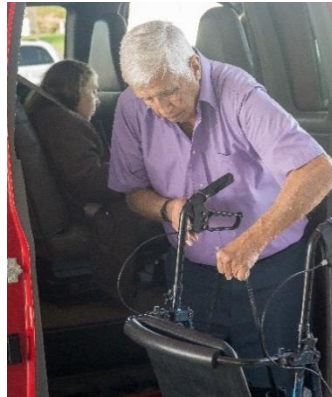


# Belong

THE JOURNEY



 CONNECT

 GROW

 SERVE

 HOLY SPIRIT

 PARTNER

## SERVING GOD'S MISSION

Jesus is the true model of a servant. He chose to give his time, wisdom, energy, and ultimately his life so that others could become part of God's family and live fulfilling lives. Our families, communities, churches, and nations don't become all they can be until each person finds their way to meaningfully contribute to the community.

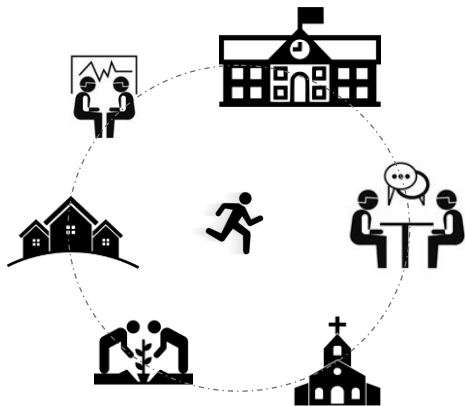
*"For even the Son of Man came not to be served but to serve others and to give his life as a ransom for many." Matthew 20:28 (NLT)*

*"Just as each of us has one body with many members, and these members do not all have the same function, so in Christ we who are many form one body, and each member belongs to all the others. We have different gifts, according to the grace given us." Romans 12:4-6*

## SERVING IN GOD'S MISSION

Serving is a lifestyle we live, not an action we turn on or off. **WE ARE FOLLOWERS OF JESUS WHO HELP OTHERS FOLLOW JESUS.** Every person who is a follower of Jesus is a part of fulfilling his mission. We have been saved. But we are also saved for a purpose. His mission is to make disciples of all nations--to help every person come into personal relationship with God, through Jesus, and to help them grow in that relationship.

### LOCALLY



#### FRIENDSHIP EVANGELISM

Sharing our faith with our friends, family, coworkers, and the people we have influence with is the most natural way to influence people for Jesus. Investing in relationships through friendship, mentoring, and inviting them into our homes and church community is powerful.

#### LOCAL COMMUNITY OUTREACH

Getting involved in strategic ways to minister to the non-church community in our local area is another important way we can expand our influence to people who are lost. That involvement may include outreach projects, volunteering with non-profit organizations in the community, praying, or talking about Jesus.

#### LOCAL CHURCH

Serving in your local church, building mentoring relationships with others, leading groups, and creating a welcoming church environment are ways the local church is accepting and maturing people in the image of God.

### GLOBALLY

Every disciple should understand and support God's desire to reach nations with his love and truth. There are still nations and people groups who have never heard of Jesus and who have no hope. As believers, our calling is to take the hope of Jesus to all nations. We can all do that in one of three ways:



**Go**

Some disciples are called to leave their homes and family and travel to foreign nations to share the gospel. These assignments may be short term or long term.



**Pray**

All disciples can help pray for missionaries who are taking the good news to people around the world.



