and trusting God when situations get rough. Meeting with others who have this gift or have the gift of faith or miracles will be beneficial. Reading the scriptures is good for encouragement and faith. Asking your pastoral staff at church for biographies of men and women that God has used this way will help your understanding.

GIFT OF HEALING

Passion

Using a scale of 1 - 5, rate whether you have a passion for Healing.

(1 = Not at all, 5 = Very much so)

Passion Score _____

Experience/Evidence

Using a scale of 1 - 5, rate whether you have had significant experience in or evidence of healing.

(1 = Not at all, 5 = Very much so)

Experience/Evidence Score _____

7. HELPS

In I Corinthians 12:28 it says “those able to help others” (NIV). The gift of “helps” is different than just passively helping, as in the word “service” or “servant”. Rather in “helps” there is an involvement that goes deeper than just serving someone.

In the Biblical meaning of “helps” there are three parts to the definition. The first part is that of “helping, bringing relief, giving assistance”. The second part is the concept of “taking hold of something, to succor and to participate”. This part implies involvement on the part of the person helping; a sharing with them deeply. It is more than serving; it is support. It literally means to “grab them, strongly lay hold of, to hold them up”. The third part is “to exchange”. There is an exchange between you and the person being helped. You see the needy as a giver not just a receiver. You get a blessing too. There is a real involvement and interchange.

Benefits

There is joy given to both those who help and those that are being helped. This is part of a needs-based evangelism program. This gift will help the overall witness of the church.

Pitfalls

A person can become bitter at those that are not helping. The scriptures admonish us not to be weary in doing good.

It can be hard to say “no” and easily taken advantage of. We can fall victim of a subtle belief in work based salvation, even though we know we are saved by grace. We can become proud and insist on things being done our way.

Finally we need to be careful that we do not use this gift to “enable” people and be part of a codependent relationship.

Ministry Opportunities

The gift of helps often becomes a way that new people get involved in the church. A person with this gift can be part of a mentoring program. Visitation of and ministry to the sick, elderly, single parents, underprivileged youth and families would fall under “helps”.

Training

Training in people skills, basic counseling, listening, or empathy would be helpful. If you are moved to help in certain areas, then any training in that specialty would be great. Devotional reading on mercy ministries would be inspirational. Spiritual warfare training would help with any spiritual bondage issues that are part of the problem with those that you are ministering to.

GIFT OF HELPS

Passion

Using a scale of 1 - 5, rate whether you have a passion for Helps

(1 = Not at all, 5 = Very much so)

Passion Score _____

Experience/Evidence

Using a scale of 1 - 5, rate whether you have had significant experience in or evidence of helps.

(1 = Not at all, 5 = Very much so)

Experience/Evidence Score _____

8. TEACHING

In Romans 12:7 it says, “ If it is teaching, let him teach.” In the Biblical language this meant to communicate the truths of the scriptures so that those that heard put it into practice. Teaching makes difficult truths understandable over time. It is instructing with the goal of the pupil retaining and applying what they learned.

In a person with this gift there is a real excitement in sharing Biblical truth with other people. They enjoy seeing people come alive when they get understanding. There is a burden to share the word of God and help people apply it to their own situation.

Benefits

With good teaching the church is able to help equip the congregation for service. A person with this gift can teach the scriptures, which according to I Timothy 3:16 is used to instruct, reprove, correct and train. The gift of teaching helps Christians grow in their faith and reach out to others in the community.

Pitfalls

It is a temptation when preparing a lesson to rely on teaching skills and not the guidance of the Holy Spirit.

Scriptures warns of wanting praise where we end up teaching what we think people want to hear instead of the truth. Pride can tempt one to create their own following.

It is possible to overburden a student or to judge those that do not enjoy studying. It is also possible to become legalistic or overly dogmatic.

Ministry Opportunities

A person with the gift of teaching could teach the Bible in small group Bible studies or Sunday School. With specialized knowledge a person with the gift of teaching can give seminars or special training classes. A person with this gift would be good at teaching in secular or Christian schools. They could also be used mentoring in their particular expertise. In the church they could also work on the Christian Education committee.

Further Training

For Bible teaching there would be Bible courses, Bible College or Seminary. For general teaching skills there are education courses, seminars and conferences to increase skills. Special interests would necessitate specialized training. With new technology and computer based courses learning new ways to teach is recommended.

GIFT OF TEACHING

Passion

Using a scale of 1 - 5, rate whether you have a passion for Teaching.

(1 = Not at all, 5 = Very much so)

Passion Score _____

Experience/Evidence

Using a scale of 1 - 5, rate whether you have had significant experience in or evidence of teaching.

(1 = Not at all, 5 = Very much so)

Experience/Evidence Score _____

9. LEADERSHIP

In Romans 12:8 it says, “ If it is leadership, let him govern diligently” (NIV). Leadership means to rule, preside or stand over. A leader has a vision and gives direction and oversight to an organization. Whereas the person with the gift of administration steers the boat, the person with the gift of leadership is more like the captain and tells the person at the helm where to steer it. A person with the gift of leadership has a deep passion to help people reach their goals. For the church it may be helping the congregation reach maturity in Christ, evangelize the community or reach out to those in need. A person with the gift of leadership gets a deep conviction of a need and can see the solution. They are able to communicate to the larger group the reason why things need to be done and why it needs to be done now.

Benefits

A church is able to reach goals and accomplish much when it has gifted leaders. They are able to get things done. Like a conductor of an orchestra, a good leader will help make use of all the other gifts in the church and have them working in harmony.

Pitfalls

Often with leadership comes power and prestige. This can allow a leader to be overcome with pride and exaggerate their own importance. It can also create rivalry and jealousy.

A leader can be so goal and vision oriented that they run over people that get in the way or do not have the passion they may have. It is easy to dismiss or worse, ridicule someone who disagrees with the leader’s point of view.

It is often easy for a leader to become over-involved in urgent matters that the real important issues like family, personal time and devotion to God suffer.

Ministry Opportunities

A leader can be a pastor, elder, teacher, on a board, department head or in the political workings of the church. Para-church organizations are looking for good leaders.

Further Training

Training could include: leadership seminars and conferences, management courses and becoming grounded in Biblical teachings on wisdom and character. It would be great to have a successful leader mentor you as well.

GIFT OF LEADERSHIP

Passion

Using a scale of 1 - 5, rate whether you have a passion for Leadership.

(1 = Not at all, 5 = Very much so)

Passion Score _____

Experience/Evidence

Using a scale of 1 - 5, rate whether you have had significant experience in or evidence of Leadership.

(1 = Not at all, 5 = Very much so)

Experience/Evidence Score _____

10. KNOWLEDGE

In I Corinthians 12:8 it says, “to another the message of knowledge” (NIV). The Biblical meaning is to “know” something experientially, intuitively and in the present. It is subjective “spiritual” knowledge coming from God, revealed to you through the Holy Spirit where you are impressed cognitively by God. In this case God impresses upon you a relevant insight or message, that applies to the situation at hand.

