

Personal Ministry Profile

Name _____

Date _____

Upon completion of this form, please return the *Blue Copy* promptly to the Church Office.

S = Spiritual Gifts - *The gift(s) God the Holy Spirit may have bestowed upon me:*

Check the boxes of those six (6) gifts which you scored the highest. Then use the blanks to rank them (1-6).

- | | | |
|---|---|--------------------------------------|
| <input type="checkbox"/> Administration | <input type="checkbox"/> Hospitality | <input type="checkbox"/> Prophecy |
| <input type="checkbox"/> Artistry | <input type="checkbox"/> Instrumental Music | <input type="checkbox"/> Serving |
| <input type="checkbox"/> Discernment | <input type="checkbox"/> Intercession | <input type="checkbox"/> Shepherding |
| <input type="checkbox"/> Evangelism | <input type="checkbox"/> Knowledge | <input type="checkbox"/> Speech |
| <input type="checkbox"/> Exhortation | <input type="checkbox"/> Leadership | <input type="checkbox"/> Teaching |
| <input type="checkbox"/> Faith | <input type="checkbox"/> Manual Craftsmanship | <input type="checkbox"/> Vocal Music |
| <input type="checkbox"/> Fellowship | <input type="checkbox"/> Missionary | <input type="checkbox"/> Wisdom |
| <input type="checkbox"/> Giving | <input type="checkbox"/> Mission Planter | <input type="checkbox"/> Writing |
| <input type="checkbox"/> Helps | <input type="checkbox"/> Mercy | |

H = Heart (Passion) – *What I have a strong personal desire/passion for:*

Motivational Passion: *I love to...*

1. _____ 2. _____ 3. _____

People Passion: *I love to be with or work with* _____

Cause Passion: *I feel strongly or get excited about* _____

Ministry Passion: *The areas of Ministry to which I feel most drawn are...*

1. _____ 2. _____ 3. _____

God-Sized Passion: _____

Other Passion(s): _____

A = Abilities – *The natural talents and skills I have:*

- | | | | |
|---------------------------------------|--|---|--------------------------------------|
| <input type="checkbox"/> Artistic | <input type="checkbox"/> Evaluating | <input type="checkbox"/> Multi-Media | <input type="checkbox"/> Researching |
| <input type="checkbox"/> Classifying | <input type="checkbox"/> Feeding | <input type="checkbox"/> Musical | <input type="checkbox"/> Resourceful |
| <input type="checkbox"/> Composing | <input type="checkbox"/> Graphics | <input type="checkbox"/> Planning | <input type="checkbox"/> Teaching |
| <input type="checkbox"/> Counseling | <input type="checkbox"/> High Tech | <input type="checkbox"/> Promoting | <input type="checkbox"/> Welcoming |
| <input type="checkbox"/> Counting | <input type="checkbox"/> Interviewing | <input type="checkbox"/> Public Relations | <input type="checkbox"/> Writing |
| <input type="checkbox"/> Decorating | <input type="checkbox"/> Landscaping | <input type="checkbox"/> Recall | <input type="checkbox"/> _____ |
| <input type="checkbox"/> Editing | <input type="checkbox"/> Managing | <input type="checkbox"/> Recruiting | <input type="checkbox"/> _____ |
| <input type="checkbox"/> Entertaining | <input type="checkbox"/> Mechanical Operations | <input type="checkbox"/> Repairing | <input type="checkbox"/> _____ |

3/17/2009



P = Personality – *The manner in which I serve to my greatest potential:*

<p><input type="checkbox"/> Task Unstructured</p> <p>General Guidelines Versatile Helps Wherever Needed Likes Tangible Results</p>	<p><input type="checkbox"/> People Unstructured</p> <p>Spontaneous Situations Relates Well to Others Very Conversational Tends to be Flexible</p>
<p><input type="checkbox"/> Task Structured</p> <p>Getting the Job Done Prefers to Follow an Agenda Focused on Results Appreciates Clear Direction</p>	<p><input type="checkbox"/> People Structured</p> <p>Defined Relationships Projects Warmth Familiar Surroundings Enjoys Familiar Relationships</p>

E = Experiences – *Defining moments I have had in my life:*

Life Experiences:

- | | |
|------------------------------|------------------------------|
| <p>1. _____</p> <p>_____</p> | <p>4. _____</p> <p>_____</p> |
| <p>2. _____</p> <p>_____</p> | <p>5. _____</p> <p>_____</p> |
| <p>3. _____</p> <p>_____</p> | <p>6. _____</p> <p>_____</p> |

Educational Experiences:

- | | |
|------------------------------|------------------------------|
| <p>1. _____</p> <p>_____</p> | <p>4. _____</p> <p>_____</p> |
| <p>2. _____</p> <p>_____</p> | <p>5. _____</p> <p>_____</p> |
| <p>3. _____</p> <p>_____</p> | <p>6. _____</p> <p>_____</p> |

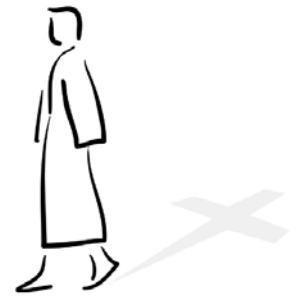
Ministry Experiences:

- | | |
|------------------------------|------------------------------|
| <p>1. _____</p> <p>_____</p> | <p>4. _____</p> <p>_____</p> |
| <p>2. _____</p> <p>_____</p> | <p>5. _____</p> <p>_____</p> |
| <p>3. _____</p> <p>_____</p> | <p>6. _____</p> <p>_____</p> |



Spiritual Gifts

*The supernatural enablement
that God has chosen
to give to me
to fulfill His purposes.*



Overview

You are not here by accident. You are here as a part of God's plan, and as such, you have a place and a purpose here as part of our congregation. And God has "gifted" you to be used by Him in the life of Christ's body.

This lesson is all about how you can become that active and productive member of Christ's Body—the Church—here at Carmel Lutheran. We will review something called *spiritual gifts*. It is a special blessing that you, as a believer, have received to use on behalf of the rest of the Church.

What Are *Spiritual Gifts*? (Some Biblical Principles)

1. 1 Peter 4:7-11

- a. Every Christian has at least one gift from God.
- b. It is to be used to serve others, thereby administering God's grace in its forms.
- c. God will supply the strength or power to exercise the gift(s).
- d. God is to be praised as the gift is used.

2. Romans 12:1-8

- a. We are to offer ourselves as living (as opposed to, dead) sacrifices to God.
- b. We have different gifts, according to God's grace.
- c. We are to discover, rather than be ignorant, of our gift(s)
- d. We are to use our gift(s), not in arrogance toward others, but soberly and in the measure of faith God has given to us.

3. 1 Corinthians 12:4-11 (more fully: chapters 12-14)

- a. The same Spirit gives a diversity of gifts as *He determines*.
- b. They are given for the *common* good.
- c. All our gifts are not to divide or weaken the body of Christ (the Church), but to show love and concern for each person, to build up the church.
- d. All should be done in a fitting, orderly, and submissive way.
- e. All gifts are effective to the degree that they are used in love.

4. Ephesians 4:7-13

- a. Every effort is to be made to keep the unity of the Spirit as we use our gift(s).
- b. The gifts are to be used to prepare God's people for works of service, to build up the Body of Christ, as well as keep us spiritually sound and mature in Christ.



Ten Truths about Spiritual Gifts

1. Only _____ have spiritual gifts (see 1 Corinthians 2:14).
2. Every Christian has at least _____ spiritual gift (see 1 Corinthians 7:7).
3. No one receives _____ the spiritual gifts (see 1 Corinthians 12:27-30).
4. No single spiritual gift is given to _____ (see 1 Corinthians 12:29-30).
5. You cannot _____ a spiritual gift (see Ephesians 4:7).
6. The _____ decides what spiritual gift(s) I receive (see 1 Corinthians 12:11).
7. The spiritual gifts I am given are _____ (see Romans 11:29).
8. I am to _____ the spiritual gift(s) God gives to me (see 1 Timothy 4:14).
9. It is a sin to _____ the spiritual gift(s) God gives me (see 1 Corinthians 4:1-2; Matthew 25:14-30).
10. Using my spiritual gift(s) _____ God and _____ me (see John 15:8).

