



SPIRITUAL GIFTS ASSESSMENT



WELLSPRING CHURCH SPIRITUAL GIFTS ASSESSMENT

Please use this handy guide to get a more in-depth description of your spiritual gifts. You will be able to see a literal definition, a description, distinct functions of the gift, general personal traits of those who have a certain gift, cautions to be aware of and references in the Bible for each gift.

Secondly, we will look at a **PERSONAL STYLE ASSESSMENT** to discover how you are organized and energized to serve based on your own individual personality.

Finally, there is a **MINISTRY PASSION ASSESSMENT** which helps you discover where your passions lie and what areas of ministry God has highlighted as most important to you.

From Network: Participant's Guide (Revised) by Bruce Bugbee and Don Cousins

DIRECTIONS

1. Respond to each statement on the Spiritual Gift Assessment pages which follow, according to the following scale:

3 = Consistently, definitely true
2 = Most of the time, usually true
1 = Some of the time, once in a while
0 = Not at all, never
2. Using the response sheet below, write your response to each statement in the block whose number corresponds to that number statement in the Spiritual Gift Assessment.
3. Important: Answer according to who you are, not who you would like to be or think you ought to be. How true are these statements of you? What has been your experience? To what degree do these statements reflect your usual tendencies?

1	2	3	4	5	6	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	36
37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54
55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72
73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90
91	92	93	94	95	96	97	98	99	100	101	102	103	104	105	106	107	108
109	110	111	112	113	114	115	116	117	118	119	120	121	122	123	124	125	126
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R

SCORING

First, second and third highest letter totals

Spiritual Gift

	=	
	=	
	=	

SPIRITUAL GIFT ASSESSMENT KEY

- | | | |
|----------------------------|------------------|-----------------|
| A • Administration | G • Faith | M • Leadership |
| B • Craftsmanship | H • Giving | N • Mercy |
| C • Creative Communication | I • Helps | O • Prophecy |
| D • Discernment | J • Hospitality | P • Shepherding |
| E • Encouragement | K • Intercession | Q • Teaching |
| F • Evangelism | L • Knowledge | R • Wisdom |

QUESTIONNAIRE

1. I like to organize people, tasks and events.
2. I enjoy working creatively with wood, cloth, paints, metal, glass or other materials.
3. I enjoy challenging people's perspective of God by using various forms of art.
4. I can readily distinguish between spiritual truth and error, good and evil.
5. I tend to see the potential in people.
6. I communicate the gospel to others with clarity and effectiveness.
7. I find it natural and easy to trust God to answer my prayers.
8. I give liberally and joyfully to people in financial need or to projects requiring support.
9. I enjoy working behind the scenes to support the work of others.
10. I view my home as a place to minister to people in need.
11. I take prayer requests from others and consistently pray for them.
12. I am approached by people who want to know my perspective on a particular passage or biblical truth.
13. I am able to motivate others to accomplish a goal.
14. I empathize with hurting people and desire to help in their healing process.
15. I can speak in a way that results in conviction and change in the lives of others.
16. I enjoy spending time nurturing and caring for others.
17. I am able to communicate God's word effectively.
18. I am often sought out by others for advice about spiritual or personal matters.
19. I am careful, thorough and skilled at managing details.
20. I am skilled in working with different kinds of tools.
21. I enjoy developing and using my artistic skills (art, drama, music, photography, etc.)
22. I frequently am able to judge a person's character based upon first impressions.
23. I enjoy reassuring and strengthening those who are discouraged.
24. I consistently look for opportunities to build relationships with non-Christians.
25. I have confidence in God's continuing provision and help, even in difficult times.

26. I give more than a tithe so that kingdom work can be accomplished.
27. I enjoy doing routine tasks that support the ministry.
28. I enjoy meeting new people and helping them to feel welcomed.
29. I enjoy praying for long periods of time and receive leadings as to what God wants me to pray for.
30. I receive information from the Spirit that I did not acquire through natural means.
31. I am able to influence others to achieve a vision.
32. I can patiently support those going through painful experiences as they try to stabilize their lives.
33. I feel responsible to confront others with the truth.
34. I have compassion for wandering believers and want to protect them.
35. I can spend time in study knowing that presenting truth will make a difference in the lives of people.
36. I can often find simple, practical solutions in the midst of conflict or confusion.
37. I can clarify goals and develop strategies or plans to accomplish them.
38. I enjoy making things for use in ministry.
39. I help people understand themselves, their relationships, and God through artistic expressions.
40. I can see through phoniness or deceit before it is evident to others.
41. I give hope to others by directing them to the promises of God.
42. I am effective at adapting the gospel message so that it connects with an individual's felt need.
43. I believe that God will help me to accomplish great things.
44. I manage my money well in order to free more of it for giving.
45. I willingly take on a variety of odd jobs around the church to meet the needs of others.
46. I genuinely believe the Lord directs strangers to me who need to get connected to others.
47. I am conscious of ministering to others as I pray.
48. I am committed, and schedule blocks of time for reading and studying scripture, to understand biblical truth accurately.
49. I can adjust my leadership style to bring out the best in others.
50. I enjoy helping people sometimes regarded as undeserving or beyond help.
51. I boldly expose cultural trends, teachings, or events which contradict biblical principles.

