

Identifying Your Spiritual Gifts

Dr. Doug Elders

A study to help you understand, identify and begin using
your special God-given abilities.



Identifying Your Spiritual Gifts

Spiritual gifts are a powerful tool given by God to all Christians. Every Christian has at least one for the purpose of helping build up the Body of Christ, the church. One of the important purposes He has for your life is that you use your gift(s) for His glory. The purpose of this study is to help you identify and begin using your spiritual gift(s). May God richly bless you as you do!

Definitions¹

A **spiritual gift** is a supernatural ability given by grace to equip and empower believers for a particular ministry... Those who serve out of their giftedness allow God to give His best through them.

A **talent** is a natural ability given at birth that is revealed in our physical, psychological, or emotional makeup... People who do not know God also have talents.

A **skill** is a learned ability where specialized training or education has enhanced a person's contribution [to society]... People who are not Christians also possess professional skills.

Bible Lists of Spiritual Gifts

Several Scripture passages contain lists of spiritual gifts:

Romans 12:6-13

^AProphecy
^AMinistry (Helps/Service)
^ATeaching
^AExhortation
^AGiving
^ALeadership/Administration
^AMercy
^ALove
^AHospitality

1 Corinthians 12-13

^EWisdom
^EKnowledge
^EFaith
^CHealing
^CMiracles
^AProphecy
^EDiscernment
^CTongues
^CInterpretation
^AApostleship
^ATeaching
^AHelps
^AGoverning (Administration)
^AGiving

Ephesians 4:11

^AApostleship
^AProphecy
^AEvangelism
^AShepherding
^ATeaching

1 Peter 4:8-11

^ALove
^AHospitality
^AProphecy
^AMinistry

¹ John Temple, *Unleashing the Power of Deacon-Led Ministry Teams*, LifeWay Press, 2004, p. 43.

- ^A “Action Gifts” - Gifts readily and commonly used to build up the body of Christ
- ^E “Enabling Gifts” - Gifts that undergird action gifts and help you use them with greater confidence and effectiveness
- ^C “Charismatic Gifts” - Gifts commonly used in the early New Testament church to emphasize the new work of the Holy Spirit in the fledgling church. Although not necessarily kept from the modern-day church, charismatic gifts should not be sought after or exploited for personal glory. All spiritual gifts should be used solely for the edification of Christ and the church.

Who Has Spiritual Gifts and Why?

A spiritual gift is given to each of us as a means of helping the entire church.
- 1 Corinthians 12:7 (NLT)

Everyone has at least one spiritual gift (and probably more.) Some of the gifts overlap in their usefulness. Others complement one another. It is likely that every Christian has at least one enabling gift and one or more action gifts. It isn't a question of whether you have one - it's more a matter of which ones do you have? -And what should you do with them?

Spiritual gifts are given to individuals for the benefit of the church. Ephesians 4:12 says that we are given spiritual gifts “*so that His people would learn to serve and His body [the church] would grow strong*” (CEV). 1 Peter 4:10 (NASB) says, “*As each one has received a special gift, employ it in serving one another, as good stewards of the manifold grace of God.*”

Although spiritual gifts should be nurtured and developed just like natural talents or skills, it is important to recognize the difference. ‘The world’ has a lot of skills that reflect the abilities obtained through spiritual gifts. But there are two important differences: Spiritual gifts are supernatural. They are God-given and quite possibly outside your normal talents and comfort zone. Second, their most effective use is within the body of the church. If you try to use a spiritual gift for secular purposes, not only are you likely to be frustrated in the attempt, but God is likely to remove the gift from you. In 1 Samuel 15-16, God's spirit left Saul because of his misuse of the power God had given him. In Judges 16, God took away Samson's gift of strength because of his arrogance and disobedience. Although Old Testament examples, it is not too much of a stretch to believe that God might remove similar blessings for misuse of New Testament gifts.