**Give**

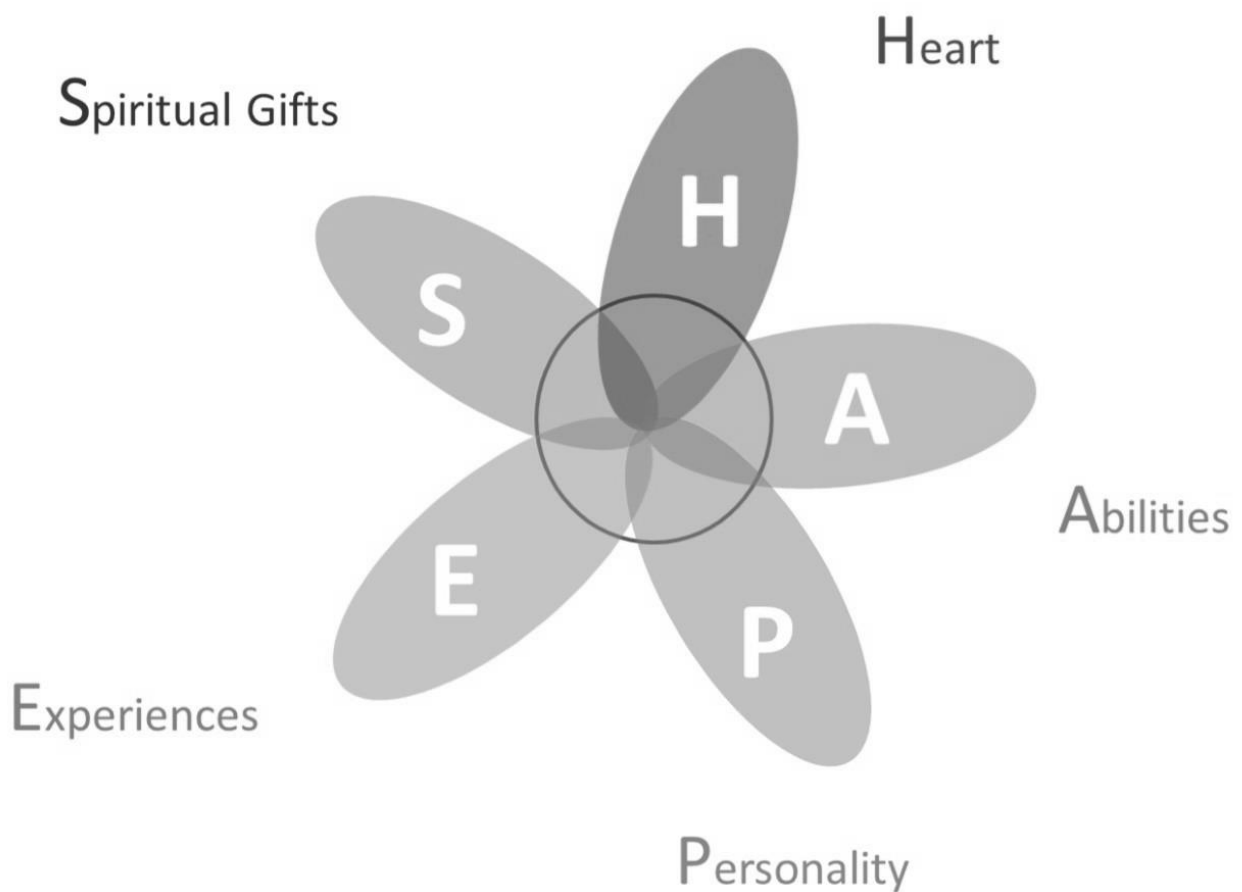
Some disciples are called to help finance missionaries who travel overseas.

## GOD SHAPED YOU FOR A PURPOSE

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We have been designed by God, and influenced by life experiences in ways that help us build others up. We are uniquely shaped for service. Ephesians 2:10; Psalm 100:3; Romans 12:6-8; 1 Corinthians 12:12-31.

[To take personal assessments of each area of your S-H-A-P-E, visit the Appendixes 'S'-'H'-'A'-'P'-'E' at the end of this section.]



