

Step 3 - Spiritual Giftedness/Gifts

“Each of you has been blessed with one of God’s many wonderful gifts to be used in the service of others. So use your gift well”. 1 Peter 4:10

In this Road Map worksheet, we hope the following information will help you understand how God gives each Christian believer spiritual gifts for the benefit of others. We trust this will be helpful to you as you seek to discover or deepen the use of your God-given spiritual giftedness. While every believer has at least one spiritual gift, many believers have a “gift mix” of primary and secondary spiritual gifts. Look through the list and any gift or characteristics of a spiritual gift you feel describes you. **If you would like to take a “spiritual gifts” online survey, [click here](#).**

Spiritual gifts that care for God’s family

Exhortation/Encouragement

Definition: The ability to motivate, encourage, strengthen or stabilize people in God’s truth through words of comfort, counsel and affirmation.

Primary focus: Other’s strength, stability and spiritual growth

Characteristics: Optimistic, inspiring, hopeful, confident. Well-liked or deeply loved by others. Individuals feel comfortable opening up to this person. Ability to see the potential in people and to bring out the best in others. Often ready to share a Scripture verse or principle. Good listening skills and able to hear about other people’s problems without becoming weighed down or depressed. Able to create or recommend specific steps to help people solve problems and mature spiritually. Energetic, personable and effective communicator. Has knowledge and trust in Biblical solutions and productive steps for growth.

Scripture: *“Encourage one another and build each other up, just as in fact you are doing.” 1 Th 5:11*
List some past examples of where and how you’ve see this gift being used by God to serve others:

Serving/Helps

Definition: A special ability to identify unmet needs of individuals or a group and cheerfully implement plans and actions to meet or those needs. Usually, there is a strong desire to meet people’s physical needs.

Primary focus: Practical assistance, meeting tangible needs.

Characteristics: Content working behind the scenes. Good eye for detail. Efficient at completely practical tasks. Enjoy knowing they are helping make someone else’s life easier. Understand the spiritual value and significance of practical service. Would rather “do” than “delegate”. Frequently uncomfortable speaking in front of a large group.

Scripture: *“If a man’s gift...is serving, let him serve.” Rom 12:6-7*

List some past examples of where and how you’ve see this gift being used by God to serve others:

Pastor/Shepherd

Definition: The special ability to assume the leadership, care and oversight for the spiritual welfare and growth of individual believers or a group of believers.

Primary focus: Nurturing personal relationships for people’s spiritual well-being.

Characteristics: People-oriented, energized by being around others. Gifted in seeing and bringing out the best in people. Sensitive to the needs of others. Able to carefully and patiently instruct individuals and groups in God’s truth. Careful listener in all conversations so you can become aware of the needs of others. Sense a divine concern for the spiritual welfare of

others. Feel the need to know and be known by those around you. Strong desire to give yourself to struggling or straying Christians so that they can be strengthened and restored.

Scripture: *“Care for the flock of God entrusted to you. Watch over it willingly, not grudgingly--not for what you will get out of it, but because you are eager to serve God.”* 1 Peter 5:2-3

List some past examples of where and how you’ve see this gift being used by God to serve others:

Mercy

Definition: The ability to identify distress or joy in others and offer God’s comfort and encouragement through words or actions.

Primary focus: Identifying emotions.

Characteristics: Unusual ability to identify the emotional state of others. Typically drawn to those who are suffering emotional, physical, mental or spiritual pain. Motivated to demonstrate God’s love and comfort to help alleviate pain. Usually drawn to meet emotional needs as opposed to physical needs.

Scripture: *“Blessed are the merciful for they will be shown mercy.”* Matt 5:7

List some past examples of where and how you’ve see this gift being used by God to serve others:

Spiritual Gifts that Carry Out God’s Plan

Leadership

Definition: The ability to motivate and inspire others to harmoniously work together to accomplish God directed plans or goals.

Primary focus: Providing godly leadership that people will follow.

Characteristics: Vision & value driven. Ability to envision and communicate godly plans. Concern for what’s best for the whole group. Motivational & persuasive leader that people naturally look to or follow - - especially when something needs to be done. Thrives on challenges. Able to see further down the road than most others. Inner discipline and diligence in carrying out leadership responsibilities. Comfortable and skilled in delegating responsibilities to others.