Discovering Your Spiritual Gifts

Prayer. Prayer is the primary tool of knowing God's blessing in your life. Allowing Him to give you a sense of joy and confidence about your spiritual skills is the best way to understand His purpose for your giftedness.

People. Those who know you best are likely able to see talents and passions in you that you might not see yourself. Objective advice from friends can help you become aware of ways you might serve God.

Practice. Using what you think might be your gift(s) is the best way to determine whether it really is. If you think God might be calling you into a certain ministry, then try it. If you

find it satisfying and fulfilling, then you are in the right place. -And God has obviously given you the necessary spiritual talents and skills to accomplish it. Otherwise, keep looking. God has a place for you.

Inventory of Spiritual Gifts. Assessment tools are available to point you in the right direction. A spiritual gifts inventory is a series of questions that you answer based on your interests. You might be surprised how God has uniquely woven your personality and skills to produce passions and interests you've never thought of!

In this study, we will use the Houts' Inventory of Spiritual Gifts² as a tool to assess ourselves. The Houts' inventory includes a battery of 96 questions to evaluate your gifts. It also provides a way to analyze your results and suggests areas of church involvement in which you are most likely to find satisfaction and fulfillment.

But the fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, self-control; against such things there is no law. Now those who belong to Christ Jesus have crucified the flesh with its passions and desires. If we live by the Spirit, let us also walk by the Spirit. Let us not become boastful, challenging one another, envying one another.

- Galatians 5:22-26 (NASB)

God desires that we bear spiritual fruit in His Kingdom. It is not a competition. Rather it is His way to help all of us work together to be the most effective church we can be. Each of us has a unique set of spiritual gifts and a calling within which to use them. My prayer is that do so in complimentary and effective ways. I look forward to ministering with you!

² The Houts' Inventory of Spiritual Gifts is out of print. It is revised and reprinted herein with permission from the Alliance of Confessing Evangelicals, Lancaster, PA. It was originally published as an article in the May, 1976 edition of *Eternity* Magazine. Subsequently, it was revised and republished through the 1990's by The Leadership Centre, Willow Creek, Canada.

Notes:

Inventory of Spiritual Gifts (revised)*

by Richard F. Houts

A self-assessment instrument to help ascertain your ministry gifts
and the related opportunities for Christian service.

Charismatic gifts are not included in this inventory.

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Introduction: One Understanding of Spiritual Gifts

What is the difference between a natural talent and a spiritual gift?

The case of a young woman I know well can help us understand the question. She aptly puts to use a God-given strength - the ability to work with “losers”, teens and others who are suffering and deserving, who frequently fail or fall short of society’s standards of acceptable behavior. Why would such an ability, even though bestowed at birth, not be a spiritual gift?

Such an ability becomes a **spiritual** gift and **special** ability when it meets **Biblical** criteria through a current God-given experience. Prior to this experience the ability either lies dormant because of unawareness, or finds expression through wrong motives and self-sufficiency. One passage of the New Testament which clearly reveals spiritual giftedness tied to proper motives and a divine dynamic is 1 Peter 4:10-11.

*As each one has received a special gift, employ it in serving one **another** as good **stewards** of the manifold grace of God. Whoever speaks, is to do so as one who is speaking the utterances of God; whoever serves is to do so as one who is serving **by the strength which God supplies**; so that **in all things God may be glorified** through Jesus Christ, to whom belongs the glory and dominion forever and ever. Amen. (NASB)*

The words in bold type above indicate the crucial criteria that distinguish spiritual gifts:

1. A spiritual gift is expressed with a servant motive, to minister to a local congregation or church.
2. A spiritual gift is expressed with a steward motive, recognizing and managing this special ability not as one’s own, but as God’s.
3. A spiritual gift is expressed as sacred worship, giving God the awe and credit due to Him.
4. A spiritual gift is expressed as strengthened “by the strength with God supplies”. A rugged individualist would neither lean upon God’s power, nor believe that “God works in you both to will and do His good pleasure.” (Philippians 2:13 NASB)

Returning to the example of the young woman above, the Biblical criteria appear to go unmet. She shows no evidence of Biblical motives in exercising her ability, neither does she seem to rely on the Lord for its use. If she would, the spiritual gift normally attributed to her would be mercy. As it is, she has a talent of mercy, but not the spiritual gift.