(Answers: 1. believers; 2. one; 3. all; 4. every Christian; 5. choose; 6. Holy Spirit; 7. irrevocable; 8. use; 9. neglect; 10. glorifies, identifies)

Cautions about Spiritual Gifts

1. Do not confuse spiritual gifts with natural talents.
2. Do not confuse spiritual gifts with the “fruit of the Spirit” (Galatians 5:22-23).
 - a. Fruit = *Maturity*.
 - b. Gifts = *Ministry*.
3. Be aware of the “gift projection” tendency.
 - a. You cannot expect others to serve the way you do and have similar results.
 - b. Although others may share similar gifts, yet each is unique and therefore their results will vary.
4. It is wrong, if not sinful, to even think that your spiritual gift(s) make you superior to others (1 Corinthians 12:21).
5. Realize that using your spiritual gift(s) without love is wrong (1 Corinthians 13:1-3).

The *Spiritual Gifts Discovery Tool* can be completed online at

www.carmellutheran.org

You will find it under “Ministries” > “Building People” > “Spiritual Gifts Online Tool”



Step 1: Spiritual Gifts Discovery Tool

To what extent are the following statements TRUE of you:
Rarely, Infrequently, Occasionally, Frequently, Consistently

	0 Rarely	1 Infrequently	2 Occasionally	3 Frequently	4 Consistently
1. I am successful at getting a group to do its work joyfully.					
2. I enjoy making something that is artistically appealing.					
3. I can readily sense when someone is promoting God's purposes or their own personal agenda.					
4. I look for occasions to share what Jesus means to me with unchurched friends and neighbors.					
5. I welcome opportunities to minister to people who need comfort, consolation, encouragement, and counseling.					
6. I see life as an adventure and am not afraid to take risks if it moves God's work forward.					
7. I have a real hunger for seeing others spending time together in the Word and in prayer.					
8. Without hesitation, I give generously and freely to worthwhile projects and ministries.					
9. I count it a privilege to relieve someone in a responsible position of some small task, so that they may attend to more important things.					
10. I truly feel that the needs and well-being of others are more important than my own.					
11. Playing a musical instrument comes easily for me.					
12. Times of routine which require little thought provide me opportunities to talk with and praise God.					
13. I feel especially drawn to the frontiers of research and the unfolding realms of technology.					
14. I am able to lead and partner with others toward accomplishing specific tasks.					
15. General home maintenance and upkeep is something I am quite capable of handling myself.					
16. Others know that they can count on me to help those who are less fortunate.					
17. I have a strong desire to take the Gospel to people who have never had the opportunity to hear it.					
18. I have a strong desire to oversee or contribute to the establishment of new churches.					
19. I am not afraid to take a stand for the truth of God's Word, even if it irritates others.					
20. I readily and happily take directions from others when it comes to getting things done.					
21. I like to reach out to those who have strayed from the Christian faith or have become inactive in the church.					



To what extent are the following statements TRUE of you: Rarely, Infrequently, Occasionally, Frequently, Consistently	0 Rarely	1 Infrequently	2 Occasionally	3 Frequently	4 Consistently
22. Speaking or reading before a crowd is more a privilege and pleasure to me than something I would fear.					
23. I have no problem organizing materials for teaching a Sunday School and/or Bible Class.					
24. Singing and harmonizing with others is something that comes easily for me.					
25. I can analyze a situation quickly, clearly and correctly.					
26. Expressing my thoughts and ideas in written form comes easily to me.					
27. I have the ability to organize ideas, resources, time and people for more effective results.					
28. I really like doing things that permits me to express myself in a creative manner.					
29. I am frequently able to perceive when someone's true motives are not reflected in what they are saying.					
30. I am repeatedly able to lead others to embrace God's gift of salvation through faith in Christ.					
31. I have directed others to implement biblical principles in dealing with their affliction or suffering.					
32. I have encouraged others to stand on God's promises in the face of a difficult situation.					
33. It means everything to me when others get connected in smaller groups for the sake of Bible Study and prayer.					
34. I can give sacrificially most any time because I know that God will meet all my needs.					
35. I like to assume less important tasks so that someone else might accomplish something more meaningful.					
36. I do whatever I can to see to it that others are taken care of and feel comfortable.					
37. I look forward to practicing a musical instrument and take pleasure in doing so.					
38. I keep a running list of people I want to pray for daily, and praise God when they experience His help and deliverance.					
39. I am especially drawn to discovering new truths through reading or firsthand observation.					
40. When I join a group, others seem to back off and expect me to take the lead.					
41. Being good with my hands, I can usually fix or build things myself.					
42. I feel great compassion for the problems of others and typically look for some way to help.					



To what extent are the following statements TRUE of you: Rarely, Infrequently, Occasionally, Frequently, Consistently	0 Rarely	1 Infrequently	2 Occasionally	3 Frequently	4 Consistently
43. More than most, I have a strong desire to see peoples from other countries/cultures won to the Lord.					
44. I have a real desire to promote the ministry of Jesus beyond the life of my congregation.					
45. I often have a strong sense of what God wants others to be clear about when it comes to certain matters.					
46. I really do not mind exerting some effort toward accomplishing strenuous tasks.					
47. I enjoy being responsible for the spiritual well-being of a particular group of Christians.					
48. I know how to use verbal communication to effectively relate thoughts and ideas to others.					
49. I am able to explain God's Word in such a way that others understand it.					
50. Praising God in song is one of my favorite spiritual exercises.					
51. I feel that I have a special spiritual insight in selecting the best alternative in a difficult situation.					
52. I like to use "words" in the same way that an accomplished artist uses "paint."					
53. Setting goals and objectives and making plans to reach and accomplish them is something I do well.					
54. I like using my imagination to come up with something worthwhile.					
55. I can just sense whether an idea or effort is of God or man.					
56. I sometimes get frustrated when others do not seem to share their faith with unbelievers as much as I do.					
57. Motivating others to a higher level of spiritual commitment comes easily for me.					
58. People seem to view me as a person who truly believes that, with God, everything is possible.					
59. I have a real passion for wanting to see visitors and outsiders feel connected.					
60. Rather than feel irritated when new appeals of need come, I welcome them, consider them seriously, and often respond.					
61. I enjoy accomplishing necessary tasks that others would consider mundane or insignificant.					
62. My home is always open to people passing through who need a place to stay.					
63. Others have told me that my playing a musical instrument has been a blessing to them.					



To what extent are the following statements TRUE of you: Rarely, Infrequently, Occasionally, Frequently, Consistently	0 Rarely	1 Infrequently	2 Occasionally	3 Frequently	4 Consistently
64. I regularly feel compelled to pray specifically for people or circumstances.					
65. I have an ongoing desire to learn as much as I can so that I might better understand God and His creation.					
66. When I speak, people seem to listen and agree.					
67. I like working with tools.					
68. I possess an unusual capacity to understand the feelings of those in distress.					
69. I like to build bridges with people of other cultures and languages so that I might share Christ with them.					
70. Being involved in the launching of a new congregation sounds exciting to me.					
71. The truths of God's Word compel me to speak out concerning various issues and behaviors.					
72. I really do not mind being interrupted so as to assist someone else.					
73. My heart aches when individuals I know stop coming to church and I want to do something to try and restore them.					
74. I am able to verbally read from a printed text and yet come across as personal and conversational.					
75. I like devoting considerable time to learning Biblical truths in order to communicate them to others.					
76. Raising my voice in song to the glory of the Lord is a source of great blessing for me.					
77. When others have a problem, I am frequently able to provide them with Godly direction and options.					
78. I like expressing myself through creative writing.					
79. Delegating tasks to others comes quite easily for me.					
80. I experience great satisfaction working with lines, colors, objects, and images.					
81. The genuineness of an individual's spirit is quickly evident to me.					
82. I proclaim God's message of salvation to where unbelievers are drawn into a connected relationship with Jesus.					
83. I take real delight in reaching out to and encouraging inactive or uninvolved Christians.					
84. I seem to have more confidence than others that God can and will accomplish the impossible.					
85. It is very important to me that the people of God gather for worship, prayer, instruction and sharing.					



To what extent are the following statements TRUE of you: Rarely, Infrequently, Occasionally, Frequently, Consistently	0 Rarely	1 Infrequently	2 Occasionally	3 Frequently	4 Consistently
86. Committing a generous portion of my financial resources to the work of the Lord brings me great joy.					
87. I enjoy accomplishing certain routine tasks even though I may never receive any recognition for doing it.					
88. I enjoy preparing and serving meals for the benefit of others.					
89. I have sensed closeness with God as a result of playing a musical instrument.					
90. I find myself praying when I possibly should be doing other things.					
91. I have a hungry curiosity to know all kinds of things, and a restless mind that wants to know how everything fits.					
92. I am a person of vision and am able to communicate that vision to others so that they commit to making it a reality.					
93. I find joy in building or repairing things which serve to benefit others.					
94. I sense joy in helping and comforting people in difficult situations.					
95. People of a different race or culture have been attracted to me, and we have related well.					
96. When driving around, I have sometimes thought: "This would be a great location for a church!"					
97. I have stood firm in love and shown others how their way of walking would end only in futility, death and judgment.					
98. I look for ways to lend a hand whenever I can and wherever I am.					
99. I am willing to take the initiative in helping other Christians grow even further in their faith.					
100. I like to be expressive with my voice when talking in front of others.					
101. I like taking difficult truths from God's Word and conveying them in a way that is clear and concise.					
102. I enjoy singing with others and others find joy in singing with me.					
103. People with spiritual problems seem to come to me for advice and counsel.					
104. I find that I do my clearest thinking when I discipline myself to put my thoughts on paper.					