This does not imply that you are in a “trance” where you “channel” the voice of God. Instead, we rely on God to speak to us as the result of our experience with Him and His word. It is giving out knowledge that we have experienced. It could be an insight, a summary or a relevant message. A person with this gift has the desire to seek out, investigate and personally experience the meaning of God’s word. Paul uses this same word in Romans 15:14 where he writes, “that you are full of goodness, complete in knowledge and competent to instruct one another.” You enjoy your time with the Lord and sharing it with others. God seems to speak to you with information and ideas that are insightful and helpful to the church or in ministry and adds to our complete understanding of Christ.

Benefits

God uses people in the church that have the Spirit-given ability to understand, in an exceptional way, the great truths of God’s Word and to make truth relevant to specific situations in the church. This way God is able to speak to the believers in each generation and in each church.

Pitfalls

The Bible warns that knowledge has the ability to “puff up”. We need to be careful of pride, being overbearing, insensitive to other people’s opinions. Paul says if I have knowledge without love that I am nothing!

Ministry Opportunities

The most obvious opportunity is teaching. This could be in the church or in the seminary teaching future teachers. This gift would certainly help someone in leadership. A counselor can use the gift to make the word relevant in a person’s life. Also doing seminars, papers, the ability to speak on apologetics, current issues and cults is another ministry opportunity.

Further Training

Spending time in prayer and Bible study, listening to tapes, enrolling in seminary, attending conferences, being mentored and studying are ways to learn more.

GIFT OF KNOWLEDGE

Passion

Using a scale of 1 - 5, rate whether you have a passion for Knowledge.

(1 = Not at all, 5 = Very much so)

Passion Score _____

Experience/Evidence

Using a scale of 1 - 5, rate whether you have had significant experience in or evidence of knowledge.

(1 = Not at all, 5 = Very much so)

Experience/Evidence Score _____

11. MERCY

In Romans 12:8 Paul writes, “if it is showing mercy, let him do it cheerfully” (NIV). In the Biblical language mercy means to be led by God to be compassionate in your attitudes, words and actions. It is more than sympathy, which is pity. It is love in action. This empathy stirs deep inside you and causes you to want to do something. You want to bring relief to the immediate needs that you are aware of. Mercy can be used in helping someone with physical, emotional, financial or spiritual situations.

Benefits

A church that is merciful can help meet serious needs in its own community. This can be complemented with needs-based evangelism. Mercy can also be an effective part of the ministry of the church to its own members. Mercy helps relate the love of God to those in and out of the church.

Pitfalls

Mercy can often give the impression that it is solving a problem when it may be only treating the immediate situation. By just alleviating the symptoms we could miss curing the person. We can “enable” people by constantly “rescuing” them. Mercy is desperately needed but we also need to strive for long term solutions.

It is easy to get frustrated with those that don’t get involved or don’t see the problem. It is also possible to be hurt or angry if we are taken for granted or do not see change. A person with this gift can become over involved leading to burnout or too much time away from our family. It is also possible to become proud of our “mercy” and become pharisaical.

Ministry Opportunities

We can use this gift in visitation with the sick and elderly, prison ministry, homeless shelters, job placement programs and food pantries. We can be merciful by using our skills to enable organizations and committees to be merciful. We can be on boards, help fund raise, mentor, counsel and do many other needed volunteer tasks.

Further Training

You can learn more about being merciful through seminars, literature and volunteering with various agencies. You can go to college and study in the social services, psychology, ministry, health, medical and education. Any of these fields could allow you to have a career in a mercy ministry.

GIFT OF MERCY

Passion

Using a scale of 1 - 5, rate whether you have a passion for Mercy.

(1 = Not at all, 5 = Very much so)

Passion Score _____

Experience/Evidence

Using a scale of 1 - 5, rate whether you have had significant experience in or evidence of Mercy.

(1 = Not at all, 5 = Very much so)

Experience/Evidence Score _____

12. MIRACLES

In I Corinthians 12:10,28 Paul writes, “to another miraculous powers; God has appointed workers of miracles” (NIV). According to Strong’s Dictionary a miracle is “a force or power; specifically miraculous power.” This is similar to healing in that both are the result of the supernatural. However this is not having the gift of doing miracles; for only God has that power. Rather a person with this gift has a deep sensitivity to God’s will in a situation and a deep belief in God’s ability to fulfill His will. They know where man’s ability ends, God’s supernatural ability takes over. They have a spiritual burden to trust God in situations and ask Him to display His power for His glory. With this burden, in most cases, God performs a miracle.

Benefits

God uses people in the church that have this gift to ask for His favor and blessings on the church. When difficulties come to the church and there seems no natural solution is available, God calls people with this gift to pray and trust Him so that His glory may inspire the rest of the believers. The results is a healthy church trusting and praising God for great things.

Pitfalls

Moses forgot that the power was God’s and struck the rock himself to make water come out. He stole God’s glory. David became complacent, stayed behind from the battles and fell to temptation. Many of the Prophets became bitter with disappointment when God did not answer the way they thought God should. Asking God for the supernatural can raise many temptations. We need to be careful of pride, exaggeration, false claims, impatience, taking the credit, jealousy, self gain or deep disappointment.

Ministry Opportunities

If the power of God were to be absent from the church, would we still function? We need to believe God for the supernatural. The gift of miracles gives support to pastors, by praying for God’s intervention and power to be manifested in the special needs of the church and congregation. The results will be God’s mighty work in and through the lives of those that fellowship there. It should help create an atmosphere of worship, praise and Holiness.

Further Training

Study the Bible, listen to tapes, attend conferences, read biographies, be mentored and spend time in prayer and meditation to learn more about this gift.

GIFT OF MIRACLES

Passion

Using a scale of 1 - 5, rate whether you have a passion for Miracles.

(1 = Not at all, 5 = Very much so)

Passion Score _____

Experience/Evidence

Using a scale of 1 - 5, rate whether you have had significant experience in or evidence of Miracles.

(1 = Not at all, 5 = Very much so)

Experience/Evidence Score _____

13. PROPHECY

In Romans 12:6 Paul writes, "If a man's gift is prophesying, let him use it in proportion to his faith" (NIV). Strong interprets prophecy as a "prediction (scriptural or other), an inspired speaker; or to speak under inspiration." In the Old Testament prophecy was often predictive or praying and speaking on behalf of God, calling the people to repent of their sins or face God's wrath. In the New Testament, because the scripture was not complete, prophecy was speaking on God's behalf with authority on the Christian experience. Paul writes in I Corinthians 14:3 that prophecy was to edify, encourage and comfort the believers.