Richard F. Houts
North American Baptist Seminary

96 Spiritual Gift Statements

The Houts Inventory of Spiritual Gifts contains 96 statements. Check the boxes after each statement of the extent it reflects your life experience; much, some, little, or none.

Please keep in mind that a spiritual gift is related to your attitude or outward behavior toward building the Body of Christ and the local church.

Score the extent that each statement reflects your life.		(3) Much	(2) Some	(1) Little	(0) None
1	I am willing and able to learn executive skills such as planning, organizing, delegating and recruiting.				
2	I am warm towards and cooperate in my church's international missions emphasis.				
3	There are times I sense that a particular teaching is unbiblical.				
4	I enjoy sharing the message of the Gospel.				
5	I am accepting of persons deeply troubled or in crisis.				
6	I have assurance that God answers prayer.				
7	I feel deeply moved when confronted with the urgent financial needs of others.				
8	I get much satisfaction from hosting persons at my home who need ministry.				
9	I believe it important to read, study and learn Biblical truth.				
10	I would enjoy guiding a group of people to achieve their desired ends.				
11	I hurt for others who are poverty-stricken, suffering, a stranger, or imprisoned.				
12	I believe it important to verbalize Biblical truth which builds, encourages, and confronts groups of believers.				

Score the extent that each statement reflects your life.		(3) Much	(2) Some	(1) Little	(0) None
13	I am ready to commit myself to care for the spiritual welfare of a group of young Christians.				
14	I usually have a readiness to take on helping roles.				
15	I have a strong conviction that Biblical Truths should be understood accurately and be applied to current living.				
16	I effectively solve problems using Biblical principles.				
17	I am able to organize ideas, people, things, and time for more effective ministry.				
18	I am frustrated when there is little opportunity to minister to those of different customs or language.				
19	I receive affirmation from mature Christians that I am able to distinguish spiritual untruth from supernatural insights.				
20	I wish to relate to non-Christians so I can share my faith.				
21	I am sensitive and sympathetic to persons who seem to be suffering or mentally ill.				
22	I feel joy in persisting in prayer for specific needs.				
23	I consider all that I own or am as resources entrusted by God serve Him.				
24	I am comfortable with opening my home to others regardless of how neat or clean it is.				
25	Paul's concern (Col. 1:10) that I be "Increasing in the knowledge of God" is something I take seriously.				
26	I am willing to persuade others to move towards Biblical objectives.				

Score the extent that each statement reflects your life.		(3) Much	(2) Some	(1) Little	(0) None
27	I desire to do acts of love and kindness for those who cannot or will not return them.				
28	I enjoy sharing a hymn, lesson, or Bible interpretation so that all believers present may learn.				
29	I enjoy having responsibility for the long-term growth of a group of Christians.				
30	I am satisfied to express my skills by helping others in charge.				
31	I enjoy knowing the meaning of key words in Scripture.				
32	Others often ask me for workable ideas or alternatives.				
33	I am able to lead a committee or group in making effective decisions together.				
34	I believe it important to take part in starting a new local church.				
35	I judge well between the inadequate, the acceptable, or between evil and good.				
36	I am at ease with sharing how Christ is my Savior and Lord.				
37	I am willing to be called alongside another person seeking my encouragement, challenge or advice.				
38	I depend upon God's resources and guidance to an unusual degree.				
39	I am concerned that the money I give be used as efficiently as possible for God.				
40	I take pleasure with an open heart using our home to serve people in need of shelter and clothing.				