When you have completed this portion, continue with Step 2.



Step 2: Spiritual Gifts Assessment

Directions: Review again your responses. For each question, record the numerical value of your response (*Rarely = 0; Infrequently = 1; Occasionally = 2; Frequently = 3; Consistently = 4*) in the corresponding numbered box below. Add up each row of numbers and record the sum in the *Totals* Column.

Value of Answers				Totals	Gift
1.	27.	53.	79.		Administration
2.	28.	54.	80.		Artistry
3.	29.	55.	81.		Discernment
4.	30.	56.	82.		Evangelism
5.	31.	57.	83.		Exhortation
6.	32.	58.	84.		Faith
7.	33.	59.	85.		Fellowship
8.	34.	60.	86.		Giving
9.	35.	61.	87.		Helps
10.	36.	62.	88.		Hospitality
11.	37.	63.	89.		Instrumental Music
12.	38.	64.	90.		Intercession
13.	39.	65.	91.		Knowledge
14.	40.	66.	92.		Leadership
15.	41.	67.	93.		Manual Craftsmanship
16.	42.	68.	94.		Mercy
17.	43.	69.	95.		Missionary
18.	44.	70.	96.		Mission Planter
19.	45.	71.	97.		Prophecy
20.	46.	72.	98.		Serving
21.	47.	73.	99.		Shepherding
22.	48.	74.	100.		Speech
23.	49.	75.	101.		Teaching
24.	50.	76.	102.		Vocal Music
25.	51.	77.	103.		Wisdom
26.	52.	78.	104.		Writing

Once you have completed this portion, please continue on to Step 3.



Step 3: Spiritual Gifts Analysis

Directions:

1. Using the information that you gathered during the previous portion, note those gifts that received the *highest* numerical values.
2. List the three highest gifts below in the *Dominant* column (there may be some overlap).
3. List the next three highest gifts below in the *Subordinate* column (there may be some overlap).
4. If you are completing this as part of SHAPE, **copy the Spiritual Gifts that you listed below over to your *Personal Ministry Profile*** (Blue Sheet).

Upon completion, you will have an initial assessment of what may very well be your Spiritual Gifts.

Dominant Gifts	Subordinate Gifts
1.	4.
2.	5.
3.	6.

Look over the definitions and scriptural insight for each of your Spiritual Gifts which are provided under **Step 4**.

What was your greatest discovery as a result of this exercise?



Step 4: Spiritual Gift Definitions and Scripture References

Locate your Dominant and Subordinate Gifts below and circle them. Examine their respective definitions and look up the Bible passages. Take some concentrated time and go before the Lord in prayer. Be bold enough to ask: “Lord Jesus, is this what You have in mind for me in the work of Your kingdom? If so, then how do You want me to utilize it?” Through further discovery, experimentation, and affirmation, God will begin to give you a sense of peace and purpose as to what your specific gift(s) might be.

Gift	Definition and Scripture References
Administration	<p><i>The special ability to understand clearly the immediate and long-range goals of a particular part of the body of Christ and to devise and execute effective plans for the accomplishment of those goals.</i></p> <p>This gift is a leadership gift and is often characterized by people who lead the body by steering others to remain on task. These people generally are concerned with the details of how to accomplish tasks, and tend to be masters at delegating specific tasks to other people according to their gifts and talents.</p> <p>Scripture: Proverbs 24:3-4; Luke 14:28-30; Acts 6:1-7; 1 Corinthians 12:5,28; 1 Timothy 5:17; Titus 1:5</p>
Artistry	<p><i>The special ability of skills in varied arts and crafts, and the spirit of free willingness to discover possibilities of using them for the blessing of Christ's whole body.</i></p> <p>This gift is a practical gift. It is the skill of creating artistic expressions that produce a spiritual response of strength and inspiration. Christians with this gift delight in discovering how almost anything in God's vast creation can be brought together to fashion a visual image that wondrously portrays the truths of God and His Word. Oftentimes, these people further like to help others experience this very same thing for themselves.</p> <p>Scripture: Exodus 30:22-25; 31:1-11; Psalm 149:3a; Acts 16:14; 18:3; 2 Chronicles 34:9-13</p>
Discernment	<p><i>The special ability, by a clear perception of God's Word and Spirit, to detect distortion and error in the church, whether in people, or in teaching, or in worship.</i></p> <p>This gift is a practical gift. Christians with this gift can recognize the true motives of people and also recognize when a person is distorting the truth, communicating error, or representing an agenda that is not of God.</p> <p>Scripture: 1 Samuel 15:10-23; 1 Kings 22:19-23; Malachi 3:17-18; Matthew 16:1-23; John 8:31-35; Acts 5:1-11; 17:11-16; 1 Corinthians 2:14-34; 12:3,10; Hebrews 5:14; 1 John 4:1-6</p>
Evangelism	<p><i>The special ability to share the treasures of the Gospel with others, especially those who are unbelievers, so as to draw them to life and freedom in Christ and become disciples and responsible members of the Body of Christ.</i></p> <p>While the task of evangelism is an important spiritual exercise that all Christians are to be involved with, God gifts certain members with an ability to not only be able to plant the seeds of the Gospel in such a way that they are readily received, but they also have an unusual sensitivity to when the fields are ripe for harvest in someone's life. They have greater success in leading people to Christ than other Christians.</p> <p>Scripture: Acts 5:42, 8:5-6; 8:26-40; 10:36; 11:20; 13:32; 14:21; 21:8; Romans 10:15; Ephesians 4:11-14; 2 Timothy 4:5</p>



Gift	Definition and Scripture References
Exhortation	<p><i>The special ability to use the Word of God for the comfort, encouragement, and counsel of other members of the body in such a way that they experience help and healing.</i></p> <p>This is a communication gift. Those who use this gift often times give practical application from their own lives to their insights from God's Word. They often find it natural to discover insights from personal experience when validated and amplified in Scripture.</p> <p>Scripture: Acts 6:3-10; 14:22; Romans 12:8; 1 Corinthians 2:1-13; 2 Corinthians 9:2; 1 Timothy 4:12-13; Hebrews 10:25; 2 Peter 3:15</p>
Faith	<p><i>The special ability to discern and trust with extraordinary confidence the will and grace of God, to walk steadfastly in the way of His calling, and to keep the vision of His hope even through testings and trials.</i></p> <p>Those with this gift typically exhibit undaunting confidence in God's goodness and purpose even though current or anticipated circumstances might suggest an absence of God's presence and power. Their confidence, simply stated, is that no matter how bad things may look, God will come through and He is always working towards the well-being of His people and the glory of His name.</p> <p>Scripture: Acts 6:5; 6:8-15; 7:54-60; 11:22-24; 27:21-25; Romans 4:18-21; 1 Corinthians 12:9; Hebrews 11</p>
Fellowship	<p><i>The special ability to share one's participation in Christ with the members of His body.</i></p> <p>Those with this gift have a desire for wanting to see themselves along with others grow further in their walk and relationship with Jesus Christ. They enjoy participating in and planning for moments where various numbers of individuals are able to gather for the study of God's Word, discussion, dialogue, and prayer. They are especially suited for leading in a small group ministry where growth in faith and Christian living are embraced and encouraged. These individuals also tend to know how to make others feel welcome and typically generate a sense of safety to those who are around them.</p> <p>Scripture: Mark 14:22-25; Romans 10:12; 1 Corinthians 12:12-13; Galatians 3:28; Philippians 4:1,10</p>
Giving	<p><i>The special ability to imitate God's own giving by offering not only talents and energies, but especially material resources to the work of the Lord with liberality and cheerfulness.</i></p> <p>While all Christians are called to practice "first-fruits" giving and have the Old Testament tithe (10% of their first-fruits) as a standard, God gifts certain members of the body to give remarkably greater amounts of their income with liberality and great joy. These people have an acute awareness that all they have belongs to the Lord and they are merely stewards, therefore they know that God will supply their needs and richly bless them in their giving.</p> <p>Scripture: Malachi 3:10; Matthew 6:2-4; 10:7; Mark 12:41-44; Luke 18:12; Romans 12:8; 1 Corinthians 13:3; 2 Corinthians 8:1-7; 9:2-8; Philippians 4:14-19</p>
Helps	<p><i>The special ability to invest the talents they have in the life and ministry of other members of the Body of Christ, thus enabling those others to increase the effectiveness of their own spiritual gifts.</i></p> <p>People with this gift often enjoy doing routine tasks in order to free others to do the ministry God has called them to do. People with this gift are often not looking for recognition for the work they do.</p> <p>Scripture: Mark 2:3-4; 15:40,41; Luke 8:2-3; Acts 9:36; Romans 16:1-2; 1 Corinthians 12:28</p>