Prophecy today is still through an inspired speaker. A person with this gift, like its Old Testament counterpart, has a keen awareness of current events and the cultural implications of not following God's word. This is important because each church is made up of people, customs, and circumstances that are different from others. Prophecy helps us apply the scriptures to where we live. A person with this gift has a burden to warn of God's judgment and the need for us to repent.

Benefits

This gift helps the church live holy in the culture and time that they are appointed. It rebukes, strengthens and encourages believers. The gift also helps the church in long-term planning and seeking God for His guidance.

Pitfalls

When God speaks to us about the sins of the church or a contemporary application of truth, we need to be careful about the battle for our own mind. It is easy to be pharisaical where we become negative or judgmental.

We need to make sure that we hear from God and not our own inner voice. Being tempted with pride could keep us from being open to discernment or "testing." We could be blinded to the truth, unable to admit when wrong, not willing to recheck with God.

Ministry Opportunities

Prophecy helps the church be relevant to their contemporaries and speak to the lifestyle needs of the congregation. A person with this gift can serve as part of the leadership; they could also have speaking or writing ministry.

Further Training

Self study, seminary, tapes or conferences that teach the Bible, current events, apologetics, cults and end times will be beneficial. Mentoring with someone who has the gift could be helpful.

GIFT OF PROPHECY

Passion

Using a scale of 1 - 5, rate whether you have a passion for Prophecy.

(1 = Not at all, 5 = Very much so)

Passion Score _____

Experience/Evidence

Using a scale of 1 - 5, rate whether you have had significant experience in or evidence of Prophecy.

(1 = Not at all, 5 = Very much so)

Experience/Evidence Score _____

14. SERVICE

In Romans 12:7 Paul writes, “if it is serving, let him serve” (NIV). In the Biblical language service means to aid, relieve, help, attend, or to wait on people through menial duties. It is where we get our words deacon, minister, and servant.

Service can include almost any work that benefits others. Jesus washed the feet of His disciples and said that the greatest will be servant to the rest. His disciples were to minister or serve others, especially the needy. It is helping with those unfinished often-thankless details as a servant of God and the church. It is volunteering to get the job done. You love the church and want to help where you are needed, not minding the mundane or labor-intensive task. Your attitude is, “I’m happy to serve Jesus and the church. Someone has to do it, it might as well be me.”

Benefits

Stephen’s service of tables in Acts 6 allowed the other Apostles to pay more attention to the preaching and teaching. Today as we serve in the church, it frees up the pastors and teachers to minister the word. It also is an important part of need-based evangelism.

Pitfalls

There is such a need and so few volunteers that it is easy to be overworked and neglect other responsibilities. We must be careful not to become bitter and judge those that do not help. It is also possible to fall into pride and serve for the recognition that we get or jealous if someone “outshines” us.

Ministry Opportunities

The need is endless. Every church and ministry has a list of “chores” that need to be completed. Some are on a regular basis. Odd jobs, helping the elderly, organizing or volunteering to help at events, set-up and clean-up, cooking, ushering, visitation, building and ground maintenance and help with youth and children ministries are just a few. Besides in the church, there are numerous needs in the community that the church should be addressing. The gift of service is an important gift needed to help the church fulfill its responsibilities.

Further Training

Service in a ministry is not always like service at a secular corporation. Often we don’t have the best equipment or any budget to speak of. There is usually a shortage of workers and those that do volunteer often will not have the professional skills. The best training seems to come from experience. It is learning perseverance, humility and determination that will pay off. Leadership, management and organizational techniques can help with the running of service projects.

GIFT OF SERVICE

Passion

Using a scale of 1 - 5, rate whether you have a passion for Service.

(1 = Not at all, 5 = Very much so)

Passion Score _____

Experience/Evidence

Using a scale of 1 - 5, rate whether you have had significant experience in or evidence of Service.

(1 = Not at all, 5 = Very much so)

Experience/Evidence Score _____

15. WISDOM

In I Corinthians 12:8 Paul writes, "To one there is given through the Spirit the message of wisdom" (NIV). The Biblical use of the word wisdom puts the emphasis on the thought process that takes the scriptures and makes an intelligent application to a life situation. The result is insight which allows one to exercise sound judgment. To have the gift of wisdom then is to be able to apply Biblical, spiritual knowledge to living a Godly life. It is also being able to make scriptural truths relevant and practical in everyday living and decision-making. The "message of wisdom" is being able to know the mind of Christ and His word as it pertains to specific situations.

A person with this gift loves to read, meditate and commune with God, drawing wisdom that applies the scriptures to everyday living. It is similar to a mechanic being able to hear a car run and know what is wrong and how to fix it. They are wise in automobile mechanics. This gift allows a person to "hear" life situations and apply truth to the situation.

Benefits

This gift helps people with the many needs in their life. From childrearing to career planning, relationships to personal emotional issues, we need to hear the word of God.

Pitfalls

It is easy to become simplistic in administering God's word to people's problems. There is also a temptation to minister with just human wisdom, ignoring the Biblical wisdom. We can burnout and stop listening to people and just give advice or "fake it" when we are not sure what to say. Finally, we need to guard against pride that can often come with being "wise".

Ministry Opportunities

Wisdom can be applied to many different ministries. Wherever people need to increase their understanding, there is a need for wisdom. Counseling, problem solving, teaching, leadership are just a few of the areas of ministry.

Further Training

This gift can be enhanced through Bible study, education in any of the people helping skills through college, conferences, seminars or certification. Having a mentor will help in some areas.

GIFT OF WISDOM

Passion

Using a scale of 1 - 5, rate whether you have a passion for Wisdom.

(1 = Not at all, 5 = Very much so)

Passion Score _____

Experience/Evidence

Using a scale of 1 - 5, rate whether you have had significant experience in or evidence of Wisdom.

(1 = Not at all, 5 = Very much so)

Experience/Evidence Score _____

Equipping Roles In The Church

When Paul listed the Spiritual gifts he also wrote that God also gave some people the role of pastor, evangelist, teacher, apostle, and prophet. These were serious positions or offices of leadership in the early church. Paul lists this group of people twice and never refers to these positions as “gifts”, but rather people whose responsibilities were to “equip” the Christians for service. Paul writes in Ephesians 4: 11-13:

It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God's people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.

Today God is still equipping people to function in these positions. These people are given these roles by God to; help the church discern God's direction; to teach moral character; and to help Christians under their charge to exercise the Spiritual gifts God has given them. Please note that we have deliberately left out any emphasis on “being in full-time service.” These roles are a calling from God, not necessarily a full-time vocation. Throughout history there have been bi-vocational pastors, evangelists, teachers and prophets. Paul himself made tents to help provide for his ministry. The emphasis is on the call of God which includes the passion, abilities, spiritual gifts and experience that God has given them.

In the remainder of this workbook there is a definition page on each equipping role so you can score yourself as to whether you feel you have a leading from God toward any of these roles.