Scripture: *“The Lord has sought out a man after his own heart and appointed him leader of his people.”* 1 Sam 13:14

List some past examples of where and how you’ve see this gift being used by God to serve others:

Administration

Definition: The ability to organize, mobilize and guide people, resources, time and information to carry out God directed plans.

Primary focus: Organizing resources to accomplish God directed plans.

Characteristics: Ability to develop strategies to reach goals. Ability to organize ideas, task, people, time and information to accomplish goals. Ability to delegate the right tasks to the right people at the right time. Ability to create efficient, effective and orderly systems.

Scripture: *“But everything should be done in a fitting and orderly way.”* 1 Cor 14:40

List some past examples of where and how you’ve see this gift being used by God to serve others:

Faith

Definition: The ability to envision, act and persevere towards God directed plans despite current circumstances and realities.

Primary focus: Believing God for future things.

Characteristics: Unusual ability to take God at His word. Inspires others to act based on God's promises or plan. Bold action and prayer confirmed by later events. Often believes God for the "impossible".

Scripture: "Now faith is being sure of what we hope for and certain of what we do not see." Heb 11:1
List some past examples of where and how you've see this gift being used by God to serve others:

Giving

Definition: The ability to support the Lord's work materially with generous, timely & cheerful financial gifts and assets. This person is able to live contentedly and confidently below their available financial resources.

Primary focus: Maximizing God's resources for God directed plans.

Characteristics: Regularly gives over and above that which is expected or requested. Assumes responsibility for meeting financial needs. Willingness to limit lifestyle in order to give more. May have a special God-given ability to make money. Desires to insure that resources are managed and maximized.

Scripture: "If a man's gift is...contributing to the needs of others, let him give generously." Rm 12:6-8
List some past examples of where and how you've see this gift being used by God to serve others:

Spiritual Gifts that Communicate God's Truth

Knowledge

Definition: The ability to discover, analyze and organize truth for use by God's family.

Primary focus: Gathering truth.

Characteristics: Burning desire to study God's word. Ability to do prolonged, patient research. Focused thinking and long attention span. Ability to organize knowledge for practical use. Content with personally gaining information - - little need for an audience.

Scripture: "Oh, the depth of the riches of the wisdom and knowledge of God!" Romans 11:33

List some past examples of where and how you've see this gift being used by God to serve others:

Wisdom

Definition: The ability to discover and apply God's truth in specific circumstances or problems.

Primary focus: Real life decisions.

Characteristics: Ability to analyze problems quickly, size up all the elements impacting the problem and effectively communicate a recommended solution or direction. Has a sensitivity to draw the best conclusion or appropriate action step(s) from divergent and sometimes confusing or conflicting information. Able to bring clarity to a difficult problem a person, couple or group is struggling with a provide needed direction that brings greater harmony. Focused on providing logical steps for the future vs. feeling sorry about what caused the problem in the past. Ability to apply God's word in specific and practical ways. Understands likely or potential outcomes from a direction taken or a specific decision. Not content with knowledge, but application of the knowledge to a specific set of circumstances.

Scripture: "How much better to get wisdom than gold." Prov 16:16

List some past examples of where and how you've see this gift being used by God to serve others:

Discernment

Definition: The ability to know when a person, motivation or activity is of God. Able to discern between truth/error, pure/impure motives, right/wrong actions.

Primary focus: Truth/error, pure/impure motives, right/wrong actions

Characteristics: Ability to distinguish/discern between spiritual truth and error. Ability to detect phony or manipulative people or teachings. Able to identify deception, detect evil, or recognize inconsistencies in someone's words or actions. Consistently sees their discernment validated over time.

Scripture: *"Dear friends, do not believe every spirit, but test the spirits to see whether they are from God, because many false prophets have gone out into the world."* 1 John 4:1

List some past examples of where and how you've see this gift being used by God to serve others:

Teaching

Definition: The ability to explain God's Words for maximum learning by others.

Primary focus: Other's learning and life transformation.