Gift	Definition and Scripture References
Hospitality	<p><i>The special ability to provide an open house and a warm welcome to those in need of food and lodging.</i></p> <p>Those with this gift have an acute awareness of visitors and have a desire to make all people feel welcome. People with this gift enjoy having visitors in their home, and are usually not bothered if someone stops by and their home is not spotless. Those with this gift are a key to helping new people become a part of the group.</p> <p>Scripture: Acts 16:14, 15; Romans 12:9-13; 16:23; Hebrews 13:1, 2; 1 Peter 4:9</p>
Instrumental Music	<p><i>The special ability to express personal faith and provide inspiration and comfort through the playing of a musical instrument, and so to enlarge others also in their gifts.</i></p> <p>Those with this gift have a special joy in creating music that not only touches the hearts and souls of others, but that especially brings praise and honor and glory to Almighty God. Their desire is not to draw attention to self, but to Christ and His purpose and will. They have come to recognize how music can be used by God in powerful ways to draw people into a deeper relationship with Him as well as into a deeper sense of commitment and devotion as a disciple of Jesus Christ.</p> <p>Scripture: Deuteronomy 31:22; 1 Samuel 16:14-23; 1 Chronicles 16:421-42; 2 Chronicles 5:12-13; 34:12; Psalm 33:1-5; 150</p>
Intercession	<p><i>The special ability to converse with God in prayer, to include the needs of others in such praying and regularly and even for extended periods of time, and to expect and notice with thanksgiving when specific prayers have been answered.</i></p> <p>Those with this gift often feel compelled to pray for specific requests when they are made known. Intercessors often have an acute understanding that prayer is genuinely a conversation with God, and when left alone, find themselves engaged in prayer. Many intercessors experience times when God moves them to pray for situations when they are not entirely sure what it is for which they are praying. To those who get to know intercessors well, prayer becomes contagious.</p> <p>Scripture: Luke 22:41-44; Acts 12:1-17; 16:25-31; Colossians 1:9-12; 4:12-13; 1 Timothy 2:1-8; James 5:14-16</p>
Knowledge	<p><i>The special ability to discover, accumulate, analyze, integrate, and clarify varieties of information and ideas, and to relate all human understanding of this world to the knowledge and service of God.</i></p> <p>Those with the gift of knowledge are at home in a book or studying. They will often spend countless hours researching information. These individuals are interested in ideas and problem solving through reading, gathering information, and studying books and other printed or electronic material and using what they have learned to provide credible and pertinent insight to issues and topics that are helpful to growth and ministry in and through the Body of Christ.</p> <p>Scripture: Isaiah 11:2; Acts 5:1-11; Romans 15:14; 1 Corinthians 2:14; 12:8; 13:8; 2 Corinthians 11:6; Colossians 1:10; 2:2,3</p>
Leadership	<p><i>The special ability to set goals in accordance with God's purpose for the future and to communicate these goals to others in such a way that they voluntarily and harmoniously work together to accomplish those goals for the glory of God.</i></p> <p>People with this gift are often focused on the greater goal of the group and are not overly concerned with the details. Leaders delegate tasks and details to others to accomplish the greater goal. Leaders are visionaries. Leaders have followers (i.e., a visionary without followers is not a leader).</p> <p>Scripture: Luke 9:51; Acts 6:1-7; 7:10; 15:7-12; Romans 12:8; 1 Timothy 5:17; Hebrews 13:17</p>



Gift	Definition and Scripture References
<p>Manual Craftsmanship</p>	<p><i>The special ability of skills in varied crafts, and the spirit of free willingness to discover possibilities of using them for the blessing of Christ's whole body.</i></p> <p>This is a servant gift. Those with this ability typically are very good with their hands and often times like working with tools. They could be characterized as "do-it-yourselfers." They are good at making things, building things, fixing things, improving things. They find great joy in helping and serving others who may lack these kinds of abilities. They take great pride in their work and content themselves with a job well done.</p> <p>Scripture: <i>Exodus 30:22-25; 31:3-11; Acts 16:14; 18:3; 2 Chronicles 34:9-13</i></p>
<p>Mercy</p>	<p><i>The special ability, by the mercies of God, to feel genuine empathy and compassion for individuals (both Christian and non-Christian) who suffer from distressing physical, mental, or emotional problems, and to translate that compassion into cheerfully done deeds, that reflect Christ's love and alleviate the suffering.</i></p> <p>Those with this gift find themselves visiting and assisting those in need, and often feel the pain of the person they are helping within themselves. People with this gift find it extremely difficult not to help those who seem less fortunate. Those with this gift generally enjoy helping those with physical or mental problems and do well in ministries involving visiting hospitals, nursing homes, prisons, and shut-ins.</p> <p>Scripture: <i>Matthew 20:29-34; 25:24-40; Mark 9:41; Luke 10:33-35; Acts 9:36; 11:28-30; 16:33, 34; Romans 12:8; 1 Thessalonians 5:14</i></p>
<p>Missionary</p>	<p><i>The special ability that God gives to certain members of the Body of Christ to minister whatever other spiritual gifts they have in a culture other than their own.</i></p> <p>This gift is a leadership gift. Those with this gift find it easy or exciting to adjust to a different culture or community. Missionaries find great joy working with minorities, people of other countries, or those with other distinct cultural differences. Those with this gift have a stronger-than-average desire to be a part of the fulfillment of the Great Commission around the world.</p> <p>Scriptures: <i>Matthew 25:37-40; 28:19-20; Acts 8:4-8; 13:2-12; 22:21; Romans 10:14-17; 1 Corinthians 9:19-23; Ephesians 3:6-8</i></p> <p>Note: Many spiritual gifts inventories combine the gift of "Apostle" with the gift of "Missionary" because the Greek word is the same, meaning "sent one" (literally, one sent with authority, or as an ambassador or representative). These gifts have been separated here with the distinction that the gift of "Missionary" is focused on cross-cultural work, where the gift of "Apostle" (here identified as the gift of "Mission Planter") focuses on overseeing the expansion of the Church in a given area, regardless of culture.</p>
<p>Mission Planter</p>	<p><i>The special ability that God gives to certain members of the Body of Christ which enables them to assist, assume and exercise helpful leadership in spiritual matters in the establishment and development of new congregations and ministries.</i></p> <p>This is a leadership gift. It is in continuing need today for the strengthening of churches and the establishment of new congregations in communities near and far. People with this gift recognize the blessings that come from dispersed ministries. They take the Great Commission seriously and tend to be capable as facilitators, leaders, recruiters, visionaries, self-starters and team-builders.</p> <p>Scripture: <i>Matthew 28:19-20; Acts 1:8; 8:4; 1 Corinthians 12:28; Ephesians 2:20; 4:11-13</i></p> <p>Note: Many spiritual gift inventories identify this gift with that of "Apostle." Or they combine it with the gift of "Missionary." We have chosen to apply the gift of "Apostle" in the wide sense (as opposed to one directly sent by Christ) and list it as "Mission Planter." And whereas the gift of "Missionary" focuses on cross-cultural work, the gift of "Mission Planter" focuses on overseeing the expansion of the Church in a given geographical area, regardless of culture.</p>