52. I like to provide guidance for the whole person – relationally, emotionally, spiritually, etc.
53. I pay close attention to the words, phrases and meaning of those who teach.
54. I can easily select the most effective course of action from among several alternatives.
55. I can identify and effectively use the resources needed to accomplish tasks.
56. I can visualize how something should be constructed before I build it.
57. I like finding new and fresh ways of communicating God's truth.
58. I tend to see rightness or wrongness in situations.
59. I reassure those who need to take courageous action in their faith, family or life.
60. I invite unbelievers to accept Christ as their Savior.
61. I trust God in circumstances where success cannot be guaranteed by human effort alone.
62. I am challenged to limit my lifestyle in order to give away a higher percentage of my income.
63. I see spiritual significance in doing practical tasks.
64. I like to create a place where people do not feel that they are alone.
65. I pray with confidence because I know that God works in response to prayer.
66. I have insight or just know something to be true.
67. I set goals and manage people and resources effectively to accomplish them.
68. I have compassion for hurting people.
69. I see most actions as right or wrong, and feel the need to correct the wrong.
70. I can faithfully provide long-term support and concern for others.
71. I like to take a systematic approach to my study of the Bible.
72. I can anticipate the likely consequences of an individual's or a group's action.
73. I like to help organizations or groups become more efficient.
74. I honor God with my handcrafted gifts.
75. I apply various artistic expressions to communicate God's truth.
76. I receive affirmation from others concerning the reliability of my insights or perceptions.
77. I strengthen those who are wavering in their faith.
78. I openly tell people that I am a Christian and want them to ask me about my faith.

79. I am convinced of God's daily presence and action in my life.
80. I like knowing that my financial support makes a real difference in the lives and ministries of God's people.
81. I like to find small things that need to be done and often do them without being asked.
82. I enjoy entertaining people and opening my home to others.
83. When I hear about needy situations, I feel burdened to pray.
84. I have suddenly known some things about others, but did not know how I knew them.
85. I influence others to perform of their best capability.
86. I can look beyond a person's handicaps or problems to see a life that matters to God.
87. I like people who are honest and will speak the truth.
88. I enjoy giving guidance and practical support to a small group of people.
89. I can communicate scripture in ways that motivate others to study and want to learn more.
90. I give practical advice to help others through complicated situations.
91. I enjoy learning about how organizations function.
92. I am good at and enjoy working with my hands.
93. I am creative and imaginative.
94. I can identify preaching, teaching or communication which is not true to the Bible.
95. I like motivating others to take steps for spiritual growth.
96. I openly and confidently tell others what Christ has done for me.
97. I am regularly challenging others to trust God.
98. I give generously due to my commitment to stewardship.
99. I feel comfortable being a helper, assisting others to do their job more effectively.
100. I do whatever I can to make people feel that they belong.
101. I am honored when someone asks me to pray for them.
102. I discover important biblical truths when reading or studying scripture which benefit others in the body of Christ.
103. I am able to cast a vision that others want to be a part of.
104. I enjoy bringing hope and joy to people living in difficult circumstances.

105. I will speak God's truth, even in places where it is unpopular or difficult for others to accept.
106. I can gently restore wandering believers to faith and fellowship.
107. I can present information and skills to others at a level that makes it easy for them to grasp and apply to their lives.
108. I can apply scriptural truth that others regard as practical and helpful.
109. I can visualize a coming event, anticipate potential problems, and develop backup plans.
110. I am able to design and construct things that help the church.
111. I regularly need to get alone to reflect and develop my imagination.
112. I can sense when demonic forces are at work in a person or situation.
113. I am able to challenge or rebuke others in order to foster spiritual growth.
114. I seek opportunities to talk about spiritual matters with unbelievers.
115. I can move forward in spite of opposition or lack of support when I sense God's blessing on an undertaking.
116. I believe I have been given an abundance of resources so that I may give more to the Lord's work.
117. I readily and happily use my natural or learned skills to help wherever needed.
118. I can often make people feel at ease even in unfamiliar surroundings.
119. I often see specific results in direct response to my prayers.
120. I confidently share my knowledge and insights with others.
121. I figure out where we need to go and help others to get there.
122. I enjoy doing practical things for others who are in need.
123. I feel compelled to expose sin whenever I see it and to challenge people to repentance.
124. I enjoy patiently but firmly nurturing others in their development as believers.
125. I enjoy explaining things to people so that they can grow spiritually and personally.
126. I have insights into how to solve problems that others do not see.

WELLSPRING CHURCH PERSONAL STYLE ASSESSMENT

Read each statement and circle the number along the continuum that best describes what you would prefer to do or be. If you have a strong preference, circle a 1 or a 5. If it is moderate, circle a 2 or a 4. Remember, there are no right or wrong responses.

Do NOT answer according to what is expected by a spouse, family member, church leader or employer.

Select the behavior or perspective that would come most naturally to you if you knew there were no restrictions or consequences for your personal expression.

When you have completed your assessment, total your "E" and "O" scores. Then turn to page 6 and plot your results on the graph provided. Notice where you are on the chart.

HOW ARE YOU ENERGIZED?