Characteristics: Confident in the power of the Word of God to change hearts and lives. Tremendous desire from within to study and understand God's truth and then explain it to others. Ability to schedule your life in order to give you the necessary time to study and organize material for other people's maximum learning. Effective verbal and written communication and teaching skills in a variety of settings. Able to communicate Biblical truth in a logical and systematic way that touches people's hearts, minds and lives. Tend to have a select circle of trusted relationships vs. being everyone's friend. Often operate more objectively/rationally than subjectively/emotionally. Often have strong opinions of an issue based on your study of the available information. Frequently affirmed and appreciated by those taught.

Scripture: *"We proclaim Him, admonishing and teaching everyone... so that we may present everyone perfect in Christ."* Col 1:28

List some past examples of where and how you've see this gift being used by God to serve others:

Prophecy

Definition: The ability to urgently proclaim God's truth in a specific situation so that people are encouraged, challenged, consoled or convinced.

Primary focus: Warning others about wrong actions, attitudes or directions.

Characteristics: Tend to have a forceful or passionate personality. Ability to sense sin or disobedience in the lives of an individual or a group. Able to clearly direct your comments at the heart of the issue. Usually see issues as very black and white, right or wrong. Often able to share a Scripture passage that address the issue at hand.

Scripture: *"And we have the word of the prophets made more certain...a light shining in a dark place."* 2 Peter 1:19

List some past examples of where and how you've see this gift being used by God to serve others:

Evangelism

Definition: The ability to relevantly communicate the good news (the gospel of Christ) so effectively that many people respond in faith and become born again.

Primary focus: Non-Christians, eternity.

Characteristics: Able to easily converse with strangers or acquaintances. Actively seek out conversations or relationships with non-Christians. Possesses a freedom and joy in talking about spiritual truth naturally and unforced. Effectively bridges people's individual needs/circumstances

to sharing the gospel in a personalized way. Communicates the message of Christ easily, convincingly and compellingly. Often feel incomplete when not regularly sharing Christ with others. Effective in leading others to the place where they choose to receive Christ.

Scripture: *“Pray also for me, that whenever I open my mouth, words may be given me so that I will fearlessly make known the mystery of the gospel, for which I am an ambassador.”* Eph 6:19-20

List some past examples of where and how you’ve see this gift being used by God to serve others:

Additional Gifts/Callings

Some of the other spiritual gifts/gifting/calling identified in Scripture include:

- Craftsmanship** (Ex 28:3-4)
- Missionary** (1 Cor 9:19-23)
- Intercession** (1 Thess 3:10-13, 1 Tim 2:1-2)
- Hospitality** (1 Peter 4:9)
- Apostles** (1 Cor 12:29)
- Music** (1 Cor 14:26)
- Singleness** (1 Cor 7:7,32,34)
- Sign Gifts** (1 Cor 12:9-10) Concerning speaking in tongues, interpretation of tongues, miracles and healing) fellow believers/churches/denominations/groups have differing views on these gifts. Follow your conscience and understanding in these matters.

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If you would like to take a “spiritual gifts” online survey, visit

www.gifts.churchgrowth.org/spiritual-gifts-survey

After reading over the descriptions and discussing this with your spouse (if married), what do you feel are the primary way(s) you feel God has spiritually gifted you to serve others?

This material was written by Brian Kluth for the BIG Question booklet and the www.RetirementRewired.com online course.

Where do you fit? What are the available ministries within many churches?

In this section, you will discover the wide range of ministries within churches. We trust that by looking through this list you will discover possible areas that could be a “best fit” for your spiritual giftedness, skills and experiences, interests and schedule.

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| <p>(A) Leadership Team Ministries (#1 - #10)</p> <p>(B) Prayer Ministries (#11 - #16)</p> <p>(C) Children’s Ministries (#17 - #20)</p> <p>(D) Youth Ministries (#21 - #24)</p> <p>(E) Adult Education Ministries (#25 - #26)</p> <p>(F) Women’s Ministries (#27 - #30)</p> <p>(G) Men’s Ministries (#31 - #33)</p> <p>(H) Fellowship & Hospitality (#34 - #39)</p> | <p>(I) Facility Ministries (#40 - #41)</p> <p>(J) Administrative & Office Ministries (#42 - #45)</p> <p>(K) Targeted Adult Ministries (#46 - #49)</p> <p>(L) Worship & Music Ministries (#50 - #58)</p> <p>(M) Outreach & Missions Ministries (#59 – #61)</p> <p>(N) Congregational & Community Care (#62 - #69)</p> <p>(O) Financial & Career Ministries (#70 - #75)</p> <p>(P) Pastoral, Counseling & Mentoring (#76 - #78)</p> |
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(A) LEADERSHIP TEAM MINISTRIES

