

Discovering Your Gifts for Ministry

God created human beings with an amazing diversity of gifts, passions, and experiences. The breadth of this gifting is highlighted in Scriptural passages such as Romans 12:4-8, 1 Corinthians 12:4-12, 18, and 1 Peter 4:10-11. [Note: these passages will give you a taste of some of the gifts of the Holy Spirit, but remember- they don't necessarily form an exhaustive list!]

The God who gives these gifts also draws people together in the local church in such a way that, working together and drawing upon the full range of gifts and abilities God has bestowed (and continues to bestow!), each church is empowered to achieve God's mission : to make disciples of Jesus Christ- those who know, love, and follow Him.

The Bible further reminds us that the gifts God has given us are not to be left idle, but are to be used in community, to serve God and others. [See 1 Peter 4:10 and 1 Corinthians 12:7.]

The Nominations & Lay Leadership Team of First U.M.C. exists to help each member and friend of this church find a place to serve Christ. We understand that service will be most effective and satisfying when each person is operating in the area of their giftedness. As author Bruce Bugbee says, "Your ministry should be the natural outgrowth of who God made you to be."

In order to assist you in finding your place in the ministries of First U.M.C., the following Ministry Gift Inventory was designed. Once completed, this document will give you a basic sense of your gifts, your passions, and the ways that you could be of most help.

Instructions

1. Read each statement. Rate your response according to the scale listed at the top of each page.
2. Transfer your responses to the chart on page 5.
3. Add up the five numbers across each row and record the total in the space provided.
4. Circle the letter that corresponds to the three or four highest totals (look for a natural break in the numbers).
5. Find the description of each of the gifts you circled in the list that follows. You have identified your primary gifts.
6. The gifts with the next highest totals (typically about two or three gifts) are your secondary gifts.
7. Page 6 contains some inventories to help identify your personality type and your passions. Instructions are given in each section.
8. It would be a great help to the Nominations Team if you would return a copy of page 7 (Summary of Results) to the church. The information you provide will be held in confidence and used only by the Nominations Committee and the pastor in identifying persons to serve in ministry situations.

Return your summary to the Church Office.



Discovering Your Spiritual Gifts

(For each question, write the number that best represents the extent to which the statement is true of your life)

3= This is true of me **2**=This is sometimes true- it could be me **1**= not really; probably not me **0**= not at all!

- _____ 1. I tend to worry about the needs of others rather than my own.
- _____ 2. I enjoy handling the details of organizing ideas, people, and time for more effective ministry.
- _____ 3. I don't think twice about giving money to those in need.
- _____ 4. I enjoy explaining the Bible to others.
- _____ 5. I like to help others know God better.
- _____ 6. I am perfectly comfortable working alongside people who aren't in my social class.
- _____ 7. I enjoy planning for and holding church suppers and social events.
- _____ 8. I am usually the one who decides where my family or friends goes socially.
- _____ 9. I like to tell others about my relationship with God.
- _____ 10. I have confidence that God will get me through both good times and bad times.
- _____ 11. I like doing jobs that most people don't want to do.
- _____ 12. I have been able to make effective and efficient plans for accomplishing the goals of a group.
- _____ 13. I contribute more than 10 percent of my income to the Lord's work.
- _____ 14. People have told me that I have been able to help them understand Biblical truths in a meaningful way.
- _____ 15. I have enjoyed taking responsibility for the spiritual growth of a particular group of Christians.

3= This is true of me 2=This is sometimes true- it could be me 1= not really; probably not me 0= not at all!

____16. I enjoy being with disabled people or people with special needs.

____17. I seek to make my home available to those who are ministering to the Lord.

____18. I like to organize and motivate groups of people.

____19. I can sometimes direct conversations toward God in a comfortable way.

____20. I believe that God can do things that seem impossible.

____21. I have helped other people so their work was easier.

____22. People often tell me that I am a detail-oriented person.

____23. I find that I manage money well in order to give to the Lord's work.

____24. I like learning and studying the Bible.

____25. I have helped fellow believers by guiding them through the Bible or by praying with them.

____26. I feel very sympathetic-more than average- toward those in need.

____27. I don't feel disrupted when there are guests in my home.

____28. I have encouraged others to finish a project.

____29. Unchurched people have commented that they feel comfortable around me, even when talking about faith.

____30. I have trusted God with the impossible, and seen God act in a tangible way.

____31. I have enjoyed working at routine tasks so that others are free to focus on their ministries.

____32. When a group I am in lacks organization, I can step in and fill the gap.

____33. I know that God will meet my needs, so I am free to give to others.

3= This is true of me **2=**This is sometimes true- it could be me **1=** not really; probably not me **0=** not at all!

_____34. I can show others what many verses in the Bible mean.

_____35. I like to serve people to show them that God cares for them.

_____36. If someone at church is sick, I call to see how they are doing.

_____37. Others often comment that I am a good host/hostess.

_____38. I would like to lead, inspire, and motivate people to do God's work.

_____39. I would like to tell others that Jesus is the Savior and help them see the positive results.

_____40. There have been times when I knew God's will and direction, even when others in the group weren't so sure.

_____41. It gives me joy to do things behind the scenes to help others.

_____42. I am able to give directions to others to guide them in accomplishing a task

_____43. When I hear an appeal to give to God's work, I usually can find the money I need to help.

_____44. I think that I could show others how to find answers on their own.

_____45. I would like to help bring people back to Christ who have wandered away from him.

_____46. I enjoy visiting hospitals or nursing homes, and feel I do well in such a ministry.

_____47. My home is always open to people who need a place to stay.

_____48. When I'm in a group, sometimes people look to me to take charge.

_____49. I take any opportunity I can to tell people about Christ.

_____50. When everything looks bad, I can still trust God.

Put the number (0 to 3) of your response to each question in the space next to the appropriate number below. Then, add up the numbers in each row (reading across) and record the total.