I am more comfortable:

DOING THINGS FOR PEOPLE ← 1 2 3 4 5 → BEING WITH PEOPLE

When doing a task, I tend to:

FOCUS ON THE GOAL ← 1 2 3 4 5 → FOCUS ON RELATIONSHIPS

I get more excited about:

ADVANCING A CAUSE ← 1 2 3 4 5 → CREATING COMMUNITY

I feel I've accomplished something when I've:

COMPLETED A JOB ← 1 2 3 4 5 → BUILT A RELATIONSHIP

It is more important to start a meeting:

ON TIME ← 1 2 3 4 5 → WHEN EVERYONE GETS THERE

I am more concerned with:

MEETING A DEADLINE ← 1 2 3 4 5 → MAINTAINING THE TEAM

I place a higher value on:

ACTION ← 1 2 3 4 5 → COMMUNICATION

TOTAL "E" SCORE

HOW ARE YOU ORGANIZED?

In life, I generally prefer to:

BE
SPONTANEOUS



FOLLOW A
SET PLAN

I prefer to set guidelines that are:

GENERAL



SPECIFIC

I prefer to:

LEAVE MY
OPTIONS OPEN



SETTLE
THINGS NOW

I prefer projects that have:

VARIETY



ROUTINE

I like to:

PLAY IT BY EAR



STICK TO A PLAN

I find routine:

BORING



RESTFUL

I accomplish tasks best:

BY WORKING
IT OUT AS I GO



BY FOLLOWING
A PLAN

TOTAL "O" SCORE

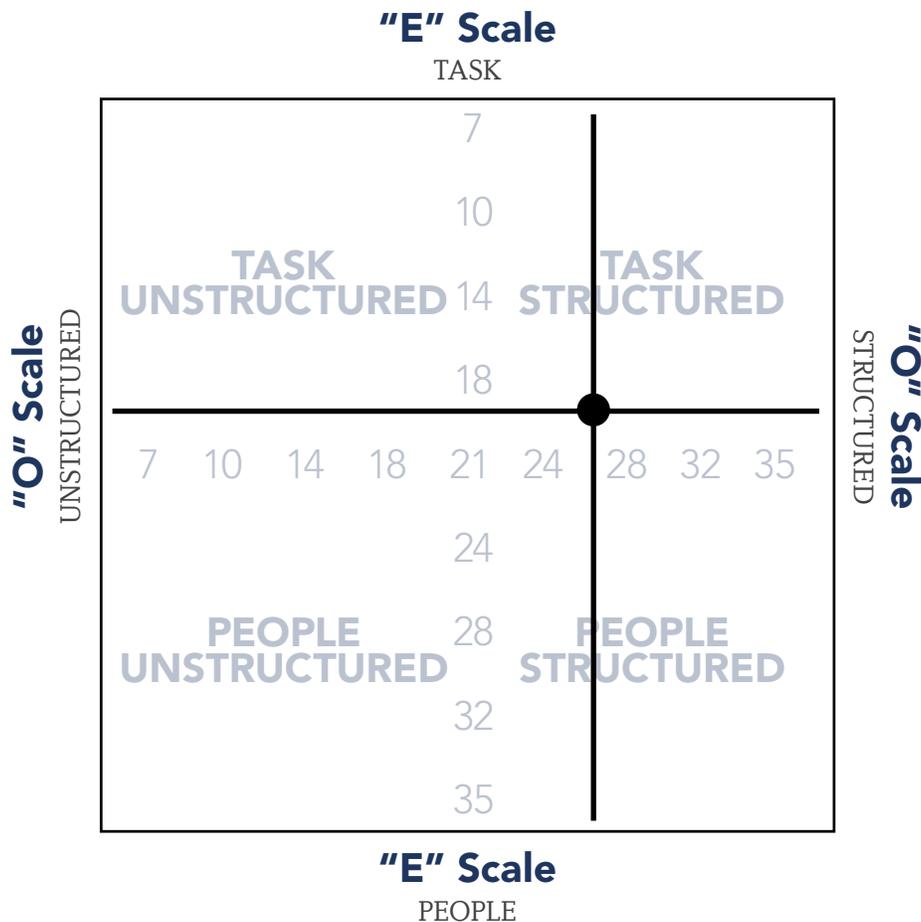
FINDING YOUR PREFERRED STYLE

Use the graph on the next page:

1. Take the total number from your “O” scale (from page 5) and place an “X” where you find it along the horizontal line (**Unstructured/Structured**).
2. Take the total number from your “E” scale (from page 4) and place an “X” where you find it along the vertical line (**Task-oriented/people-oriented**).
3. Along the “O” scale, draw a line up and down through the “X” you placed there (see example below).
4. Along the “E” scale, draw a line across through the “X” you placed there (see example below).
5. Your Personal Style is indicated at the intersection point where the two lines cross (see example below).

FOR EXAMPLE

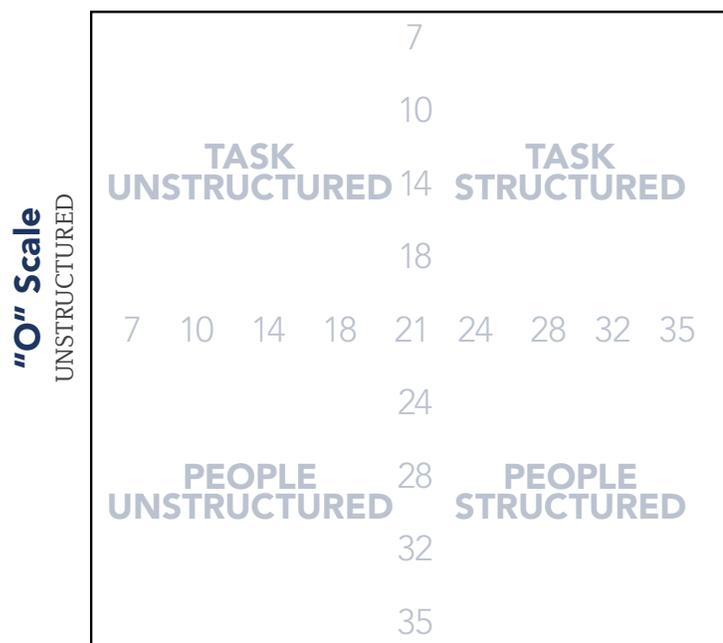
Here is an example of someone scoring a 19 on his “O” Scale and a “27” on his “E” Scale. You can see that this person’s **Preferred Style** is **“TASK/STRUCTURED.”**