Gift	Definition and Scripture References
Prophecy	<p><i>The special spiritual ability, out of a God-given fullness of understanding, to apply the grace or judgment of God which the Scriptures proclaim, so that individuals or groups may hear God speaking to their own life and situation.</i></p> <p>This is a communication gift. Those with the gift of prophecy typically are deeply rooted in the Word of God. Their grasp of God's Word enables them to comfort, encourage, guide, warn, or rebuke the Body of Christ in a timely fashion. Prophets are concerned about evangelism and will not hesitate to call attention to behavior and activity in society and in the church that are contrary to the will of God.</p> <p>Scripture: Deuteronomy 18:18; Isaiah 11:2-4; Joel 2:27-29; Luke 7:26; Acts 2:11,17; 15:32; 21:9-11; Romans 12:6; 1 Corinthians 12:10,28-29; 14:1-12,19,37; Ephesians 4:11-14</p>
Serving	<p><i>The special ability to identify the unmet needs involved in a task related to God's work, and to make use of available resources to meet those needs and help accomplish the desired results.</i></p> <p>Those with the gift of service enjoy doing routine tasks around the church regardless of how they affect others. Those with this gift enjoy menial tasks and do them cheerfully. They find joy in doing those things that may otherwise go undone in order to move the greater goal of the ministry toward completion. Service-oriented people oftentimes would rather take orders than give them.</p> <p>Scripture: Luke 22:22-27; John 12:26; Acts 6:1-7; Romans 12:6-7; 2 Corinthians 8:19-20; Galatians 6:2, 10; Philippians 1:1; 2 Timothy 1:16-18; Titus 3:14</p>
Shepherding	<p><i>The special ability to assume responsibility for an extended period of time, for the spiritual nurture and welfare of one or more fellow members of Christ's body.</i></p> <p>Oftentimes associated with "pastoring," those with the gift of shepherding have a great need for long-term relationships with those to whom they are ministering. Shepherds will sacrificially give themselves to other people in such a way that others are built-up in their faith. Shepherds take personal responsibility for the successes and failures of those in the group in which they invest themselves. Those with this gift often times make wonderful mentors.</p> <p>Scripture: Luke 2:8,15,18,20; John 10:1-18; John 21:16; Ephesians 4:11-14; 1 Timothy 3:1-7; 2 Timothy 1:11; 1 Peter 5:1-3</p>
Speech	<p><i>The ability of voice and diction to convey a message by spoken word, so that numbers of listeners have full opportunity to understand, and that the voice itself does not impede or distract from such understanding.</i></p> <p>This is a Communication Gift. Those with this gift are like soloists without the music. They enjoy speaking or reading in the presence of others. Their form of verbal delivery has a sense of freshness, genuineness, and compellingness to where it draws the listener to focus in on and take to heart the message that is being conveyed.</p> <p>Scripture: Exodus 4:10-16; Isaiah 36:13; 40:9; Jeremiah 36:5-10; John 1:23; 2 Corinthians 10:10</p>



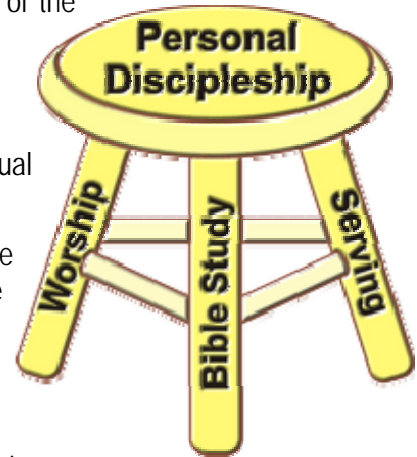
Gift	Definition and Scripture References
Teaching	<p><i>The special ability to effectively pass on a heritage of knowledge and wisdom, primarily that of God and the Scriptures, to people who do not yet know it, are desirous of learning more, and to the next generation.</i></p> <p>This is a Communication Gift. People with the gift of teaching enjoy studying the Bible and related materials in order to communicate what they have learned to other Christians. Those with this gift find it easy to organize vast amounts of information in such a way as to make it easy to communicate, understand, and remember.</p> <p>Scripture: Deuteronomy 6:4-7; Psalm 78:1-7; Proverbs 1:2-9; Luke 7:26; Acts 15:32; 18:24-28; 21:9-11; Romans 12:6-7; 1 Corinthians 12:10, 28; Ephesians 4:11-14; 6:4; 2 Timothy 3:14-17</p>
Vocal Music	<p><i>The special ability and opportunity to present personal witness and inspiration to others through singing, and so to enlarge others also in their gifts.</i></p> <p>Those with this gift have a special joy in creating music that not only touches the hearts and souls of others, but that especially brings praise and honor and glory to Almighty God. Their desire is not to draw attention to self, but to Christ and His purpose and will. They have come to recognize how music can be used by God in powerful ways to draw people into a deeper relationship with Him as well as into a deeper sense of commitment and devotion as a disciple of Jesus Christ.</p> <p>Scripture: Deuteronomy 31:22; 1 Samuel 16:16; 1 Chronicles 16:421-42; 2 Chronicles 5:12-13; 34:12; Psalm 96:1-9; 100:1-2; 149:1-2</p>
Wisdom	<p><i>The special ability by the mind and Spirit of Christ to deal with people and needs in love and insight, so that knowledge serves to build up the body and all its members, and not to suppress, hurt, or divide them.</i></p> <p>Those with this gift have an excellent ability to apply spiritual truth to everyday life. Often, people in the church naturally seek out people with this gift when they are facing complicated spiritual problems. When a person with this gift considers past experience, they realize that they often make good and correct decisions and judgments. Such individuals are well suited for supportive, counseling, and advising ministries.</p> <p>Scripture: Genesis 41; 1 Kings 3:5-28; Luke 2:40-52; Acts 6:3, 10; 15:13-20; 20:20-21; Romans 12:71; 1 Corinthians 1:24, 30; 12:28; Ephesians 4:11-14; 2 Timothy 3:15; James 3:13-17</p>
Writing	<p><i>The special ability to express thoughts and to convey information in written form, so that those who read find and are instilled with courage, guidance, and edification.</i></p> <p>This is a Communication Gift. Those with this gift have a wonderful way of utilizing the language arts with a sense of freshness, genuineness, and compellingness to where the reader is enabled to focus in on and take to heart the message that is being conveyed. When writing to communicate truths and principles of God's Word, those with this gift write in such a way to where the lives of their readers are impacted and changed for the glory of God and the well-being of themselves and others.</p> <p>Scripture: Acts 15:19-20; Philippians 3:1; 1 Timothy 3:14-15; Jude 3</p>



Hints

Here are a few more helpful hints as to how you can get greater use out of the “Spiritual Gifts Discovery Tool.”

1. Complete it several times and compare your results with previous results. Remember, it can be completed online anytime you want at www.carmellutheran.org (under “Ministries” > “Discipleship” > “Spiritual Gifts Discovery”)
2. Have your spouse or close friend take the test answering the questions as to how they view you and your desires, working in the church.
3. Go back and study each of the gifts more carefully and then take the test again. Always check your results with previous results.



This “Discovery Tool” is not the last word on discovering your spiritual gift(s). It is one of many tools you should use in the discovery process. Do not forget to use these other tools in your discovery process—Scripture, prayer, and conversation with others about your possible gift(s).

After you have discovered your spiritual gift(s) don't forget to develop them. Look over the various ministry opportunities of our congregation and consider giving one or more a "Test Drive." Go back and thoroughly study God's Word on that gift, pray for the Spirit's continued direction and development. And—Oh, Yes!—with joy, love, patience, strive faithfully in the church for the edification of God's people to the glory of God through Jesus Christ.

The Sign Gifts

The Sign Gifts include Miracles, Healing, Speaking in Tongues, and the Interpretation of Tongues.

- **Tongues** – Spiritual ability to speak in a language foreign to speaker.
- **Interpretation of Tongues** – Spiritual ability to interpret the message of one speaking in tongues.
- **Miracles** – Spiritual ability to actuate the supernatural intervention of God in ways beyond His ordinary working through the laws of nature.
- **Healing** – Spiritual agency of God in curing illness and disease and restoring to health supernaturally.

The Sign Gifts have not been included in this inventory given the fact that they tend to be “self-evident.” If you believe that you have any of the Sign Gifts, please consult further with one of the Pastors.



Where Is Your Heart (Passion)?

Those few areas of strong personal desire/passion where I can focus my energies and efforts in order to have an impact.

What do you **LOVE** to do? What is your passion? God has given each of us a unique emotional *heartbeat* that is activated by the topics, issues, concerns or circumstances that stimulate us.

The Bible uses the term *heart* to represent the center of one’s motivation, desires and inclinations:

Delight yourself in the LORD; And He will give you the desires of your heart (Psalm 37:4).

I will give thanks to You, O Lord my God, with all my heart, And will glorify Your name forever (Psalm 86:12).

Perhaps you have never taken time to sort out and identify the things you are passionate about and highly motivated to accomplish. As a result, you may not be using your gifts and talents as completely or effectively as you could. The following assessment will help you to better identify those motivations, desires and inclinations that are at the center of your heart.

Step 1: Identify your “Motivation” Passion.

Look over the following *Heart Concepts*. Check the response that best describes how you feel about the concept described.

Heart Concept	Description	That's Not Me!	Sometimes	Often	That's Me!
Design/Develop	I love to make something out of nothing. I enjoy getting something started from scratch.				
Pioneer	I love to test and try out new concepts. I am not afraid to risk failure.				
Organize	I love to bring order out of chaos. I enjoy organizing something that is already started.				
Operate/Maintain	I love to efficiently maintain something that is already organized.				
Serve/Help	I love to assist others in their responsibility. I enjoy helping others succeed.				
Acquire/Possess	I love to shop, collect, or obtain things. I enjoy getting the highest quality for the best price.				