Score the extent that each statement reflects your life.		(3) Much	(2) Some	(1) Little	(0) None
41	I am moved to study Scriptures so as to be unashamed in accurately handling it.				
42	I usually know where I am going and can influence other Christians in that direction.				
43	I would be cheerful and caring if involved in hospital, prison, or similar visitation.				
44	I prefer congregational preaching which explains and applies Biblical truths.				
45	I believe it important to guard my group of Christian followers from those who name themselves as enemies of Christians.				
46	I am content to perform menial jobs or jobs considered unimportant by other people.				
47	I have the ability to concisely instruct listeners in the precise meaning of words and passages in Scripture.				
48	I am concerned that interpersonal relationships be peaceful, reasonable, and without partiality, or hypocrisy.				
49	I am at ease recruiting Christians to express their strengths or gifts in suitable service.				
50	I desire to serve in a cross-cultural situation.				
51	I have insights that help me discern any errors in a Biblical interpretation given by another.				
52	I believe it important to communicate my personal relationship with Christ to others.				
53	I have compassion towards those who are broken-hearted, addicted, or oppressed.				
54	I trust in the presence and power of God for the apparently impossible.				

Score the extent that each statement reflects your life.		(3) Much	(2) Some	(1) Little	(0) None
55	I give cheerfully that God's work be extended and helped.				
56	I have a knack for helping strangers feel at home.				
57	I readily acquire and master facts and principles of Biblical truth.				
58	Normally my Christian character and lifestyle behavior seem to motivate others to follow me.				
59	I would enjoy visiting in hospitals or elderly homes and being an agent of compassion and care.				
60	I am not afraid to speak boldly about evil in worldly systems, such as government.				
61	It is important to me to know and be well-known by followers I serve and guide.				
62	Ushering, cleaning, or a supporting task in a church-related facility suits me well.				
63	I explain well the New Testament to others.				
64	I make what appear to be correct decisions for my life.				
65	I am effective in delegating responsibilities to others.				
66	I adapt well in a different culture in order to evangelize, to minister the word, or to be a support person to such ministers.				
67	I am able to identify that which is false to Christ's teaching.				
68	I enjoy being an instrument of God in "drawing the net" so that unbelievers receive Christ as Savior.				

Score the extent that each statement reflects your life.		(3) Much	(2) Some	(1) Little	(0) None
69	I verbally encourage the weak, wavering, or troubled.				
70	I have a conviction that God is active in my daily affairs.				
71	I give things freely and with delight because I love God.				
72	I am comfortable with graciously providing food and lodging to those in need.				
73	I have the ability to discover Biblical principles for myself.				
74	Others follow me because I am able to picture a preferred future to effectively guide my church.				
75	I have the ability to spare other persons from punishment or penalties they justly deserve.				
76	"Telling forth" for God by instructing and warning large numbers of His people is my style.				
77	I sacrificially give of myself for young or straying Christians.				
78	I enjoy being a teacher's aide in a class, or to do a simple helping task.				
79	When I communicate Biblical truths to others, it effects changes in knowledge, attitudes, values or conduct.				
80	The choices I make for activities in Christian service usually work well.				
81	I am able to plan action goals and steps for ministry with others.				
82	I have or could learn another language well enough to help start a church.				

Score the extent that each statement reflects your life.		(3) Much	(2) Some	(1) Little	(0) None
83	I can see through phonies before their falseness is clearly evident to others.				
84	I share joyfully what Christ has done for me.				
85	I would feel comfortable being an instrument for dislodging the complacent and redirecting the wayward in face-to-face encounters.				
86	I believe God will keep His promises in spite of circumstances.				
87	I manage money well in order to give liberally to God's work.				
88	I show a genuine graciousness towards and appreciation of each guest at my/our home.				
89	I have insights into Biblical truth that bring conviction to my mind and heart.				
90	I am able to adjust my leadership style so it is appropriate for the task and relational maturity of my followers.				
91	I am able to talk cheerfully with prisoners or lonely shut-ins.				
92	I communicate truths of God in a clear, compelling fashion to large audiences.				
93	I am able to feed followers in Christ by guiding them through selected Bible passages.				
94	I can assist key leaders who "pray and minister the word" (Acts 6) by taking some of their other responsibilities.				
95	I can make difficult Biblical truths understandable to others.				
96	My nominations for church positions often prove to be good selections.				