If the result of reading the definitions and scoring yourself, you feel God has given you the necessary gifts and may be “calling” you to one of these ministries, go to your Pastor or another spiritual leader in your church that knows you well and go over this chapter with them. Show them your scores and express your interest in service so you can have the opportunity to study these ministries further with Godly people who know you.

PASTOR

In Ephesians 4:11 Paul writes, "It was He who gave some to be...Pastors" (NIV). In the original language the word meant "Shepherd". The shepherd was the one who would watch over, care for, feed and attend to the needs of the sheep. The emphasis seemed to be on the long term care for the flock. In the church we see that the pastor is a person who spiritually cares for and "oversees" the local "flock" of Christians. In Ephesians 4:11 Paul combines the role of pastor with teacher.

Responsibilities

In most churches the modern role of the pastor has evolved into one of preaching, teaching, leading, administration, counseling, support and care. With the rise of mega-churches the Senior Pastor cannot care for every believer so there are other assistant pastors that help with the care of the members. These may be full-time, part-time or in many cases "lay" pastors. These different associate pastors have specific duties of care; like visitation, discipleship, youth, children, administration, Christian education, worship or missions. The Senior Pastor still has the role of overseer and primary responsibility of the leadership, teaching and preaching.

Training and Qualification

We see in I Timothy 3:1-7 a list of qualifications for pastors and their staff. Whether the group is small or large, general or a specific group like youth, there needs to be a calling from God, a desire to love and care for people and a dedication to a spiritual lifestyle. In most denominations or churches there is a governing body that defers a formal license, commendation or ordination upon a person after a period of experience and examination.

Courses in Bible, theology, apologetics, pastoral counseling, leadership, conflict resolution, communication, preaching and teaching would seem to be a minimum for those desiring to lead a church. Depending upon the responsibilities given to them, a lay pastor would need to have a good foundation in the Bible and an outline of a curriculum from their pastor that would include reading, tapes, courses, conferences and web based study that they could assimilate over a period of time.

ROLE OF PASTOR

Passion

Using a scale of 1 - 5, rate whether you have a passion for being a Pastor.

(1 = Not at all, 5 = Very much so)

Passion Score _____

Experience/Evidence

Using a scale of 1 - 5, rate whether you have had significant experience indicating the calling of a Pastor.

(1 = Not at all, 5 = Very much so)

Experience/Evidence Score _____

APOSTLE

In Ephesians 4:11 Paul writes, “It was He who gave some to be...Apostles” (NIV). In the original language the word means “he that is sent” as in an ambassador, or a commissioner of Christ. There seems to be two aspects to the role of Apostle. The first role was foreign church planting. We see Paul going on his missionary trips helping to start churches. This fits the definition of “one that is sent.” The second role is that of an overseer for the churches. We certainly see this in Paul as he wrote his various letters to the different churches. While not their Pastor on a local level, he had the authority and the respect as their leader on a regional level.

Responsibilities

As a missionary an Apostle would be in charge of planting churches. They have a burden for a particular region and set about starting churches and eventually help indigenous Pastors continue the work. A person in their own country would be called to a similar work. They would see their responsibility as helping many churches succeed in ministry. They would oversee the needs of many churches on a higher level.

The difference between an apostle and pastor is similar to that of a small business owner and an entrepreneur. A small business owner has a passion to own their business and is very satisfied running it. An Apostle feels a call to take the concepts they learn and apply them to another location and another, much like multiple franchises. Today, the role of Apostle is displayed in many different ways. Although not a traditional definition, in many cases there are church consultants that help many churches with specific spiritual problem areas. These are people who God has gifted and given them the wisdom and authority to make a difference. Others are called to oversee foreign mission work. Some modern leaders are in charge of multiple church plantings. Perhaps the most popular use of the term is in conjunction with a person serving in a denominational leadership and support role.

Training and Qualifications

This role of Apostle results after years of experience and obvious leading of God in their life. The same guidelines that Paul gives to those that desire to be an elder in I Timothy 3:1-7 would apply to this leader too.

An Apostle needs to have a stellar resume of experience in pastoring, teaching, leadership, encouraging the church and exhibiting faith. This is not the kind of role that someone usually seeks from the beginning but as time goes on, God starts to prepare the person for this role.

ROLE OF APOSTLE

Passion

Using a scale of 1 - 5, rate whether you have a passion for being an Apostle.

(1 = Not at all, 5 = Very much so)

Passion Score _____

Experience/Evidence

Using a scale of 1 - 5, rate whether you have had significant experience indicating the calling of an Apostle.

(1 = Not at all, 5 = Very much so)

Experience/Evidence Score _____

PROPHET

In Ephesians 4:11 Paul writes, "It was He who gave some to be... a prophet." (NIV). In the original language the word means "Inspired speaker."

In the Old Testament a prophet was used to predict about God's coming wrath, prayed on behalf of the people or imparted a message from God. In the New Testament, because the scripture was not complete, we see that a Prophet was to speak on God's behalf with authority on the Christian experience. According to

I Corinthians 14:3 God uses the gift of prophecy on a local level to edify, encourage and comfort believers. However, not everyone with the gift of prophecy has the role of a prophet. That would be like saying every pastor is an apostle. Rather than a local church, a prophet has a calling to the larger church. They have the ability to take the word of God and speak to the church at large about an ungodly lifestyle, warning them of His judgment and the need for repentance. There is a burden from God to warn and correct people toward righteousness before it is too late.

Responsibilities

A prophet is in tune with current events and has a burning passion about God's message for their generation. They rebuke, strengthen and encourage believers. Their ministry also helps the church in long-term planning and seeking God for His guidance. In the Old Testament there were false prophets who spoke lies and predicted events that did not happen. A true prophet had God's anointing on their life and was usually recognizable as a prophet. However, the rule was to test the words of a prophet and if found untrue, they would be stoned. How much more do we need to be careful today. Not everyone who calls themselves a prophet today is really God's spokesperson. We need to test their words and ask God for discernment.

Training and Qualifications

John the Baptist, Hosea, Elijah—It's not hard to spot a prophet. They are consumed with the message that God has given them. They are warning, rebuking, and causing people to repent. They have the skills of an Evangelist, passion of a Pastor, and a commitment to know God and deliver His message to this generation. This is hard to train for. You don't take Prophet 301 in Seminary. Rather, you prepare for ministry, engage with teaching and preaching and if God calls you out to be a prophet, He will give you a message and an agenda to follow. Many times prophets would have disciples; likewise, perhaps the best training would be to study other prophets and mentor with someone that you feel has a prophetic ministry.

ROLE OF PROPHET

Passion

Using a scale of 1 - 5, rate whether you have a passion for being a Prophet.

(1 = Not at all, 5 = Very much so)

Passion Score _____

Experience/Evidence Score _____
Using a scale of 1 - 5, rate whether you have had significant experience indicating the calling of a Prophet.