1	Christian Education Team – The members of this team meet monthly to give oversight to all Sunday School Classes, Vacation Bible School, AWANA or Children’s Clubs, Children’s Worship, Youth Group, church library, nursery and camp scholarships.
2	Deaconess Team – The members of this team meet monthly to give oversight to church weddings, funerals, baptisms, communion, shepherding women, care giving. Members attend monthly meetings. Each deaconess shall meet the Biblical qualifications as described in Titus 2:3-5.
3	Elder Team – The members of this team meet weekly for breakfast to give oversight to church spiritual matters, prayer, counseling & benevolence needs, serving communion, interviewing member and baptism candidates. Each elder shall meet the Biblical qualifications as described in I Tim 3:1-13 and Titus 1:6-9 (also see James 5:14).
4	Evangelism/Missions Team – The members of this team meet monthly to oversee Missionaries, Missions Conference & Outreach, review requests for financial support and to encourage people from within the congregation to volunteer for missionary service and to counsel and encourage those who volunteer.
5	Fellowship Activities Team – The members of this team meet monthly or as needed to give oversight to church social events, meal events, picture directory, annual picnic, fellowship and friendship groups.
6	Finance Team – The members of this team meet monthly to give oversight to church bookkeeping, church budgets, donations, financial policies, financial reporting and to give oversight to General Fund Treasurer and Financial Secretary. This team ensures compliance with the approved church budget and expenditure of money.
7	Stewardship Team – The members of this team meet at least four times per year to give oversight to financial Bible studies, financial classes or seminars, and generosity initiatives.
8	Trustee Team – The members of this team are involved in facilities, grounds, equipment and vehicles. Team members attend monthly meetings at which all legal business of the church shall be conducted. Team members assist in gathering information, estimates, workers, materials for overseeing completed projects.
9	Women’s Ministry Team – The members of this team meet monthly to oversee women’s Bible studies, mentoring, women’s luncheon or dinner ministry, service projects, mentoring or peer to peer relationships, and planning special events to help women grow in their relationship with the Lord.
10	Worship Ministry Team – The members of this team meet monthly to oversee all worship ministries in the church (worship services, special events and services, singers, choir, instrumentalists, drama ministry, ushers, audiovisual, etc.)

(B) PRAYER MINISTRIES

11	Sunday Prayer Group - Come and pray with others once a week or as available.
12	Evening Prayer Group - Come and pray with others once a week or as available.

13	Sunday Pastor Prayer Support - Come and pray once a month during one of the services.
14	Prayer Chain (by phone & email) - Receive prayer emails or recorded phone messages. Pray for the requests from your own home.
15	Prayer Advance Team – Meet on a monthly basis with other individuals in the church to develop a deeper, broader and wider prayer ministry in our church.
16	Prayer Counselors – This team is for people who have experience and training (or want to receive training to provide personal prayer for any needs people have during services or evangelistic prayer counseling to people responding to a gospel message/invitation.

(C) CHILDREN'S MINISTRIES

17	Awana or Kids Clubs (Pre-K to 8th grade) - Participate weekly meetings as a helper or director working with children. Curriculum and training provided.
18	Nursery Ministry Workers – Serve on Sundays, evening events, mid-week events.
19	Sunday Mornings - Be a leader, teacher, assistant for children .
19	Vacation Bible School - Assist in working with the children during summer Vacation Bible School for 5 mornings. Curriculum and training provided.
20	Children's Choir or Drama – Lead or assist with this program

(D) YOUTH MINISTRIES

21	Youth Group – Participate in weekly youth group meetings (chaperoning, relationship-building, teaching spiritual guidance, game-leading). Weekly contacting a small group of students. Weekly staff meetings prior to youth group. Depending on the church, some will have separate middle/jr high and high school groups.
22	Youth Sunday School - Teach or assist in Sunday School classes.
23	Creative Ministries – Participate in drama, puppets, video, sound, or photography on an “as needed” basis.
24	Youth Advisory Council – Participate in a team meeting to help give direction and guidance to the Pastor or Director of Youth Ministries. Position may involve volunteering for special events as needed.