Spiritual Gift Worksheet

1. To complete the inventory, transfer your answers to the grid below. Be sure to follow the sequence correctly (from top, down, then to the next column, etc.). Each number in the grid corresponds to a statement number from the previous section.
2. To compute your scores, add up the six numbers in each row and place the sum in the “Total” column.

	Value of Answers						Total	Gift
Row A	1	17	33	49	65	81		Administration
Row B	2	18	34	50	66	82		Apostleship
Row C	3	19	35	51	67	83		Discernment
Row D	4	20	36	52	68	84		Evangelism
Row E	5	21	37	53	69	85		Exhortation
Row F	6	22	38	54	70	86		Faith
Row G	7	23	39	55	71	87		Giving
Row H	8	24	40	56	72	88		Hospitality
Row I	9	25	41	57	73	89		Knowledge
Row J	10	26	42	58	74	90		Leadership
Row K	11	27	43	59	75	91		Mercy
Row L	12	28	44	60	76	92		Prophecy
Row M	13	29	45	61	77	93		Shepherding
Row N	14	30	46	62	78	94		Helps/Service
Row O	15	31	47	63	79	95		Teaching
Row P	16	32	48	64	80	96		Wisdom

Glossary of Selected Spiritual Gifts³

^AADMINISTRATION	The special ability of planning and working with and through followers toward achieving Biblical goals and organizational objectives.
^AAPOSTLESHIP	A New Testament role, represented today by the Spirit-given ability to minister cross-culturally with the goal of planting churches.
^EDISCERNMENT	The special ability to distinguish between truth and error, good and evil, the Spirit of God and the spirit of Antichrist.
^AEVANGELISM	The special ability to act as a productive instrument of God in soul winning.
^AEXHORTATION	The special ability to come alongside another in need or encouragement, challenge, or earnest advice.
^EFAITH	An unusual ability to trust in the presence and power of God and to act on this trust.
^AGIVING	The special ability to earn money, manage it well and wisely give for the Lord's work.
^AHOSPITALITY	The special ability to provide an open home to fellow believers, to those in need of food, lodging, and fellowship, or as a refuge to a bruised individual.
^EKNOWLEDGE	The special ability to master God's revealed truth in Scripture.
^ALEADERSHIP	The special ability to picture a preferred future for a local ministry with Biblical values and direction, and motivate followers towards their accomplishment
^AMERCY	The special ability to identify needs, aid the suffering or undeserving, and to spare them from punishment or penalties justly deserved.
^APROPHECY	The special ability to cause the authoritative word of God's truth to shine (2 Peter 1:19; 1 Cor 14:3). It includes congregational preaching and lay utterances which explain and apply God's revelation for correction and edification.
^ASHEPHERDING	The special ability to effectively guide, feed, and protect a flock of followers in Christ - also known as pastoring.
^AHELPS	The special ability to provide timely assistance that releases other Christian workers for direct spiritual ministry.
^ATEACHING	The special ability to give a detailed understanding of Biblical truth to those willing to learn.
^EWISDOM	The special ability to use knowledge effectively coupled with a reverential awe of God.

³ ^A - Denotes Action Gifts; ^E - Denotes Enabling Gifts

Inventory Analysis Questions

Now you are ready to answer the following questions to help you understand your scores!