(1 = Not at all, 5 = Very much so)

Experience/Evidence Score _____

EVANGELIST

In Ephesians 4:11 Paul writes, "It was He who gave some to be...Evangelists" (NIV). In the original language the word meant, "A Herald, a bearer of good news". In Romans 10:14 Paul writes:

How, then, can they call on the one they have not believed in? And how can they believe in the one of whom they have not heard? And how can they hear without someone preaching to them? And how can they preach unless they are sent? As it is written, "How beautiful are the feet of those who bring good news!"

Some take the word evangelist and translate it to mean a gift of evangelism. While I don't deny that there are some of us who seem to be more comfortable leading people to Christ, and I can certainly see this kind of witnessing as an ability given by God, the evangelist is a role given by God to share the Gospel. Some have translated the word evangelist to mean a traveling missionary. This certainly seems to be the case with Paul. Most evangelists do seem to travel from location to location sharing the gospel message. However, today with mega cities and mass communication a person can reach a multitude with the message without traveling very far.

Responsibilities

The evangelist is responsible to share the gospel. Paul said, "Woe is me, if I preach not the gospel." God has made a calling on the evangelist's life and they are burdened to share the message of salvation with others.

Training and Qualifications

An evangelist certainly needs to know the Bible. Courses in Bible, communication, and speech would help hone necessary skills. The study of current events and perhaps psychology might help them understand more of man's current dilemma. The study of church history, missions, prayer and revival would not only be inspirational but also model ministry for them. Like the other ministry roles we are studying, a good mentor would be beneficial. Also, experience in an evangelistic organization would help develop their calling. Finally, a good devotional and prayer life would be the cornerstone of a public ministry.

ROLE OF EVANGELIST

Passion

Using a scale of 1 - 5, rate whether you have a passion for being an Evangelist.

(1 = Not at all, 5 = Very much so)

Passion Score _____

Experience/Evidence

Using a scale of 1 - 5, rate whether you have had significant experience indicating the calling of an Evangelist.

(1 = Not at all, 5 = Very much so)

Experience/Evidence Score _____

TEACHER

In Ephesians 4:11 Paul writes, “It was He who gave some to be...Teachers” (NIV). In the original language the word meant “Instructor, master and teacher”. The model of teaching in New Testament times was a master/student model. A teacher, achieving a mastery over the subject to be taught, would have a group of disciples. To be a teacher it was not good enough to just have knowledge. Students had to learn, which meant the teacher had to have the ability to communicate and instill the knowledge into those they were teaching. A teacher would pour themselves into instructing and guiding their students. We see this model perfectly illustrated in the life of Jesus. He had a following of disciples, and would teach them on the road and in the sanctuary. It was not uncommon for Jesus, when teaching, to be addressed as Master.

Responsibilities

The role of an “equipping teacher” is different from the “gift of teaching”. Paul wrote that God “gave these teachers” to the church, for the purpose of equipping the believers for service. You can have the gift of teaching and yet not have the role of a teacher that equips the church for service. The emphasis in this role is to pour your teaching into a body of believers in order to prepare and motivate them for service. As with the other equipping roles we have studied, there will be a definite calling on your life to exercise this role. Your calling may be local, regional or on a larger scale. Whichever the context, it will be obvious to those you teach that you are fulfilling a God-appointed role.

Training and Qualification

There has been a change in recent history from master/teacher to curriculum based teaching. It is hard to find teachers with a broad Bible knowledge base so publishers provide written teacher guides that provide the outline and materials for teaching. The emphasis today is on the ability to communicate, relate and meet the needs of those attending classes or small group Bible studies. Still, it would be advisable for someone who feels they have the gift of teaching and desires to be used in the church to learn all they can about the Bible, Christian living, teaching and communication. This could be through Bible college, seminars, conferences or web based education.

ROLE OF TEACHER

Passion

Using a scale of 1 - 5, rate whether you have a passion for being a Teacher.

(1 = Not at all, 5 = Very much so)

Passion Score _____

Experience/Evidence

Using a scale of 1 - 5, rate whether you have had significant experience indicating the calling of a Teacher.

(1 = Not at all, 5 = Very much so)

Experience/Evidence Score _____

How Did You Do?

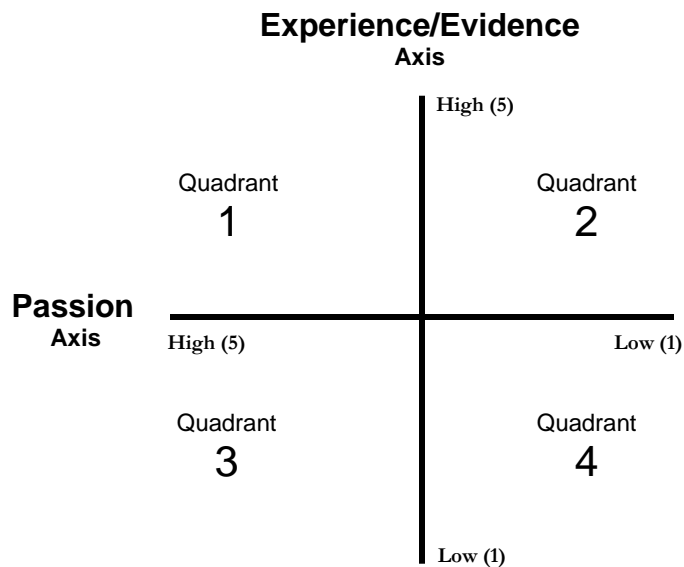
List the top four **Spiritual Gifts** that you rated yourself high (3-5) on **Passion**.

Spiritual Gift	Score	
	Passion	Experience/Evidence
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

What was your lowest scoring Spiritual Gift on Passion?

Did you rate high (3-5) on **Passion** in any of the Equipping Roles?
If so, please list them with your score.

Equipping Role	Score	
	Passion	Experience/Evidence
_____	_____	_____
_____	_____	_____
_____	_____	_____



How to Rate Your Score

To be more accurate on the Spiritual Gift you need to look both at your passion with the gift and the experience with or evidence of the gift. If your passion is 3 - 5 then it is high. If your passion is 1 - 2 then it is low. It is the same with the experience with or evidence of the gift. Is the experience/evidence high (3 - 5) or is it low (1 - 2)?

Plot your scores on the grid

Notice that Experience/Evidence is on the vertical axis and Passion is on the horizontal axis. So a Experience/Evidence score of 3 and a Passion score of 2 and would be in the number 2 quadrant.

Quadrants

1 = High Passion and High Experience/Evidence

A Spiritual Gift that is in this quadrant seems to be one that God has given you. You are passionate about the gift and have experience and evidence in your life that seems to confirm this. Continue to grow in this gift and use it for His glory.