FINDING YOUR PREFERRED STYLE

"E" Scale

TASK



"O" Scale
STRUCTURED

MY PERSONAL PREFERRED STYLE IS:

"E" Scale

PEOPLE

ABOUT YOUR PREFERRED STYLE

TASK UNSTRUCTURED

You tend to:

- Like general guidelines, be versatile, get tangible results and help wherever needed

Serving opportunities could be:

- Room setup/breakdown, special events organizer or building projects team

TASK STRUCTURED

You tend to:

- Get the job done, focus on results, follow an agenda and appreciate clear direction

Serving opportunities could be:

- Sound and lighting team, offering taker/counter, drama set builder

PEOPLE UNSTRUCTURED

You tend to:

- Be very conversational, be flexible, relate well with others and like spontaneous situations

Serving opportunities could be:

- Crisis hotline, greeter team, or information center

PEOPLE STRUCTURED

You tend to:

- Project warmth, like defined relationships, relate well with others and enjoy familiar surroundings

Serving opportunities could be:

- Small group leader, membership team, assimilation strategies



**SPIRITUAL
GIFTS**

- 1. _____
- 2. _____
- 3. _____

PERSONAL STYLE

MINISTRY PASSION

Passion Category: _____

WELLSPRING CHURCH MINISTRY PASSION ASSESSMENT

The purpose of this assessment is to assist you in the identification and articulation of your God-given Ministry Passion. The results will release greater motivation and enthusiasm in your life and ministry.

DIRECTIONS

1. You may not be able to answer all of the questions. That is okay. The Assessment is designed to explore a variety of ways God speaks to us about our Ministry Passion. He has probably spoken to you in some of these ways, but not all of them.
2. Prayerfully consider your responses to each question.
3. Since this is an individual exercise, complete the Assessment on your own. (You can talk about it with others afterward.)
4. There are no right or wrong answers. You have permission to say what is on your heart.
5. At this point, do not consider whether you could do it or how you could do it. All you need to do right now is name it.
6. Assume there are no obstacles to hinder you from fulfilling your heart's desire (Ministry Passion). Assume everything is taken care of...family, money, career, time, etc.

PASSION ASSESSMENT QUESTIONS

1. If you could snap your fingers and know that you wouldn't fail, what would you do for others?

2. What do you repeatedly see that annoys or angers you, which if changed would be more glorifying to God and edifying to others?

3. I care about some things more than other things. I care most about...

4. At the end of my life, I'd love to be able to look back and know I'd done something about...

5. Use the chart on the following page to help uncover a theme in your life that may give you an insight into your Ministry Passion.

List your top five to seven most meaningful and positive life experiences. Briefly describe what you achieved and why it meant so much to you.

NOTE: Your experiences may have taken place at home, work, school, or during your free time. It may have been a clock you fixed or a dress you made. It may have been a puzzle you put together or an award you received. It may have been helping some friends move, building a house, winning an election, or giving to someone in need. Remember, list the experiences that you enjoyed doing and left you feeling fulfilled.

	Positive Experiences	Why is this experience meaningful to me?	Theme Identified
A			
B			
C			
D			
E			
F			
G			

Looking over your responses to questions 1 through 5, what theme(s) or patterns seem to be most evident and repeating?

RECURRING THEME(S)...

6. Some Ministry Passions can be centered around a people group or a social issue. Consider these partial lists and indicate any that tug at your heart. It is *okay* if you do not have a desire to make a difference in any of these areas.

PEOPLE GROUPS

- | | | | | |
|------------------|----------|-----------|-----------|----------------|
| Infants | Children | Youth | Teen Moms | Single Parents |
| College Students | Divorced | Widowed | Singles | Career Women |
| Young Marrieds | Refugees | Parents | Homeless | Unemployed |
| Elderly | Disabled | Prisoners | Poor | Hospitalized |

SOCIAL ISSUES:

- | | | | | |
|-------------|-----------|-------------------|--------------|-------------|
| Environment | Childcare | Homosexuality | Discipleship | AIDS |
| Politics | Violence | Injustice | Racism | Education |
| Addictions | Economic | Reaching the Lost | Technology | Health Care |
| Poverty | Family | Abortion | Hunger | Literacy |

7. Based on your responses to this assessment, which ONE of these Ministry Passion Categories best reflects your area of passion?