(E) ADULT EDUCATION MINISTRIES

25	ADULT SS TEACHERS teach or facilitate a class discussion are needed on a quarterly, monthly or substitute basis in the adult Sunday school classes.
26	Seminar or Course Instructor - If you have had experience teaching an adult course or a special seminar on a theological subject, practical Christian living topic or practical Christian ministry subject, please let us know.

(F) WOMEN'S MINISTRIES

27	Bible Study Group(s) – Teach, lead, facilitate or assist in available daytime, evening or weekend group(s)
28	Service Project Group(s) Participate in regularly scheduled or special event service projects
29	Women's Events and/or Retreats – Help plan, organize, serve or lead special or annual events
30	Mentoring – Be available to be assigned to a woman requesting to be in a mentoring relationship.

(G) MEN'S MINISTRIES

31	Men's Breakfast or Bible Study Group – Help facilitate or lead
32	Men's Events and/or Retreat – Help plan, organize, serve or lead special or annual events
33	Men's Service Projects – Participate in regularly scheduled or special event service projects

(H) FELLOWSHIP & HOSPITALITY MINISTRIES

34	Hospitality Hosts - Participate as needed (usually 4-6 times per year) to help plan, organize and host the annual church picnic, special church meal events, etc.
35	Sunday Refreshments - Arrive early and assist with coffee, drinks and other refreshments
36	Visitor Hosts - Arrive 15-20 minutes prior to the service, watch for and warmly greet NEWCOMERS, provide them information, and if necessary escort them to the nursery, Sunday school rooms, sanctuary, etc.
37	Quarterly social or sporting events for couples, individuals or families – Help plan, lead, organize or serve at these events

38	Photographers/Videographers – Experienced individuals are needed to take photos and videos at church events AND/OR family or personal photos of newcomers
39	Hosting People in Your Home – If you have a spare bedroom(s) and can host out-of-town visitors in your home on an “as needed” basis, please let us know.
(I) FACILITY MINISTRIES	
40	Building/Facility/Grounds Volunteer – Dedicated individuals are needed that could volunteer to assist faithfully 2-3 hours per week or 2-3 hours per month to assist with general maintenance, facility and grounds needs.
41	Special Building & Facility Projects – Experienced individuals are needed to assist with special projects on an “as needed” basis that require professional skills. Specify what skill or skills you have: Painting, plumbing, electrical, HVAC, dry walling, carpeting, wallpapering, landscaping, cement work, finish carpentry, mechanic, etc.,
(J) ADMINISTRATIVE & OFFICE MINISTRIES	
42	Computer & Tech Support Team –Experienced people are needed to form a team of people that could be called on an “as needed” basis to assist with computer hardware or software problems, software training, networks, operating systems, and/or voice mail programming.
43	Office Help – Individuals are needed to form a team of volunteers that could help with mailings, church bulletins and newsletters; database entry; or answering phones.
44	Website Ministry - Digitize Sunday sermon and handouts and post to the website. Additional duties may be involved depending on your level of expertise.
45	Graphic Design – Experienced graphic designers are needed to assist on an “as needed” basis to help produce quality ministry brochures and church literature.
(K) TARGETED ADULT MINISTRIES	
46	Seniors Program - Individuals needed to plan gatherings (meals, programs, events)
47	Singles ministry (30s-50’s+) - Individuals needed to plan gatherings (meals, programs, events)
48	Sports Teams - Currently we have an organized co-ed summer softball team. If other sports activities or teams are desired (co-ed volleyball team, basketball team, etc.) leaders/organizers would need to emerge.
49	Home Bible Study & Fellowship Groups – Individuals/couples are needed to host, facilitate and lead/teach weekly, biweekly or monthly groups.
(L) WORSHIP MINISTRIES	
50	Choir – Individuals with good singing voices are needed for special or regular events
51	Worship Team Singers - Participate in practices and weekend worship services.
52	Sound/Light/Video Booth Ministry Team Participate once a month or as assigned.
53	Security Team – Serve to ensure the safety and well-being of all members, attenders and guests.
54	Ushers - Once a month arrive early, warmly greet members and newcomers, distribute bulletins, assist in seating people (if necessary), collect offering and assist with any problems.
55	Drama Ministry - As needed, write or participate in a skit, drama, dance or special church event.
56	Instrumentalists - Participate weekly, monthly or as available.
57	Soloists, Duets, Groups - Participate as requested. Audition required.
58	Video, production or broadcast volunteers – Assist as needed with video shooting and production
(M) OUTREACH & MISSIONS MINISTRIES	
59	Followup Home Visitation of Newcomers – Offer to do phone or personal home visits of newcomers.
60	Short-term Mission Trip(s) – Serve on a short-term missions team for local, state, regional, country or international mission trips and projects (weekend, 1, 2 or 3 week or summertime opportunities)
61	Servant or Public Evangelism/Outreach – Serve on teams to do public outreach and evangelistic activities or events in our community
(N) CONGREGATIONAL & COMMUNITY CARE MINISTRIES	
62	Visitation Ministry Visit and pray for people in the hospital, permanent/assisted living facilities, rehabilitation facilities, and in-home visits to those recovering/convalescing after surgery/illness, the disabled and the elderly..