Heart Concept	Description	That's Not Me!	Sometimes	Often	That's Me!
Excel	I love to be the best and make my team the best. I enjoy setting and attaining the highest standard.				
Influence	I love to convert people to my way of thinking. I enjoy shaping the attitudes and behaviors of others.				
Perform	I love to have and hold the attention of others. I enjoy sharing my performing arts, gifts, and talents with others.				
Improve	I love to make things better. I enjoy taking something that someone else has designed or started and improve upon their efforts.				
Repair	I love to fix what is broken or not working properly. I enjoy changing something that has outlived its usefulness.				
Lead/ Be In Charge	I love to lead the way, oversee, and supervise. I enjoy determining how things will be done.				
Persevere	I love to see things to completion. I enjoy persisting at something until it is finished.				
Follow the Rules	I love to operate by policies and procedures. I enjoy meeting the expectations of others or a specified leader.				
Prevail	I love to fight for what is right and oppose what is wrong. I enjoy overcoming injustice.				

Review your responses.

Circle three (3) *Heart Concepts* which you feel describe you best and list them below in order. Remember to transfer your responses over to your *Personal Ministry Profile* (Blue Sheet).

1. _____
2. _____
3. _____



Step 2: Identify your “People” Passion.

Choose the following PEOPLE on whom you feel you can make the greatest impact.

I love to be with or work with...

- | | | |
|--|---|---|
| <input type="checkbox"/> Infants/Babies | <input type="checkbox"/> College/Early Career Youth | <input type="checkbox"/> Empty Nesters |
| <input type="checkbox"/> Toddlers | <input type="checkbox"/> Singles | <input type="checkbox"/> Older Adults 60+ |
| <input type="checkbox"/> Preschool Children | <input type="checkbox"/> Young Married | <input type="checkbox"/> Women |
| <input type="checkbox"/> Elementary Children | <input type="checkbox"/> Couples | <input type="checkbox"/> Men |
| <input type="checkbox"/> Middle School Youth | <input type="checkbox"/> Families | <input type="checkbox"/> Adults |
| <input type="checkbox"/> High School Youth | <input type="checkbox"/> Single Parents | <input type="checkbox"/> Children/Youth |

From these selections, CIRCLE the one which you feel strongest about.
Remember to transfer your response over to your *Personal Ministry Profile* (Blue Sheet).

Step 3: Identify your “Causes” Passion.

Choose the following CAUSES you feel led to champion!

I feel strongly or get excited about...

- | | | |
|--|--|---|
| <input type="checkbox"/> Parenting | <input type="checkbox"/> Sanctity of Life | <input type="checkbox"/> Mobilizing People for Ministry |
| <input type="checkbox"/> Families/Marriage | <input type="checkbox"/> Homelessness | <input type="checkbox"/> Worship |
| <input type="checkbox"/> At-Risk Children | <input type="checkbox"/> Drug/Alcohol Recovery | <input type="checkbox"/> Policy and/or Politics |
| <input type="checkbox"/> Abuse/Violence | <input type="checkbox"/> Compulsive Behavior | <input type="checkbox"/> Race |
| <input type="checkbox"/> Financial Management | <input type="checkbox"/> Recovery | <input type="checkbox"/> Business and the Economy |
| <input type="checkbox"/> Divorce Recovery | <input type="checkbox"/> Illness and/or Injury | <input type="checkbox"/> Relief Efforts |
| <input type="checkbox"/> Grief Recovery | <input type="checkbox"/> Sexuality and/or Gender | <input type="checkbox"/> Ethics |
| <input type="checkbox"/> Disabilities and/or Support | <input type="checkbox"/> Issues | <input type="checkbox"/> Health and/or Fitness |
| <input type="checkbox"/> Deafness | <input type="checkbox"/> Education | <input type="checkbox"/> Science and/or Technology |
| <input type="checkbox"/> Blindness | <input type="checkbox"/> Evangelism | <input type="checkbox"/> Environment |
| <input type="checkbox"/> Law and/or Justice System | <input type="checkbox"/> Fellowship | <input type="checkbox"/> International and Global |
| <input type="checkbox"/> Regional, State or Federal | <input type="checkbox"/> Community/Neighborhood | <input type="checkbox"/> Affairs |
| <input type="checkbox"/> Issues | <input type="checkbox"/> Issues | <input type="checkbox"/> _____ |

From these selections, CIRCLE the one which you feel strongest about.
Remember to transfer your response over to your *Personal Ministry Profile* (Blue Sheet).



Step 4: Identify your “Ministry” Passion.

Choose the following ministries at CLC to which you feel particularly drawn.

- | | | |
|---|---|--|
| <input type="checkbox"/> Discipleship Ministry Team | <input type="checkbox"/> Outreach Ministry Team | <input type="checkbox"/> Helping Ministry |
| <input type="checkbox"/> Coffee Hour Coordinating/Hosting | <input type="checkbox"/> Community Involvement | <input type="checkbox"/> Assemble/Prepare Mailings |
| <input type="checkbox"/> Deaf Ministry | <input type="checkbox"/> Cross-Cultural Ministry | <input type="checkbox"/> Audio/Video |
| <input type="checkbox"/> Discover CLC Class Sponsor | <input type="checkbox"/> Handicap Ministry | <input type="checkbox"/> Data Entry |
| <input type="checkbox"/> Fellowship Event Planning | <input type="checkbox"/> Lutheran High School | <input type="checkbox"/> Decorating |
| <input type="checkbox"/> Hospitality Team | <input type="checkbox"/> Mission Away Team | <input type="checkbox"/> Graphic Arts |
| <input type="checkbox"/> Nursery Care | <input type="checkbox"/> New Ministry Start | <input type="checkbox"/> Office Support |
| <input type="checkbox"/> SHAPE Advisor | <input type="checkbox"/> Prison Ministry | <input type="checkbox"/> Photography |
| <input type="checkbox"/> Small Groups | <input type="checkbox"/> Social Ministry | <input type="checkbox"/> Publicity |
| <input type="checkbox"/> Special Events | <input type="checkbox"/> Visitor Visitation (Front Porch) | <input type="checkbox"/> Sewing/Quilting |
| <input type="checkbox"/> Stewardship | <input type="checkbox"/> Women’s Missionary League | <input type="checkbox"/> Tape/CD/DVD Ministry |
| <input type="checkbox"/> Education Ministry Team | <input type="checkbox"/> Properties Ministry Team | <input type="checkbox"/> Telephone/Receptionist |
| <input type="checkbox"/> Bible Class Leader | <input type="checkbox"/> Construction | <input type="checkbox"/> Videography |
| <input type="checkbox"/> Arts & Crafts | <input type="checkbox"/> Grounds Upkeep | <input type="checkbox"/> Web Site |
| <input type="checkbox"/> Kids of the Kingdom | <input type="checkbox"/> Maintenance | <input type="checkbox"/> Worship Ministry Team |
| <input type="checkbox"/> Library | <input type="checkbox"/> Technology | <input type="checkbox"/> Altar Guild |
| <input type="checkbox"/> Midweek Ministry | <input type="checkbox"/> Spiritual Care Ministry Team | <input type="checkbox"/> Audio/Video/Multi-Media |
| <input type="checkbox"/> Sunday School | <input type="checkbox"/> Cancer Support | <input type="checkbox"/> Banners |
| <input type="checkbox"/> Vacation Bible School | <input type="checkbox"/> Counseling Support | <input type="checkbox"/> Communion Assistant |
| <input type="checkbox"/> Family Ministry Team | <input type="checkbox"/> Divorce Support | <input type="checkbox"/> Concerts |
| <input type="checkbox"/> Confirmation | <input type="checkbox"/> Grief Support | <input type="checkbox"/> Instrumental Music |
| <input type="checkbox"/> Family Outings (Camping/Skiing) | <input type="checkbox"/> Meal Support | <input type="checkbox"/> Reader |
| <input type="checkbox"/> Family Sunday School | <input type="checkbox"/> Parish Nurse | <input type="checkbox"/> Ushering/Greeter |
| <input type="checkbox"/> Family Vacation Bible School | <input type="checkbox"/> Prayer Ministry | <input type="checkbox"/> Vocal Music |
| <input type="checkbox"/> KICKS Ministry (Elementary Age) | <input type="checkbox"/> Unemployment Ministry | <input type="checkbox"/> Wedding Coordinator |
| <input type="checkbox"/> Marriage Ministry | <input type="checkbox"/> Visitation Ministry | <input type="checkbox"/> Worship Coordinator |
| <input type="checkbox"/> Men’s Ministry | <input type="checkbox"/> Youth Ministry Team | <input type="checkbox"/> Sports Ministry Team |
| <input type="checkbox"/> MOPS Ministry | <input type="checkbox"/> Adult Leader/Counselor | <input type="checkbox"/> Basketball |
| <input type="checkbox"/> Parenting Education | <input type="checkbox"/> Fundraising | <input type="checkbox"/> Softball |
| <input type="checkbox"/> Women’s Ministry | <input type="checkbox"/> Youth Bible Leader | <input type="checkbox"/> Special Events |
| <input type="checkbox"/> Young Adult Ministry Team | <input type="checkbox"/> Youth Small Group Leader | <input type="checkbox"/> Volleyball |

From these selections, CIRCLE three (3) to which you feel most drawn.