Ministry Category	Passion Category	Description
Children's Ministries	Equipping for Spiritual Formation	Team with and equip parents to transform children's lives by helping them establish a personal relationship with Jesus Christ and integrate a basic Biblical exciting way.
Student Ministries	Connecting	Model healthy relationships while addressing the needs of students, creating an environment for life-change and leading them to become fully devoted followers of Christ.
Connecting Ministries	Connecting	Assimilate visitors, attenders, and members into a relationship with Christ and the church across a variety of different people groups.
Growth Ministries	Equipping for Spiritual Formation	Mature and disciple believers by serving a variety of life-stage and affinity-based groups for growth and accountability.
Care Ministries	Caring	Meet the practical needs of people in a safe, encouraging, and confidential atmosphere where they can experience God's love and provision.
Worship Arts Ministries	Celebration	Engage the church in worship through God's Word, music, the arts, and other methods to enhance personal encounters with God.
Missional Ministries	Outreach	Help believers live out their calling to be salt and light in the world by giving, serving, and sharing God's love both locally and globally.
Operations Ministries	Supporting	Free people, leaders, and ministries by meeting practical concerns through structuring systems and procedures people and ministries.
Serving Ministries	Equipping for Serving	Mature believers in understanding ministry, and building the body of Christ through ministry.
Hospitality Ministries	Connecting	Provide hospitality and belonging to visitors, attenders, and members.

8. At this time, I would say...

MY MINISTRY PASSION IS

(Transfer from Question 7)

MY MINISTRY PASSION IS TO/FOR...

(Write one or two sentences that sum up what you've discovered from questions 1-7)

HOW WE ARE TO SERVE

THE SERVANT PROFILE		
SPIRITUAL GIFTS indicate:	WHAT you do best	You will be COMPETENT!
PERSONAL STYLE indicates:	HOW you best serve	You will be CONFIDENT!
MINISTRY PASSION indicates:	WHERE you best serve	You will be MOTIVATED!

ADMINISTRATION

Literal Meaning: To pilot or steer a ship

Description: The gift of Administration is the divine enablement to understand what makes an organization function, and the special ability to plan and execute procedures that accomplish the goals of the ministry.

Distinctives:

- Develop strategies or plans to reach identified goals
- Assist ministries to become more effective and efficient
- Create order out of organizational chaos
- Manage or coordinate a variety of responsibilities to accomplish a task
- Organize people, tasks, or events

Traits:

- Thorough
- Objective
- Responsible
- Organized
- Goal-orientated
- Efficient
- Conscientious

Cautions:

- Need to be open to adjusting their plans, so that they don't stifle a leader's vision
- Could use people simply to accomplish goals without being concerned for their growth in the process
- Could fail to see God's purposes being fulfilled in the process of meeting a goal

References: 1 Cor. 12:28, Acts 6:1-7, Ex. 18:13-26

CRAFTSMANSHIP

Literal Meaning: To craft, design, build

Description: The gift of Craftsmanship is the divine enablement to creatively design and/or construct items to be used for ministry.

Distinctives:

- Work with wood, cloth, paints, metal, glass and other raw materials
- Make things that increase the effectiveness of others' ministries
- Enjoy serving with their hands to meet tangible needs
- Work with different kinds of tools and are skilled with their hands

Traits:

- Creative
- Designer
- Handy
- Resourceful
- Practical
- Behind-the-scenes
- Helpful

Cautions:

- Could fail to see that their gift is significant and one that makes a spiritual contribution to the body
- Could use people to get things done instead of helping them grow in the process
- Should remember that the things they produce are just a means to the end and not the end itself.

References: Exodus 31:3; 35:31-35; Acts 9:36-39; 2 Kings 22:5-6

CREATIVE COMMUNICATION

Literal Meaning: To communicate artistically

Description: The gift of Creative Communication is the divine enablement to communicate God's truth through a variety of art forms.

Distinctives:

- Use the arts to communicate God's truth
- Develop and use artistic skills such as drama, writing, art, music, etc.
- Use variety and creativity to captivate people and cause them to consider Christ's message
- Challenge people's perspective of God through various forms of the arts
- Demonstrate fresh ways to express the Lord's ministry and message

Traits:

- Expressive
- Imaginative

- Idea-oriented
- Artistic
- Creative
- Unconventional
- Sensitive

Cautions:

- Need to remember that art is not for art's sake, but it's to glorify God and edify others
- Could find evaluation and constructive criticism difficult to accept
- Might be uncooperative (because of ego, pride or individualism) and need to work at being a team player

References: Psalms 150:3-5; 2 Samuel 6:14-15; Mark 4:2, 33

DISCERNMENT

Literal Meaning: To separate or make a distinction, differentiate

Description: The gift of Discernment is the divine enablement to distinguish between truth and error. It is able to discern the spirits, differentiating between good and evil, right and wrong.

Distinctives:

- Distinguish truth from error, right from wrong, pure motives from impure
- Identify deception in others with accuracy and appropriateness
- Determine whether a word attributed to God is authentic
- Recognize inconsistencies in a teaching, prophetic message or interpretation
- Are able to sense the presence of evil

Traits:

- Perceptive
- Insightful
- Sensitive
- Intuitive
- Decisive
- Challenging
- Truthful

Cautions:

- May struggle with how to express their perceptions, feelings or insights
- Could be harsh when confronting others, instead of speaking the truth in love
- Need to confirm their perceptions before speaking

References: 1 Cor. 12:10, Acts 5:1-4, Matt, 16:21-23

ENCOURAGEMENT

Literal Meaning: To come along side of

Description: The gift of Encouragement is the divine enablement to present truth so as to strengthen, comfort, or urge to action those who are discouraged or wavering in their faith.