	Total	Gift
1. _____ 11. _____ 21. _____ 31. _____ 41. _____.		A
2. _____ 12. _____ 22. _____ 32. _____ 42. _____.		B
3. _____ 13. _____ 23. _____ 33. _____ 43. _____.		C
4. _____ 14. _____ 24. _____ 34. _____ 44. _____.		D
5. _____ 15. _____ 25. _____ 35. _____ 45. _____.		E
6. _____ 16. _____ 26. _____ 36. _____ 46. _____.		F
7. _____ 17. _____ 27. _____ 37. _____ 47. _____.		G
8. _____ 18. _____ 28. _____ 38. _____ 48. _____.		H
9. _____ 19. _____ 29. _____ 39. _____ 49. _____.		I
10. _____ 20. _____ 30. _____ 40. _____ 50. _____.		J

Explanation

- Gift A: **Helping** The ability to assist and serve other people.
- Gift B: **Administration** The ability to devise, organize, and execute plans.
- Gift C: **Giving** The ability to give money & other resources to be used for God’s work.
- Gift D: **Teaching** The ability to communicate info relevant to the health and ministry of the Body.
- Gift E: **Pastoring** The ability to guide and care for people in their walk with God.
- Gift F: **Mercy** The ability to act out of compassion toward those who are suffering.
- Gift G: **Hospitality** The gift of being friendly and generous to guest.
- Gift H: **Leading** The ability to motivate others to use their gifts in service to God.
- Gift I: **Evangelism** The ability to help others come to know Jesus personally.
- Gift J: **Faith** The ability to discern with confidence the will and purposes of God for His work.

Assessment

Some people naturally score themselves higher or lower than others on the same inventory. But in general, your primary/dominant spiritual gifts are the three or four gifts with the highest score. Secondary gifts would be the next two or three highest scoring gifts.

Primary/Dominant Gifts: _____

Secondary Gifts: _____



Your Ministry Gifts Profile

Personality Type- Circle the phrase that best describes what you prefer, not what your current situation dictates.

- | | | |
|--|------------------------------|--|
| 1. I usually: | Enjoy center stage | Stay out of the spotlight |
| 2. People I meet would describe me as: | Outgoing | Quiet and thoughtful |
| 3. I develop ideas through: | Discussion | Internal thought |
| 4. When my work is interrupted, I: | Welcome the diversion | Get impatient with the distraction |
| 5. I work best: | In a group | Independently |
| 6. When it comes to parties: I can usually find something to talk about | | I hope others will speak first |
| 7. When my "batteries need recharging", I: | Go out with friends | Spend time alone |
| 8. When I speak at a meeting, I find that people: | Expected it | Listen because it must be important |
- If you most often circled the first choices, you are likely an extrovert. If the second answers fit you best, you are likely an introvert. Most of us are somewhere in between, but list the one which is...*

Your most likely personality type: _____

Heart: We all care about a lot of things, but what are you *passionate* about?

People: Check all that apply to you

- | | | |
|-------------------------|-----------------------------|----------------|
| _____ Babies/Infants | _____ Toddlers/Preschoolers | _____ Children |
| _____ Jr. High Students | _____ High School Students | _____ College |
| _____ Young Marrieds | _____ New Parents | _____ Men |
| _____ Women | _____ Post-College/Career | _____ Singles |
| _____ Single Parents | _____ Couples | _____ Seniors |
| _____ Shut-ins | _____ Other: _____ | |

Issues/Causes: Check all that apply to you.

- | | | |
|-----------------------------------|--------------------------------------|--------------------------|
| _____ Parenting | _____ Families/Marriage | _____ At-Risk Children |
| _____ Financial Management | _____ Abuse/Violence | _____ Divorce Recovery |
| _____ Persons w/Disabilities | _____ Mental Illness | _____ Community Issues |
| _____ Legal/Justice Systems | _____ Sanctity of Life | _____ Homelessness |
| _____ Illness &/or Injury | _____ Drug/Alcohol Recovery | _____ Education |
| _____ Evangelism | _____ World Evangelism | _____ Worship |
| _____ Cross-Cultural/Multi-Ethnic | _____ Relief Efforts | _____ Business/Economy |
| _____ Health/Fitness | _____ Environment | _____ Science/Technology |
| _____ Policy/Politics | _____ Mobilizing people for ministry | |
| _____ Other: _____ | | |

Preferred Environment: How do you prefer to work? In each item, circle the phrase which most fits your preference.

- | | | |
|---|--------------------------------------|---|
| 1. When I am working on a project, I like to: | Adapt as I go | Plan ahead |
| 2. I tend to work with: | Spurts of energy/last minute | Regular, steady effort |
| 3. When I plan my activities, the plans are: | Penciled in | Final |
| 4. I like: | Spontaneity | Predictability |
| 5. I tend to: | Have several projects at once | Finish one thing before the next |
| 6. I prefer decisions that are: | Open to discussion | Provide closure |

If you circled mostly first responses, you likely prefer a flexible environment. If you chose the second response most often, you may find a stable environment more appealing.

My preferred environment is: _____

**Ministry Gift Inventory
Summary of Results**

Name _____

Primary Spiritual Gifts:

Secondary Gifts:

My Personality Type: _____

My Passions:

People: _____

Issues/Causes: _____

My Preferred Environment: _____