Remember to transfer your response over to your *Personal Ministry Profile* (Blue Sheet).

Step 5: Identify your “God-Sized” Passion.

If you knew you couldn’t fail, what would you attempt to do for God?

Is there anything else about which you feel strongly?



Abilities

Those personal assets that express what I am able to do well in a natural sense.

One of the most common excuses people give for not getting involved in ministry is: “I just don’t have any abilities to offer.” Nothing could be further from the truth. “I [God]...have given skill, ability, and knowledge in all kinds of crafts” (Exodus 31:3). The key is matching your abilities with the right ministry.

Five Misconceptions about Abilities (Skills and Talents)

- **Myth: People are not born with skills. All skills must be learned by experience.**
 - This simply is not true. There are a number of skills that seem to be inborn, or are developed very early in infancy. When people say: “He just comes by it naturally” it is probably true.
- **Myth: Those skills that must be learned are learned primarily in the classroom.**
 - Actually, some of your most basic skills were learned at home, “in the street,” or somewhere else outside the classroom.
- **Myth: If you have certain abilities, you will be very aware that you have them.**
 - Again, this is not true. You are probably using a number of talents or skills of which you are not even aware. You need some process of skill identification.
- **Myth: Skills that I use at work are only usable in that environment, not in ministry.**
 - Hopefully, as you continue to grow in your faith, you will see the fallacy of this idea. Be creative! You might be delightfully surprised with how your skills can be put to use in the work of Christ’s kingdom and the ministry of our congregation.
- **Myth: Most people have very few abilities.**
 - The truth is that many national studies have proven that the average person possesses from five hundred to seven hundred skills!

How To Discover Your *Motivated* Abilities

- Look back over your “Motivational” Passions (see *Where Is Your Heart/Passion?* pages 1-2).
- Now compare those passions with the list of abilities on the next page and check those you believe you have.
- **Copy your specialized abilities over to your *Personal Ministry Profile* (Blue Sheet).**



Specialized Abilities

- Artistic Ability:** To conceptualize, picture, draw, paint, photograph, or make renderings.
- Classifying Ability:** To systematize and file books, data, records and materials so they can be retrieved easily.
- Composing Ability:** To write music and/or lyrics.
- Counseling Ability:** To listen, encourage and guide with sensitivity.
- Counting Ability:** To work with numbers, data, or money.
- Decorating Ability:** To beautify a setting for a special event.
- Editing Ability:** To proofread or rewrite.
- Entertaining Ability:** To perform, act, dance, speak.
- Evaluating Ability:** To analyze data and draw conclusions.
- Feeding Ability:** To create meals for large or small groups.
- Graphics Ability:** To lay out, design, create visual displays, images, graphics, or banners.
- High Tech Ability:** To accomplish various tasks using technological tools/equipment.
- Interviewing Ability:** To discover what others are really like.
- Landscaping Ability:** To do gardening and work with plants, trees, flowers, etc.
- Managing Ability:** To supervise people to accomplish a task or event and coordinate the details involved.
- Mechanical Operating Ability:** To operate equipment, tools, or machinery.
- Multi-Media Ability:** To conceptualize, create, edit, utilize audio/video media.
- Musical Ability:** To play an instrument or sing.
- Planning Ability:** To strategize, design and organize programs, activities.
- Promoting Ability:** To advertise or promote events and activities.
- Public Relations Ability:** To handle complaints and unhappy customers with care and courtesy.
- Recall Ability:** To remember or recall names and faces, events.
- Recruiting Ability:** To enlist and motivate people to get involved.
- Repairing Ability:** To fix, restore, maintain.
- Researching Ability:** To read, gather information, collect data.
- Resourceful Ability:** To search out and find inexpensive materials or resources needed.
- Teaching Ability:** To explain, train, demonstrate, tutor.
- Welcoming Ability:** To convey warmth, develop rapport, making others feel comfortable.
- Writing Ability:** To write articles, letters, books, stories.
- _____
- _____
- _____

Copy your Specialized Abilities over to your *Personal Ministry Profile* (Blue Sheet).



Personality

*The manner in which God has molded me
that determines the manner in which I serve at my greatest potential.*

In the space below, write your name:

Now write your name with your opposite hand:

What Happened?

When you tried to do something that was not natural to you...

1. You felt uncomfortable.
2. It took extra time and effort.
3. You could do it, but continuing would decrease your motivation and could even lead to burn out.

The same things are true when we try to minister in areas that are not suited to our personality. God wired your temperament in a unique way. This factor is very important as you seek to find your place in the ministry of our Lord Jesus Christ.

For you created my inmost being; you knit me together in my mother's womb. I praise you because I am fearfully and wonderfully made; your works are wonderful, I know that full well. My frame was not hidden from you when I was made in the secret place. When I was woven together in the depths of the earth, your eyes saw my unformed body. All the days ordained for me were written in your book before one of them came to be (Psalm 139:13-16).

It is obvious that God has not used a cookie cutter to stamp out people in a process of uniformity. He loves variety—just look around! And there is no "right" or "wrong" personality. We need opposites to balance the church.

The following assessment tool can help you better understand and appreciate the manner in which God has made you.

Have Fun!

The *Personality Discovery Tool* can be completed online at

www.carmellutheran.org

You will find it under "Ministries" > "Building People" > "Personality Online Tool"



Personality Style Assessment

Directions

- For each item, circle the number you think best describes what you would prefer to do or be in most situations.
- Do not answer according to what you feel is expected by a spouse, family member, employer, friend, etc.
- Select the behavior or perspective that would come naturally to you if you knew there were no restrictions on or consequences for your personal expression.

How Are You Energized?

1.	I am more comfortable...	Doing things for people	1	2	3	4	5	Being with people
2.	When doing a task, I tend to...	Focus on the goal	1	2	3	4	5	Focus on relationships
3.	I get more excited about...	Advancing a cause	1	2	3	4	5	Creating community
4.	I feel I have accomplished something when I've...	Gotten a job done	1	2	3	4	5	Built a relationship
5.	It is more important to start a meeting...	On Time	1	2	3	4	5	When everyone gets there
6.	I'm more concerned with...	Meeting a deadline	1	2	3	4	5	Maintaining the team
7.	I place a higher value on...	Action	1	2	3	4	5	Communication
How Are You Energized?			TOTAL					= E for Energized

How Are You Organized?

1.	While on vacation, I prefer to...	Be Spontaneous	1	2	3	4	5	Follow a set plan
2.	I prefer to set guidelines that are...	General	1	2	3	4	5	Specific
3.	I prefer to...	Leave my options open	1	2	3	4	5	Settle things now
4.	I prefer projects that have...	Variety	1	2	3	4	5	Routine
5.	I like to...	Play it by ear	1	2	3	4	5	Stick to a plan
6.	I find routine...	Boring	1	2	3	4	5	Restful
7.	I accomplish tasks best...	By working it out as I go	1	2	3	4	5	Following a plan
How Are You Organized?			TOTAL					= O for Organized



Tabulate Your Personality Profile

1. On the first continuum, circle the number that corresponds to your “E” total.
2. On the next continuum, circle the number that corresponds to your “O” total.
3. Your *Personality Style* is indicated by the terms found beneath your scores.

How You Are Energized...

7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	
Task															People														

How You Are Organized...

7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	
Unstructured															Structured														

Understanding Your Personality Profile

Note above the manner in which you are **Energized** and the manner in which you are **Organized**. Now look at the table below and check the box where you find your **Energized/Organized** descriptions are paired together.