Distinctives:

- Come to the side of those who are discouraged to strengthen and reassure them
- Challenge, comfort, or confront others to trust and hope in the promises of God
- Urge others to action by applying biblical truth
- Motivate others to grow
- Emphasize God's promises and to have confidence in his will

Traits:

- Positive
- Motivating
- Challenging
- Affirming
- Reassuring
- Supportive
- Trustworthy

Cautions:

- Can sometimes be overly optimistic, too simplistic or flattering
- Should first take time to understand where others are and what they really need
- May want to just say "positive" things to others and avoid being confrontational when it's needed

References: Rom. 12:8, Acts 11:22-24, Acts 15:30-32

EVANGELISM

Literal Meaning: To bring good news

Description: The gift of Evangelism is the divine enablement to effectively communicate the gospel to unbelievers so they respond in faith and move toward discipleship.

Distinctives:

- Communicate the message of Christ with clarity and conviction
- Seek out opportunities to talk to unbelievers about spiritual matters
- Challenge unbelievers to faith and to become fully devoted followers of Christ
- Adapt their presentation of the gospel to connect with the individual's needs
- Seek opportunities to build relationships with unbelievers

Traits:

- Sincere
- Candid
- Respected
- Influential
- Spiritual
- Confident
- Commitment-orientated

Cautions:

- Need to Remember the Holy Spirit, not guilt, is the motivator in a person's decision for Christ
- Should avoid becoming critical of others by remembering that we are all "witnesses," but we are not all "evangelists"
- Need to listen carefully, because the same approach is not appropriate for everyone

References: Eph. 4:11, Acts 8:26-40, Luke 19:1-10

FAITH

Literal Meaning: To trust, have confidence, believe

Description: The gift of faith is the divine enablement to act on God's promises with confidence and unwavering belief in God's ability to fulfill his purposes.

Distinctives:

- Believe the promises of God and inspire others to do the same
- Act in complete confidence of God's ability to overcome obstacles
- Demonstrate an attitude of trust in God's will and his promises
- Advance the cause of Christ because they go forward when others will not
- Ask God for what is needed and trust him for his provision

Traits:

- Prayerful
- Optimistic
- Trusting
- Assured
- Positive
- Inspiring
- Hopeful

Cautions:

- Need to act on their faith
- Should remember that those who speak with reason and desire to plan do not necessarily lack faith
- Should listen to and consider the counsel of wise and spirit-filled believers

References: 1 Cor. 12:9, 13:2, Heb. 11:1, Rom. 4:18-21

GIVING

Literal Meaning: To give part of, share

Description: The gift of Giving is the divine enablement to contribute money and resources to the work of the Lord with cheerfulness and liberality. Do not ask “How much money do I need to give to God?” but, “How much money do I need to live on?”

Distinctives:

- Manage their finances and limit their lifestyle in order to give as much of their resources as possible
- Support the work of ministry with sacrificial gifts to advance the Kingdom
- Meet tangible needs that enable spiritual growth to occur
- Provide resources, generously and cheerfully, trusting God for His provision
- May have a special ability to make money so that they may use it to further God’s work

Traits:

- Stewardship-orientated
- Responsible
- Resourceful
- Charitable
- Trust in God
- Disciplined

Cautions:

- Need to esteem their gift, remembering that giving money and resources is a spiritual contribution to the body of Christ
- Need to remember the church’s agenda is determined by leaders, not by the giver’s gift
- Need to guard against greed

References: Rom. 12:8, 2 Cor. 6:8, Luke 21:1-4

HELPS

Literal Meaning: To take the place of someone

Description: The gift of Helps is the divine enablement to accomplish practical and necessary tasks which free-up, support, and meet the needs of others.

Distinctives:

- Serve behind the scenes wherever needed to support the gifts and ministries of others
- See the tangible and practical things to be done and enjoy doing them
- Sense God’s purpose and pleasure in meeting everyday responsibilities
- Attach spiritual value to practical service
- Enjoy knowing that they are freeing up others to do what God has called them to do

Traits:

- Available
- Willing
- Helpful
- Reliable
- Loyal
- Dependable
- Whatever-it-takes attitude

Cautions:

- Need to esteem their gift, remembering that doing practical deeds is a spiritual contribution to the body of Christ
- Find it difficult to say “no”
- Need to be responsive to the priorities of leadership instead of setting either own agendas

References: 1 Cor. 12:28, Rom. 12:7, Acts 6:1-4, Rom. 16:1-2

HOSPITALITY

Literal Meaning: To love strangers

Description: The gift of Hospitality is the divine enablement to care for people by providing fellowship, food, and shelter.

Distinctives:

- Provide an environment where people feel valued and cared for
- Meet new people and help them feel welcomed
- Create a safe and comfortable setting where relationships can develop
- Seek ways to connect people together into meaningful relationships
- Set people at ease in unfamiliar surroundings

Traits:

- Friendly
- Gracious
- Inviting
- Trusting
- Caring
- Responsive
- Warm

Cautions:

- Should avoid viewing their gift as just “entertaining”
- Need to remember to ask God who He wants them to befriend and serve
- Should be careful not to cause stress in their own family when inviting others into their home

References: 1 Peter 4:9-10, Rom. 12:13, Heb. 13:1-2

INTERCESSION

Literal Meaning: To plead on behalf of someone, intercede

Description: The gift of Intercession is the divine enablement to consistently pray on behalf of and for others, seeing frequent and specific results.