63	Transportation (for those needing rides to church or errands) Provide transportation for medical appointments, essential services and to church services/events. Availability: on call, as arranged or scheduled.
64	Helping Hands (practical handyman projects) Provide acts of service – physical in nature – for those unable to tend to chores incidental to maintaining households, moving, sustaining comfortable living environments and by meeting benevolent or supplemental food needs. Availability: On call - as needed/arranged.
65	Disability Ministry Serve those who are physically and mentally disabled (and/or their caregivers). This service can be done on an individual level, for the family or for groups.
66	Crisis Care (crisis counseling, etc.) Offer practical acts of friendship, emotional support, concern, personal “coaching” and physical presence during an intense time of change and adjustment. .
67	Telephone Care Extend encouragement and caring fellowship to our church family when physical presence and written correspondence are impractical.
68	Correspondence Care Write/send cards, emails, notes and short letters of encouragement and compassion to those in our church family who are homebound, in recovery or celebrating benchmark events.
69	Caring Connection Reach out to and help serve those who are experiencing difficulties in their life such as: divorce impact and recovery, blended family issues, financial issues and pregnancy support so as to neutralize the cause and effect of negative circumstances. When possible, provide “heat-n-serve” or casserole meals, referral to food/clothing sources or counseling resources as appropriate.

(O) FINANCIAL & CAREER MINISTRIES

70	Financial Bible Teaching Lead a home group, class or course with proven financial curriculum
71	Budget Counselor – Agree to meet monthly for 3 to 4 months with couples going through financial problems.
72	Strategic Generosity – If God has generously blessed you with extra financial resources you want to significantly advance the work of God in our church or in other ministries; personal advisement/counseling/coaching is available to you upon request. Contact person: Brian Kluth at 634-3144 or brian@kluth.org.
73	Estate planning – Provide your skills and leadership to assist, plan or lead estate planning seminars, distribution of resources and personal consultations.
74	Career & Business Mentoring – Offer your proven skills and expertise to help people through times of unemployment, job seeking, career changes, business startups, running a business, and business mentoring.
75	Spiritual Gifts & Ministry Mentoring – Help provide spiritual gifts seminars, consultations and mentoring/coaching to people who want to grow in their effective service to the LORD.

(P) PASTORAL, COUNSELING & MENTORING MINISTRIES

76	Lay Counselor – Provide Biblical lay counseling or professional counseling to people in need.
77	Prayer Counselors – This team is for people who have experience and training (or want to receive training to provide personal prayer for any needs people have during services or evangelistic prayer counseling to people responding to a gospel message/invitation.
78	Couple Pre-Marital & Early Marriage Mentoring – Mature Christian couples will be paired with engaged or newly married couple to meet for 4-6 times per month using a curriculum or guided plan for your meetings to coach/mentor and encourage the younger couple in their marriage and personal lives. .

**After reading over this list of church-based ministries, where have you served well in the past?
Were there any “new” ministries that popped out to you that you had never heard about or thought about before?
What ministries could you see yourself doing in the future?**