Characteristics of Personality Temperament

<input type="checkbox"/> Task Unstructured General Guidelines Versatile Helps Wherever Needed Likes Tangible Results	<input type="checkbox"/> People Unstructured Spontaneous Situations Relates Well to Others Very Conversational Tends to be Flexible
<input type="checkbox"/> Task Structured Getting the Job Done Prefers to Follow an Agenda Focused on Results Appreciates Clear Direction	<input type="checkbox"/> People Structured Defined Relationships Projects Warmth Familiar Surroundings Enjoys Familiar Relationships

Look over the characteristics of your personality style carefully. Not only is it important that you understand yourself—both your abilities and your limitations, but when partnering with others in ministry, it is also important that they have an idea and understanding about what enables you to function at your best. It further helps if you can learn some of the same things about them.

**Record your Personality Temperament
on your *Personality Ministry Profile* (Blue Sheet).**



Experiences

The defining moments in my life which have helped to shape my character and attitude which further influence my desire and ability to serve.

Examining My Experiences

And we know that in ALL things God works for the good of those who love him, who have been called according to his purpose (Romans 8:28).

Now I want you to know, brothers, that what has happened to me has really served to advance the gospel (Philippians 1:12).

One of the most overlooked factors in determining the ministry God has for you is your past experience, particularly your hurts and problems you have overcome with God's help. Since our greatest life messages come out of our weaknesses, not our strengths, we should pay close attention to what we have learned in the "school of hard knocks."

God Never Wastes A Hurt!

God wants you to be open to ministering to people who are going through what you have already been through!

Praise be to the God and Father of our Lord Jesus Christ, the Father of compassion and the God of all comfort, who comforts us in all our troubles, so that we can comfort those in any trouble with the comfort we ourselves have received from God (2 Corinthians 1:3-4).

What *Life-Defining* Experiences Have You Experienced?

○ Your **Spiritual** Experiences

What meaningful decisions/times have you had with God?

○ Your **Painful** Experiences

What problems, hurts, or trials have taught you important lessons/truths?

○ Your **Educational** Experiences

What were your favorite subjects in school?

○ Your **Ministry** Experiences

How have you served the Lord in the past that was meaningful/fulfilling?



SHAPE-ing Experiences

Spiritual Life Experiences

Christian since age:

- 0-12 13-19 20-35 36-50 51+

Spiritual turning point(s) at age:

- 0-12 13-19 20-35 36-50 51+

Other Spiritual Experiences _____

Painful Life Experiences

- Childhood loss of parent/sibling
- Adult loss of parent
- Death of a close friend
- Suicide of family members or friend
- Loss of adult child
- Loss of handicapped sibling
- Loss of child
- Loss of infant child
- Miscarriage
- Severe financial loss/problems
- Loss of job
- Unemployed for long period
- Loss due to natural disaster
- Handicapped family member
- Parent needed care
- Drug addiction in family
- Alcohol addiction in family
- Spouse/parent/child in jail
- Serious illness in family
- Loss of spouse
- Divorce/separation
- Had/have serious illness
- Disabled
- Moved to new area, left family/friends
- Moved parent to care facility
- Other _____
- Other _____
- Other _____
- Other _____
- Other _____

Educational Experiences

Academics and Organizations in School

- Accounting
- Art
- Band: Instrument(s): _____
- Biology
- Chemistry
- Chorus Soprano Alto Tenor Bass
- Christian Club
- Debate Team
- Drafting
- Drama
- Driver Education
- English
- FFA
- FHA
- Foreign Language
Which one? _____
- Geography
- History
- Home Economics
- Journalism
- Literature
- Math
- Music
- Office Occupations
- Physics
- Psychology
- Reading
- Recess/Physical Education
- Religion
- Science
- Shop
- Shorthand
- Social Studies
- Sociology
- Speech
- Spelling
- Sports: Which one(s)? _____
- Student Council
- Typing
- Other _____



Ministry Experience

Areas you have served in church

- Acolyte
 Altar Care
 Banner Making
 Baptism Coordinator
 Bible Class Leader
 Board of _____
 Bookstore Helper
 Building Construction
 Braille Work
 Bulletin Assembly
 Bulletin Boards
 Bus Ministry
 Carpentry
 Children Activities
 Child Care Helper in Nursery
 Children's Programs
 Choir: Soprano Alto Tenor Bass
 Christian Concert Ministry
 Computer Data Entry
 Computer Technician
 Confirmation Family Group Leader
 Congregation President
 Congregation Secretary
 Congregation Treasurer
 Counting Offering
 Crisis Pregnancy Center
 Cross Cultural Ministry
 Deaf Ministry
 Decorate for Special Events
 Decoration design/construction
 Drama/Skits/Plays
 Dramatic Reading
 Editor of Bulletin/Newsletter
 Elder/Spiritual Care
 Electrical
 Errands Runner
 Evangelism Caller
 Event Planning
 Facility/Property Maintenance
 Specifically: _____
 Fellowship/Socializing Ministry
 Fine Arts Ministry
 Flooring/Carpeting
 Floral Arranging
 Food Bank
 Fundraising
 Gardening/Lawn Care
 General Repairs
 Glass/Windows
 Greeter
 Group Facilitator
 Type of Group: _____
 Habitat for Humanity
 Handicrafts
 Heating/Cooling (HVAC)
 Host/Hostess
 Hand Bells
 Internet/Web Page Ministry
 Jail/Prison Ministry
 Kitchen Ministry
 Library Ministry
 Liturgical Dance
 Lutherans for Life
 Lutheran Laymen's League (LLL)
 Lutheran Women's Missionary League
 Marriage Mentor
 Masonry/Brick
 Meal preparation for Sick/Hospitalized
 Meal preparation for Funeral
 Meals on Wheels (Delivered)
 Mechanic
 Mentor
 Men's Ministry
 Ministry Team Leader Member
 Type of Team: _____
 Ministry to Physically Disabled
 Ministry to Mentally Disabled
 Mission Trip/Away Team
 Missionary Ministry
 Mothers of Preschoolers (MOPS)
 Multimedia (Audio/Video)
 Musician
 Instrument: _____
 New Church Planting
 Newsletter Assembly
 Office Helper
 Office Equipment Operator
 Parking Lot Usher
 Painting/Staining



- | | |
|---|--|
| <ul style="list-style-type: none"> <input type="checkbox"/> Photography <input type="checkbox"/> Plumbing <input type="checkbox"/> PowerPoint Design/Layout <input type="checkbox"/> PowerPoint Operator <input type="checkbox"/> Praise Choir <input type="checkbox"/> Prayer Chain <input type="checkbox"/> Prayer Team <input type="checkbox"/> Public Speaker/Topical Instructor
Topic(s) _____ <input type="checkbox"/> Publicity <input type="checkbox"/> Puppet Ministry <input type="checkbox"/> Quilting <input type="checkbox"/> Reader (Scripture in Worship) <input type="checkbox"/> Refreshment Server <input type="checkbox"/> Retreat Ministry <input type="checkbox"/> Roofing <input type="checkbox"/> Servant Ministry for Elderly/Shut-In <input type="checkbox"/> Sewing <input type="checkbox"/> Small Group/Care Group <input type="checkbox"/> Social Ministry <input type="checkbox"/> Soloist <input type="checkbox"/> Song Leader <input type="checkbox"/> Sound System <input type="checkbox"/> Special Olympics <input type="checkbox"/> Sports (Coached youth sports) <input type="checkbox"/> Sports Ministry <input type="checkbox"/> Softball Team <input type="checkbox"/> Stage Hands | <ul style="list-style-type: none"> <input type="checkbox"/> Stained Glass <input type="checkbox"/> Stephen Minister <input type="checkbox"/> Teaching <ul style="list-style-type: none"> <input type="checkbox"/> Children <input type="checkbox"/> Youth <input type="checkbox"/> College Age <input type="checkbox"/> Young Adults <input type="checkbox"/> Adults <input type="checkbox"/> Transportation Driver <input type="checkbox"/> Usher <input type="checkbox"/> Vacation Bible School <input type="checkbox"/> Visited Homebound (Sick/Shut-in) <input type="checkbox"/> Visited Hospitalized members <input type="checkbox"/> Visited Jail/Prisoners <input type="checkbox"/> Walk to Emmaus <input type="checkbox"/> Wedding Coordinator <input type="checkbox"/> Welcome Calls to Visitors <input type="checkbox"/> Welding <input type="checkbox"/> Woodworking <input type="checkbox"/> Worship Coordinator <input type="checkbox"/> Worship Leader <input type="checkbox"/> Youth Activity Chaperon <input type="checkbox"/> Youth Servant Events <input type="checkbox"/> Youth Ministry <input type="checkbox"/> Other _____ <input type="checkbox"/> Other _____ <input type="checkbox"/> Other _____ <input type="checkbox"/> Other _____ |
|---|--|

• **Please record your most significant life-defining experiences on your *Personal Ministry Profile (Blue Sheet)*.**