1. ^AAction gifts with the highest scores:
a. _____ b. _____ c. _____
2. ^EEnabling gifts with the highest scores:
a. _____ b. _____
3. Are there any of the gifts with lower scores that you are interested in pursuing? (Gifts with lower scores could still be among your gifts.)
a. _____ b. _____
4. Share your results with your spouse and/or a couple of close friends. Do they agree that your highest-scoring gifts fit you? Which ones do they feel best fit you?
a. _____ b. _____ c. _____
5. If I could wish for three spiritual gifts, these are the ones you would pick:
a. _____ b. _____ c. _____
6. Note the service opportunities in the next section for your gifts as indicated above. Of the many kinds of service and ministry roles involved in the work of the church, which ones seem most appropriate to express your gifts?
a. _____ b. _____ c. _____

Service Opportunities

Compare your Inventory Analysis from the previous section to the following ministries commonly available in the local church. The ministries are grouped according to the spiritual gift best associated with that ministry. It is quite likely that if you become involved in ministries according your spiritual gifts, you will be more satisfied and fulfilled in doing those ministries.

Note also that enabling gifts (Faith, Wisdom, Discernment, and Knowledge) will assist you greatly with any of the other “action” gifts. If any of the four enabling gifts are among your three highest scores, replace them with the next highest scoring gifts until you have three action gifts.

For each of those three gifts, place an “x” beside the areas of service in which you feel you might be interested. But also consider this... Although you think you might not be interested in some the ministries associated with your gifts, you might be surprised if you tried them. They might be more interesting to you than you think!

Apostleship

- | | |
|---|--|
| ☐ Missions Team Leader/Member | ☐ Short or Long-Term Missionary |
| ☐ College Campus Ministry | ☐ Inner City Evangelism |
| ☐ Professional or Technician in
another country (also to witness) | ☐ Bible Translator |
| ☐ Other: _____ | ☐ ESL Teacher with Christian Emphasis |
| | ☐ Other: _____ |

Teaching

- | | |
|---|--|
| ☐ Pastor | ☐ Children’s Ministry Team Member |
| ☐ Discipleship Team Leader/Member | ☐ Home Bible Study Teacher |
| ☐ Sunday School Teacher | ☐ Camp Counselor |
| ☐ Discipleship Teacher/Facilitator | |
| ☐ Other: _____ | ☐ Other: _____ |

Evangelism

- | | |
|--|--|
| ☐ Evangelism/Outreach Team Member | ☐ Children’s Camp Missionary |
| ☐ Missions Team Member | ☐ Leader for Evangelistic Meetings |
| ☐ Evangelistic Visitation | ☐ Regularly Sharing Your Faith
(personal witnessing) |
| ☐ AWANA Leader | ☐ Traveling Evangelism Team |
| ☐ Sunday School Class Outreach Helper | |
| ☐ Other: _____ | ☐ Other: _____ |

Prophecy

- | | |
|---|---|
| ☐ Preacher | ☐ Traveling Evangelist |
| ☐ Radio/TV Preacher or Bible Teacher | ☐ Bible Conference Teacher |
| ☐ Bible Class Teacher | |
| ☐ Other: _____ | ☐ Other: _____ |

Shepherding

_____ Pastor
_____ Disciple Pastor
_____ Children/Youth Pastor or Worker
_____ Deacon
_____ Sunday School Teacher
_____ Other: _____

_____ Children's Club Worker (AWANA)
_____ Singles or "Singles Again" Worker
_____ Group Leader for in-depth sharing
and ministry to one another

_____ Other: _____

Helps

_____ Ministry Leader/Volunteer Worker
_____ Singing in the Choir
_____ Singing Solos, Duets, Quartets, etc.
_____ Playing an Instrument
_____ Ushering
_____ Helping with the Audio/
Visual Ministry During Worship
_____ Assisting with Youth
_____ Helping with Graphics or
Advertising/Marketing
_____ Teaching A Craft
_____ Helping Maintain Church Grounds
_____ Using Your Skill for Work at Church
When Needed as a...
_____ Carpenter _____ Painter
_____ Plumber _____ Electrician
_____ Mechanic _____ Secretary
_____ Other: _____