Distinctives:

- Feel compelled to earnestly pray on behalf of someone or some cause
- Have a daily awareness of the spiritual battles being waged and pray
- Are convinced God moves in direct response to prayer
- Pray in response to the leading of the spirit, whether they understand it or not
- Exercise authority and power for the protection of others and the equipping of them to serve

Traits:

- Advocate
- Caring
- Sincere
- Peacemaker
- Trustworthy
- Burden-bearer
- Spiritually sensitive

Cautions:

- Should avoid feeling that their gift is not valued, by remembering that interceding for others is their ministry and spiritual contribution to the body of Christ
- Should avoid using prayer as an escape from fulfilling responsibilities
- Need to avoid a “holier than thou” attitude sometimes caused by extended times of prayer and spiritual intimacy with God

References: Rom. 8:26-27, John 17:9-26, 1 Tim. 2:P1-2, Col. 1:9-12, 4:12-13

WORD OF KNOWLEDGE

Literal Meaning: To know

Description: The gift of Knowledge is the divine enablement to bring truth to the body through a revelation or biblical insight.

Distinctives:

- Receive truth which enables them to better serve the body
- Search the scriptures for insight, understanding, and truth
- Have an unusual insight or understanding that serves the church
- Organize information for teaching and practical use
- Gain knowledge which was not attained by natural observation or means

Traits:

- Inquisitive
- Responsive
- Observant
- Insightful
- Reflective
- Studious
- Truthful

Cautions:

- Need to be careful of this gift leading to pride (“knowledge puffs up”)
- Should remember that it’s God message, not theirs, when they give a word of knowledge to the church
- Need to remember with the increasing of knowledge comes the increasing of pain

References: 1 Cor. 12:8, Mark 2:6-8, John 1:45-50

LEADERSHIP

Literal Meaning: To stand before

Description: The gift of Leadership is the divine enablement to cast vision, motivate, and direct people to harmoniously accomplish the purposes of God.

Distinctives:

- Provide direction for God’s people or ministry
- Motivate others to perform to the best of their abilities
- Present the “big picture” for others to see
- Model the values of ministry
- Take responsibility and establish goals

Traits:

- Influential
- Diligent
- Visionary
- Trustworthy
- Persuasive
- Motivating
- Goal-setting

Cautions:

- Should realize their relationship credibility takes time and is critical for leadership effectiveness
- Should remember that servant leadership is the biblical model, the greatest being the servant of all
- Do not need to be in a leadership “position” to use this gift

References: Rom 12:8, Heb. 13:17, Luke 22:25-26

MERCY

Literal Meaning: To have compassion

Description: The gift of Mercy is the divine enablement to cheerfully and practically help those who are suffering or are in need, compassion moved to action.

Distinctives:

- Focus upon alleviating the sources of pain or discomfort in suffering people
- Address the needs of the lonely and forgotten
- Express love, grace, and dignity to those facing hardships and crisis
- Serve in difficult or unsightly circumstances and do so cheerfully
- Concern themselves with individual or social issues that oppress people

Traits:

- Empathetic
- Caring
- Responsive
- Kind
- Compassionate
- Sensitive
- Burden-bearing

Cautions:

- Need to be aware that rescuing people from their pain may be hindering God's work in them
- Need to guard against feeling "unappreciated," since some of the people helped will not show or express any appreciation
- Should guard against becoming defensive and angry about the sources of other's pain

References: Rom 12:8, Matt. 5:7, Mark 10:46-52, Luke 10:25-37

PROPHECY

Literal Meaning: To speak before

Description: The gift of Prophecy is the divine enablement to reveal truth and proclaim it in a timely and relevant manner for understanding, correction, repentance, or edification. There may be immediate or future implications.

Distinctives:

- Expose sin or deception in others for the purpose of reconciliation
- Speak a timely word from God causing conviction, repentance, and edification
- See truth that others often fail to see and challenge them to respond
- Warn of God's judgment if there is no repentance
- Understand God's heart and mind through experiences He takes them through

Traits:

- Discerning
- Compelling
- Uncompromising
- Outspoken
- Authoritative
- Convicting
- Confronting

Cautions:

- Need to be aware that listeners may reject the message if not spoken with love and compassion
- Need to avoid pride which can create a demanding or discouraging Spirit that hinders the gift
- Should remember that discernment and scripture must support and agree with each prophecy

References: Rom. 12:6, 1 Cor. 12:10, 28, 13:2, 2 Peter 1:19-21

SHEPHERDING

Literal Meaning: To shepherd a flock

Description: The gift of Shepherding is the divine enablement to nurture, care for, and guide people toward on-going spiritual maturity and becoming like Christ.