2 = Low Passion and High Experience/Evidence

A Spiritual Gift in this quadrant may indicate that circumstances have called upon you to exhibit this skill or ministry in your life. For example you don't have to have a high Passion to be merciful to those that are hungry around you. However your church may have a large feeding program. Just because you are recruited and spend a lot of time doesn't mean that you have the Gift of Mercy. Rather it simply could mean that you were obedient to God by helping with a need.

3 = High Passion and Low Experience/Evidence

Scoring in this quadrant is common among the Supernatural gifts. Healing, faith, miracles - you may feel really burdened in situations to pray for God's intervention in mighty ways. You pray believing and trusting that God can and will act. If this is true then you must rate yourself high on Passion. However though you are passionate in your praying for healing your experience may not be successful. You would rate your experience/evidence score low. However, this does not mean give up. It is just an indicator of your personal experience up to this moment in time. If God moves you deeply to pray for the supernatural let Him take care of the results. It is better to pray believing and not see the results you anticipated than to be disobedient and not pray. God has given you the gift, He will use it according to His will. Be faithful to the passion He has given you.

4 = Low Passion and Low Experience/Evidence

A score in this quadrant is usually a good indicator that God, up to this point in time, has not birthed in you this Spiritual Gift. This does not mean that in time God may call upon you to work in this area. God can give any gift at any time. He is sovereign.

Spiritual Gifts Test

There are four groups of phrases. Each group of phrases starts with a beginning of a sentence. Read the beginning of the sentence and then rate each phrase in that group, according to the way it completes the sentence for you.

Please rate each phrase as a 0, 1, 2 or 3

0 = never

1 = sometimes

2 = often

3 = a lot

This is not a test. There are no right or wrong answers. Just how the phrase completes the thought for you.

Sample:

I feel close to God...

 2 When I pray

Please complete each phrase.

I have volunteered to...

- Do menial projects that need to be done (14)
- Speak out against immorality (13)
- Step out in faith trusting God for the supernatural (12)
- Help those in need (11)
- Help make important decisions (9)
- Assist person to learn Bible (8)
- Help behind the scenes (7)
- Pray for people to be healed (6)
- Give to a cause (5)
- Step out in faith and go for it (4)
- Teach Godly living from the Bible (15)
- Urge people to live for Christ (3)
- Do research on Biblical topic (10)
- Help find the truth in a situation (2)
- Organize tasks in order to reach a goal (1)

I feel God has enabled me to...

- Discern between good and evil (2)
- Create strategies to reach a goal (1)
- Comfort people from God's word (3)
- Believe Him for great things (4)
- Apply the Bible to everyday problems (15)
- Share my resources (5)
- Keep our church going by serving where needed (7)
- Stand up for what is right according to His word (13)
- Teach a Sunday school class (8)
- Study and understand Biblical issues (10)
- Use insight to help with problems (9)
- Trust Him to bring wholeness to people's lives (6)
- Assist those that cannot help themselves (11)
- Pray believing when the only solution is a miracle (12)
- Help set up for different programs in the church (14)

People ask me to...

- Tell them if a teaching is false (2)
- Pray to God for mighty things (4)
- Do the jobs others don't want to do (14)
- Lead a project (1)
- Help someone in need (7)
- Explain the scriptures regarding a problem they are having (15)
- Explain a Bible passage (9)
- Pray for them during an illness (6)
- Bring encouragement to someone (3)
- Help them understand deep Spiritual truths (10)
- Share with others in need (5)
- Pray that God would intervene in a situation supernaturally (12)
- Teach a class (8)
- Show compassion to someone hurting (11)
- Lead the fight against the evil in our community (13)

In my Church I am burdened to...

- Coordinate people, ideas, and resources to reach a goal (1)
- Pray to God for great things (4)
- Do the behind the scene jobs to get ministry done (14)
- Pray for those that are hurting (6)
- Help and support where I can (7)
- Make sure that our ministry is Biblically sound (9)
- Help people understand Biblical truth (10)
- Prevent false doctrine or confusion from spreading (2)
- Organize to help the poor and needy (11)
- Use the scriptures in counseling others (15)
- Lead the people in believing in God's almighty power (12)
- Happily give to the different needs (5)
- Help with Christian education (8)
- Make sure that we are pure in our walk with God (13)
- Challenge people to live the life that God wants them to (3)
- Research topics for the pastor (10)

I feel God leading me to ...

- Pray about serious issues (4)
- Do jobs that I know others might not volunteer for (14)
- Organize activities (1)
- Pray for those seemingly impossible situations (12)
- Comfort people who are hurting (11)
- Encourage people from God's word (3)
- Give to different needs in the church (5)
- Study more about Biblical truth (10)
- Teach where I am needed (8)
- Help shed light on whether something is right or wrong (2)
- Help lead a ministry (9)
- Listen to people's deepest hurts and pray for God to heal them (6)
- Teach Biblical truths about living (15)
- Speak up against ungodliness (13)
- Give people assistance (7)

YOUR SCORE

When you are through, please score your test. Please note that there is a number in parentheses () at the end of each phrase. Please look at all the phrases with the same number after them. Write down the score you gave to each phrase in the appropriate box.

FOR EXAMPLE: Review all phrases with (1) after them. Let's say you scored: 3,2,3,0 and 1. Please write your scores in the long horizontal box next to, 1. Administration. Then add them up and put the sum in the TOTAL box, in this case, 9.

1. Administration	TOTAL
3, 2, 3, 0, 1	9

Please put in your own scores

1. Administration	TOTAL
	□
2. Discernment	
	□
3. Encouragement	
	□
4. Faith	
	□
5. Giving	
	□
6. Healing	
	□

7. Helps	TOTAL
	□
8. Teaching	
	□
9. Leadership	
	□
10. Knowledge	
	□
11. Mercy	
	□
12. Miracles	
	□
13. Prophecy	
	□
14. Service	
	□
15. Wisdom	
	□

What Does Your Score Mean?

We tried to ascertain your gifts by looking at what you volunteer for. This could indicate what you like, are burdened for or feel a call from God to do. We looked at what people ask you to do. This could point out what they see as your gift. We also considered what you are burdened for. We would like to think that this is a God directed burden in your life. We asked you what you thought God has enabled you to do. This is often one way of knowing God's gifting in our life. Finally, we asked what do you feel God has led you to do.

When you put these scores together, it will give a strong indication of what you feel is your Spiritual Service Gift(s). Here is what your score meant:

15 - 13 Very dominant preference. If you are not already involved in using this gift, you should consider it. We would recommend that you seek a spiritual leader and ask them to confirm this gift in you. Get permission to start to use it in the church.

12 - 10 A strong desire to be involved using this gift. It may be that you need more experience; and have others in the church pray for you about this gift. Start to develop your use of this gift in the church.

9 - 8 Your experience of this gift is not that strong but nevertheless it is one that you are comfortable with. There will no doubt be occasion when you will be called to use this gift. If there is an interest in this gift and you feel God wants you to explore it more, go to your pastor for some input.