_____ Student Leadership Team Member
_____ Children's Leadership Team Member
_____ Facilities and Staff Support Team Member
_____ Assisting Transportation Ministry
_____ Safety & Security Team Member
_____ Helping with Vehicle Maintenance
_____ Cleaning
_____ Cooking or Serving Food
_____ Decorating for Special Occasions
_____ Office Help: Typing/Data Entry
_____ Office Help: Answering Phones, Receptionist
_____ Helping in areas such as:
_____ Library
_____ Nursery
_____ Summer Children's Programs
_____ Babysitting
_____ Elder Care
_____ Other: _____

Hospitality

_____ Adult Leadership Team Leader/Member
_____ Fellowship Team Leader/Member
_____ Open Your Home For:
_____ Bible Studies
_____ Youth Activities
_____ Social Functions
_____ Overnight(s) for visiting speakers/
music groups/ministry teams
_____ Other: _____

_____ Church Greeter
_____ Care for Adopted or Foster Children
_____ Developing Deep Relationships with In-Home
Guests
_____ Temporary Refuge for Deeply Troubled
Persons
_____ Host and Witness to Live-In International
Students
_____ Other: _____

Mercy

_____ Deacon
_____ Work with Deacons to Provide Ministry
to Those in Need
_____ Visit Shut-Ins
_____ Visit Sick Persons in Hospitals
_____ Prison Ministry
_____ Other: _____

_____ Give Nursing Care
_____ Work with Unwed Mothers
_____ Comforting Widows/Widowers
_____ Social Worker
_____ Work in a Rescue Mission
_____ Other: _____

Administration

_____ Pastor
_____ Being a Leadership Team Leader
_____ Music Minister/Leader
_____ Church Leadership Council Member
_____ Church Trustee
_____ Church Moderator
_____ Sunday School Director
_____ Ministry Coordinator
(Personnel, Buildings & Grounds, etc.)
_____ Children's Ministry Coordinator
_____ Other: _____

_____ Facilities and Staff Support Team Leader/Member
_____ Stewardship Team Leader/Member
_____ Safety & Security Team Leader/Member
_____ Sunday School Class Leader
(Outreach/Fellowship Organizer)
_____ VBS/Sports Camp/Children's Camp Leader
_____ Nursery Coordinator
_____ Volunteer Recruitment
_____ Planning a Retreat
_____ Other: _____

Leadership

_____ Pastor
_____ Church Leadership Council Member
_____ Leadership Team Leader/Member
_____ Central Figure in an Informal Group
_____ Planning Facilitator
_____ Resource Person for a Ministry Project
_____ Leader/Member of a Committee,
Team, Task Force, or Pilot Project
_____ Other: _____

_____ Catalyst in Crises because of Specific
Knowledge or Skill
_____ A Person Who Can Cast A Vision
and Effectively Encourage People
to Follow
_____ Initiator or Catalyst for a Particular Project
_____ An Effective Demonstrator of a Specific Ministry
_____ Other: _____

Exhortation

_____ Pastoral Counselor
_____ Encouraging Your Church Leaders
_____ Affirming strengths/gifts of others
_____ Challenging the Indifferent
_____ Student Leadership Team Member
_____ Children's Leadership Team Member
_____ Other: _____

_____ Worship Team Member
_____ Choir or Solo Singing that Encourages and Comforts
_____ Counseling the weak, addicted, lonely,
brokenhearted, oppressed, incompetent, etc.
_____ Youth Sponsor/Advisor
_____ Camp Counseling
_____ Other: _____

Giving

_____ Stewardship/Finance Team Member
_____ Church Treasurer
_____ Tithe and Give Generous Offerings
_____ Other: _____

_____ Give Generously When Special Needs Arise
_____ Managing Your Money Well for the Purpose
of Giving More to the Lord's Work
_____ Other: _____