Distinctives:

- Take responsibility to nurture the whole person in their walk with God
- Provide guidance and oversight to a group of God's people
- Model with their life what it means to be a fully devoted follower of Jesus
- Establish trust and confidence through long-term relationships
- Lead and protect those within their span of care

Traits:

- Influencing
- Nurturing
- Guiding
- Discipline
- Protective
- Supportive
- Relational

Cautions:

- Should remember that God judges those who neglect or abuse their oversight responsibilities
- Need to be aware that the desire to feed and support others can make it difficult to say "no"
- Should realize that some of those being nurtured will grow beyond the shepherd's own ability and need to be freed to do so

References: Eph. 4:11-12, 1 Peter 5:1-4, John 10:1-18

TEACHING

Literal Meaning: To instruct

Description: The gift of Teaching is the divine enablement to understand, clearly explain, and apply the word of God, causing greater Christ-likeness in the lives of listeners

Distinctives:

- Communicate biblical truth that inspires greater obedience to the word
- Challenge listeners simply and practically with the truths of scripture
- Present the whole counsel of God for maximum life change
- Give attention to detail and accuracy
- Prepare through extended times of study and reflection

Traits:

- Disciplined
- Perceptive
- Teachable
- Authoritative
- Practical
- Analytical
- Articulate

Cautions:

- Should avoid pride that may result from their “superior” Biblical knowledge and understanding
- Could become too detailed when teaching and fail to make life application
- Should remember that their spirituality is not measured by how much they know

References: Rom. 12:7, 1 Cor. 12:28-29, Acts 18:24-28, 2 Tim. 2:2

WISDOM

Literal Meaning: To apply truth practically

Description: The gift of Wisdom is the divine enablement to apply spiritual truth effectively to meet a need in a specific situation.

Distinctives:

- Focus on the unseen consequences in determining the next steps to take
- Receive an understanding of what is necessary to meet the needs of the body
- Provide divinely given solutions in the midst of conflict and confusion
- Hear the Spirit provide direction for God’s best in a given situation
- Apply spiritual truth in specific and practical ways

Traits:

- Sensible

- Insightful
- Practical
- Wise
- Fair
- Experienced
- Common sense

Cautions:

- Could fail to share the wisdom that God has given them
- Need to avoid having others develop a dependence upon them, which may weaken their faith in God
- Need to be patient with others who do not have this gift

References: 1 Cor. 12:8, James 3:13-18, 1 Cor. 2:3-14, Jer. 9:23-24

WHERE CAN I SERVE WITH MY GIFTS?

Now that you have determined what your Spiritual Gifts are, pray and ask God to indicate where he would have you put those Spiritual Gifts to use. Wellspring Church has many ministries that simply cannot function without gifted people serving. Pray and ask God to lay upon your heart where you should go and He will make it clear to you. These are merely suggestions and are not intended to limit you in any way. You may already be serving in a ministry not listed under a certain gifting.

ADMINISTRATION

Virtually every available ministry at Wellspring Church benefits from someone gifted with administration.

CRAFTSMANSHIP

Kids, Nursery, Media, Big Events, Benevolence, Worship, Hospitality Team, Facilities/Maintenance, Professional Services

CREATIVE COMMUNICATION

Media, Big Events, Coffee, Worship, Hospitality Team, Professional Services, Pastoral/Leadership

DISCERNMENT

Youth, College/Young Adult, Marriage Mentoring, Benevolence, Finance, Missions, Small Groups, Worship, Visitation, Prayer, Pastoral/Leadership

ENCOURAGEMENT

Youth, College/Young Adult, Marriage Mentoring, Women, Benevolence, Small Groups, Worship, Hospitality Team, Visitation, Prayer

EVANGELISM

Youth, College/Young Adult, Media, Missions, Worship, Hospitality Team, Visitation, Prayer, Pastoral/Leadership

FAITH

Youth, College/Young Adult, Marriage Mentoring, Finance, Missions, Worship, Hospitality Team, Visitation, Prayer, Professional Services, Pastoral/Leadership

GIVING

Youth, Big Events, Finance, Missions, Worship, Facilities/Maintenance, Professional Services

HELPS

Nursery, Kids, Media, Women, Big Events, Coffee, Benevolence, Visitation, Prayer, Facilities/Maintenance, Pastoral/Leadership

HOSPITALITY

College/Young Adult, Marriage Mentoring, Women, Big Events, Benevolence, Missions, Small Groups, Hospitality Team, Visitation, Facilities/Maintenance

INTERCESSION

Marriage Mentoring, Women, Benevolence, Missions, Small Groups, Worship, Visitation, Prayer

KNOWLEDGE

Youth, Missions, Visitation, Pastoral/Leadership

LEADERSHIP

Youth, College/Young Adult, Marriage Mentoring, Women, Coffee, Benevolence, Finance, Missions, Small Groups, Worship, Facilities/Maintenance, Professional Services, Pastoral/Leadership

MERCY

Nursery, Youth, Marriage Mentoring, Women, Benevolence, Small Groups, Hospitality Team, Visitation, Prayer, Professional Services, Pastoral/Leadership

PROPHECY

Worship, Prayer, Pastoral/Leadership

SHEPHERDING

Kids, Youth, College/Young Adult, Marriage Mentoring, Missions, Small Groups, Hospitality Team, Visitation, Pastoral/Leadership

TEACHING

Kids, Youth, College/Young Adult, Women, Missions, Small Groups, Worship, Professional Services, Pastoral/Leadership

WISDOM

Youth, College/Young Adult, Women, Benevolence, Finance, Missions, Small Groups, Worship, Visitation, Facilities/Maintenance, Pastoral/Leadership

GET CONNECTED

To get plugged in to any of these ministries, simply contact the church at 616.662.8955 or email church@wellspringcc.org for more information on using your Spiritual Gifts to serve the body of Christ at Wellspring Church.



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