7 and below You do not feel this is your gift, perhaps it is because you do not have much experience in this gift. We are, however, called upon from time to time to be involved in all the Christian virtues of mercy, wisdom, helps, faith... these are part of our everyday Christian living. We need to learn everything we can about them.

Confirmation and Growth

Now that you have gathered your answers from both tests, how do you feel about your discovery? Were you surprised or did you find the answer that you expected? Are you intimidated by the significance of the gift and what God may expect from you or are you confident that God has and will continue to use you in this way?

One way to confirm your findings is to ask those Godly people that know you well. Ask them to read the definitions of the gifts that you selected and

confirm whether they see this same gift in your life or not. Ask them what they think you need to improve on. Ask them to pray for you that you may have understanding and wisdom in using these gifts.

Another way to grow in your gift is to report to the member of your pastoral staff at church that would be in charge of volunteers in the church. Share with them your discovery and ask them for materials to study and opportunities for service. Perhaps there is someone that they know that could mentor you in this gift.

Finally, seek out others in your church that have the same gift(s). Meet regularly as a group to learn, share stories and pray for each other. As a church you function as a body of believers. You were given these gifts to help each other. There is no limit to what God could do as you and the others in your church are Spirit led in the use of these gifts. What are some ways that you can use your gifts? That is what we are going to discover next as we consider your church ministry preferences.

Study Questions

1. Why does God give Christian spiritual gifts?
2. When you looked at the spiritual gifts, which ones did you feel you have? Which one is the most dominant?
3. When you read about your gifts and saw the ministry opportunities which opportunities appealed to you? Have you had any occasion to use your spiritual gifts? Give an example.
4. Again, when you read about your gifts, what "further training" appealed to you? How can the church help you develop your spiritual gifts?

Do You Have Any Questions ?

If you have read this workbook taken the tests and still have questions, don't feel bad. There is a lot to know about Spiritual Gifts. We would recommend that you go back re-read the definitions and then go to our website www.layministry.com and look at **FAQ -Spiritual Gifts**. This is where we have answered many of the questions we get from readers around the world.

What In the World Is My Ministry?

What is my mission in life? What ministry should I participate in? What does God want me to do with my life? These are perplexing questions that millions of Christians have asked throughout the centuries. Look at the **Personal Ministry Profile** below. This chart illustrates the many variables to consider when thinking about ministry. In the top box you will see our theory for the way that God has designed us for ministry. This theory maintains that God has given you Spiritual gift(s) which *are expressed* through using your education, experience and skills to *live out* your **Ministry** through your ministry preferences.

Because there is so much to understand, we have divided this subject into two workbooks. This first workbook is this one, Understanding My Spiritual Gifts. We believe that this is the best place to start. It is exciting to know that God has given each of us Spiritual gifts to help us minister for Him. The second book in this series is How Am I Wired For Ministry? helps you fill in the other boxes in the Profile. (You can download this book free from our website, www.layministry.com)

The purpose of this book, Understanding My Spiritual Gifts, is to help you discover your Spiritual Gifts. Even though spiritual gifts only represents one box in the Personal Ministry Profile, it is important to understand that your Spiritual gift(s) is a basic building block for the ministries that God has for you during your lifetime. As you go through this workbook you will be able to better understand what gifts God has given you. When you do, you can combine it with all the information you will gather from How Am I Wired For Ministry workbook and complete the Personal Ministry Profile. When you have done that why not join a community of others that are trying to understand their Spiritual Gifts at our blog—Using our Spiritual Gifts at www.spiritualgifts.wordpress.com

Personal Ministry Profile

Your Spiritual Gift(s) work through your Personality... using your Education, Experience and Skills... to live out your **Ministry** through your Ministry Preferences

Motivational Drives

Spiritual Gifts

Skills

Because of my **education** I could use the following in a vocation or ministry...

Because of my **experience** I could use the following in a vocation or ministry...

Ministry Preferences

Ministry Preferences

Now That You Know What Your Spiritual Gifts Are... **What's Next?**

If you want to know more about Spiritual Gifts...

If you want to join a fellowship of others that are trying to use their gifts...

If you want to keep up with the latest in research, writing, interviews of authors, book reports...

If you want to browse a bookstore dedicated to issues surrounding the Spiritual Gifts...

Then go to www.spiritualgifts.wordpress.com and subscribe to our FREE blog, Using Our Spiritual Gifts.

Want to know more about ministry and how you and your church can make a difference?

Go to www.walkingthetalk.wordpress.com

Want to learn more about healing and wholeness?

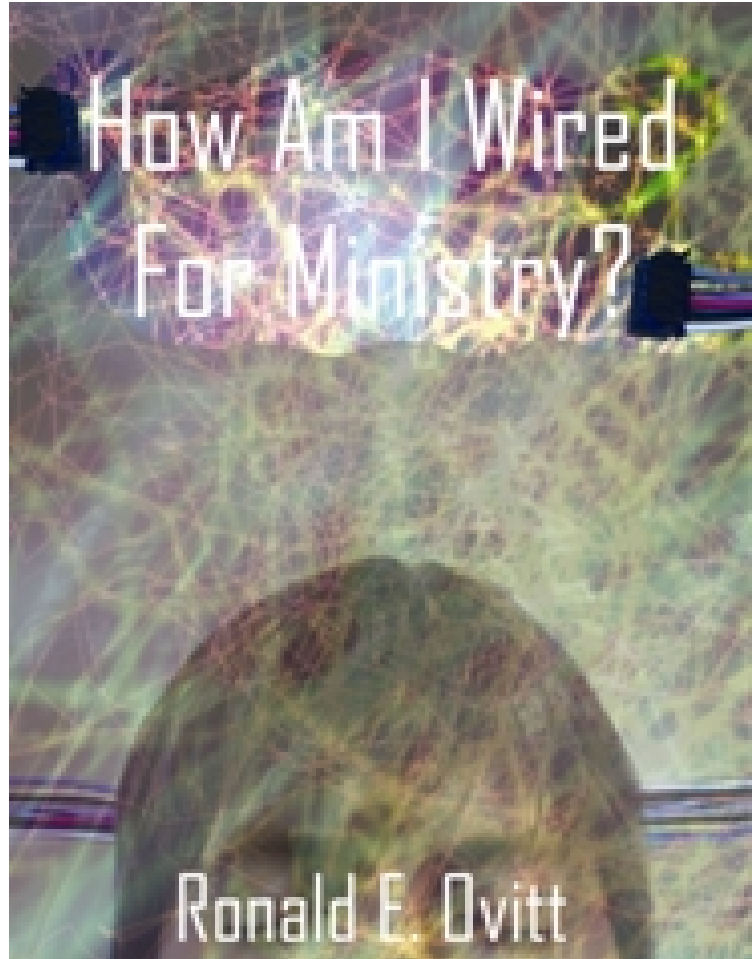
Go to www.sozo1.wordpress.com

Making a difference through blogs

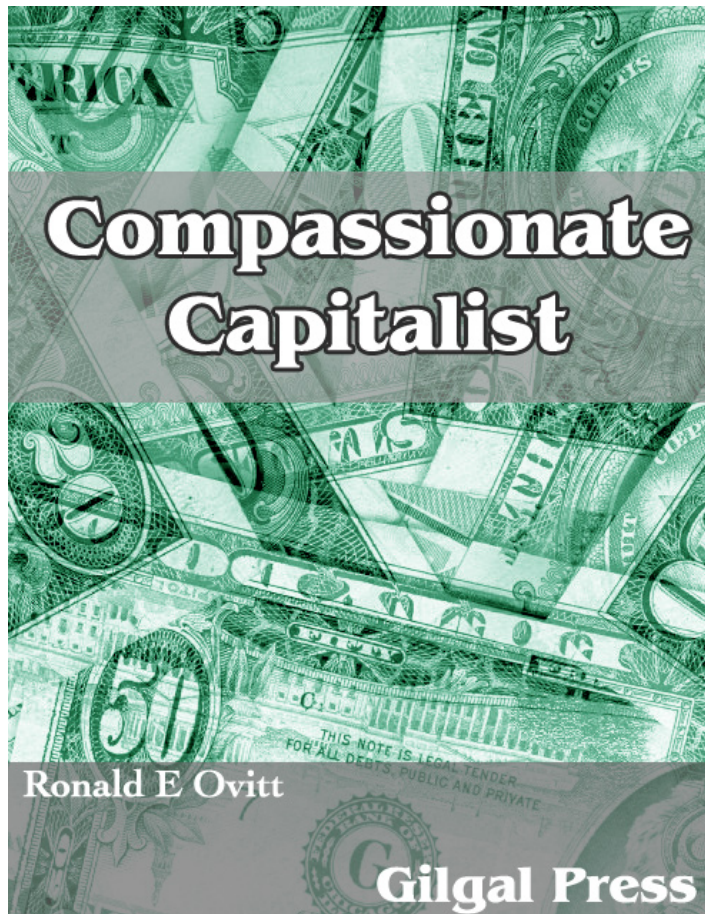
How Am I Wired For Ministry?

What is my ministry drive? How can I use my skills and passions?

Now you can know the answers to these and other important ministry related questions. DOWNLOAD this exciting workbook, **How Am I Wired For Ministry?** today, or if you want a printed version you can order through our website www.layministry.com for \$10.00 plus \$2.50 S&H. This is an exciting workbook that will help you find the way God has created you for ministry.



Download your FREE copy today by visiting www.layministry.com



Compassionate Capitalist

There is more to life than making money. There is great significance in using the money and skills that God gave you to help others in need. This exciting book will give you many different ways you can use your business skills for life changing social ministry.

This work book will challenge you to use your business savvy in ways that will help people and glorify God. DOWNLOAD your FREE copy today and start making a difference tomorrow. Go to www.layministry.com

If you want a printed version order at our website at www.layministry.com for \$10.00 plus \$2.50 S&H

Lay Ministry Institute

To better equip your church for ministry your church can host a seminar for it's staff and ministry leaders. Your seminar leader will be Ron Ovitt, Executive Pastor of Calvary Church in Orland Park, Illinois and Director of layministry.com



Seminars for the Church

Finding Your Place In Ministry

Ron Ovitt will take you and your church group through his books, *Understanding My Spiritual Gifts* and *How Am I wired for Ministry?* The goal is that every person would understand how God created them uniquely for ministry and how they can start serving Him in a more meaningful way.

Ministering Outside the Church

Using his book, *Close to the heart of God*, Ron will help motivate and equip your church to reach people outside the church. With an extensive background in community development and ministry Ron will help generate exciting opportunities that your church can get involved in. He will also help set up a Ministry Incubator that will help guide all the new ministry start-ups that will result from this exciting seminar.

Seminars for the Church Staff and Leadership



Becoming a Vision Driven Church

The goal of this seminar is to help your church get everyone involved in a vision for the church's mission. People will then get involved in what they help create. This seminar will help you become prepared to lead your congregation through a life changing visioning process

Getting Everyone Involved In Ministry

You have a vision, people understand their purpose but how do you mobilize them for ministry? This seminary will share how you can create an annual campaign to get the majority of your people involved in ministry.

How To Bring About Change

It is hard for a church to embrace change. How can the Pastor and leaders become effective change agents? From his years of experience helping non-profit agencies embrace change, Ron will work with your leadership helping them develop both strategic thinking and a strategic plan for change.

These are some of the exciting one day seminars we can help you with. For more information e-mail us at rovitt@layministry.com

Ron Ovitt makes his home in Illinois with his wife Janine. They have three boys that are grown living in different areas of the country. Ron has an eclectic background that makes his teachings unique. Starting fulltime in ministry at age 20 he was Executive Director of Limaland Youth For Christ. This gave him a wide range of teaching, preaching, program and event experience. Moving to Chicago Ron was invited to become a Youth Pastor at a large multi-staffed church. After serving there Ron pursued graduate work in Psychology. While studying at Wheaton Graduate School, Ron and Janine started a successful graphic and marketing business, working with many Christian organizations headquartered in Wheaton. This allowed Ron to hone his skills both in his personal business and the business side of ministry. Ron went on to serve with various organizations in fundraising, marketing and development. As an consultant Ron has led numerous organizations through the visioning process. As a Change Agent, Ron has helped churches and ministries bring about successful change.

Today Ron is Executive Pastor of Calvary Church in Orland Park Illinois and Director of layministry.com a resource for churches to help equip their members for ministry.

Be A Part Of An Exciting Study

Let us Know What your Spiritual Gifts Are

Simply e-mail rovitt@layministry.com and let us know the three Spiritual Gifts you rated highest for in passion. Include how you rated the same gifts in experience. We would also like to know your age, how long you have been a Christian and your church's denomination.

Your participation will help us learn what Spiritual Gifts people are passionate about. It will also help us know what gifts people lack experience in. Our goal is to help the church learn more about these gifts through think tanks, research projects, training materials and interaction between people with the same Spiritual Gifts.

Please answer the following:

1. What were the top three gifts you were passionate about? Please give us the passion and experience scores for each gift.
2. What is your age range 15-20; 21-25; 26-30;31-35; 36-40;41-45; 46-50; 51-55; 56-60; 61-65; 66-70; 70+
3. What Church do you go to? (name, city and state and denomination)
4. How long have you been a Christian?

E-mail your answers to rovitt@layministry.com and then visit our website www.layministry.com and **DOWNLOAD your free copy** of *How Am I Wired For Ministry?* This book will help you discern what ministries you are best suited for.

You can be part of this comprehensive study and help improve the use of Spiritual Gifts in the church.