## **S - SPIRITUAL GIFTS**

Spiritual gifts are divine attributes, given by the Holy Spirit, to every member of the body of Christ. They cannot be earned or achieved, but are free endowments given by God to minister to others, thereby building up the body of Christ. (see Appendix S)

1. There are different types of spiritual gifts listed in the scriptures. Romans 12:3-8; Ephesians 4:11-13; 1 Corinthians 12:7-11
2. All believers have a variety of spiritual gifts that are used to varying intensities. These gifts influence people in different ways. 1 Peter 4:10; Romans 12:5; Matthew 25:14-30; 1 Corinthians 12:18

## **H - HEART PASSIONS**

A passion is a deep desire, given by God, that compels you to devote your time, resources, and energy toward specific areas of interest or needs. This devotion results in making a difference in the lives of others. Your passion areas may be directed toward certain types of people, various issues or causes, or specific areas of ministry. Philippians 2:13; Revelation 17:17 (see Appendix H)

## **A - ABILITIES AND TALENTS**

A talent or ability is a natural or acquired skill or talent that enables you to excel above others in a specified area. (see Appendix A)

1. A person may possess hundreds of talents and abilities. Finding your predominate ones and using them in your place of service will greatly enhance your fruitfulness.
2. Talents and abilities may be part of your genetic code, while other skills may be acquired. They may be used in both natural and spiritual arenas.

## **P - PERSONALITY**

God gives each person a unique personality, mode of thinking, and set of internal characteristics that determine how we relate to every person, situation, and daily challenge. Being aware of your personality type will help you know how to better serve others with satisfaction and fruitfulness. Psalm 139:13-14 (see Appendix P)

## E - LIFE EXPERIENCES

Life experiences are your personal history-- the memories you've made and the trauma or blessings you've lived through. These events or seasons influence your perception of the world. God wants to use all your life experiences, good and bad, for his purposes. Romans 8:28 (see Appendix E)

Here are a few examples:

- Family life
- Education
- Career history
- Ministry experiences
- Tragedies, trials, and challenges
- Great accomplishments and victories

## NEXT STEPS

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Serving is a lifestyle, not a volunteer position. Regardless of where you serve in the church or in the local community, you represent Jesus and his church. Serving is not defined by position, time, or location; a servant is always ready to serve anyone, anywhere.

### A. SERVE WHEREVER THERE IS A NEED

There are always opportunities to serve, both within the church and within the local community. Sometimes it is appropriate to serve regardless of our S-H-A-P-E, simply because there's a need.

### B. IDENTIFY YOUR S-H-A-P-E

Take the time to go through the S-H-A-P-E assessments in the back of this section. Then consider serving somewhere your S-H-A-P-E fits best.

The Spiritual Gifts Discovery Survey, which can be found in Appendix S, can be taken online at [giftsurvey.petra.church](https://giftsurvey.petra.church).



### C. SIGN UP FOR A “BELONG LAUNCH CONVERSATION”

The BELONG Launch Conversation is a personal meeting with a pastor or connections consultant who will help you evaluate your S-H-A-P-E assessments and discuss next steps you could be passionate about.

### D. CONTACT A MINISTRY LEADER

If you are already confident you know how you'd like to be involved you can contact the ministry leader and ask for the steps necessary to begin serving. Contact information can be found in the “*Serve*” booklet.

### E. COMMIT

Be faithful and show up, ready to serve. Be willing to serve in whatever ways they need help. Serve with excellence. Be responsible. Represent the church and your ministry area well. Allow time for relationships and trust to grow, for giftings to be recognized, and character to be discerned.

# APPENDIX S: SPIRITUAL GIFTS DISCOVERY SURVEY

Answer each question according to the scale below. Base your answers on past experiences and not on what you think should be true or hope will be true in the future. Put your score in the box to the immediate right of each question. Once you've completed all questions, transfer your answers to the corresponding numbers on the *Gift Discovery Answer Sheet* below.



O  
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e

Select the value from 0-4 according to how the statement is true in your life.

0 = Not At All      1 = Little      2 = Moderately      3 = Considerably      4 = Very Strong

1. I will always speak up for Christian principles even when what I say is unpopular. SCORE: \_\_\_\_\_
2. I find pleasure in the drawing and/or designing of various objects. SCORE: \_\_\_\_\_
3. Other people, including five-fold ministry leaders, respect me and look to me as an authority in spiritual matters. SCORE: \_\_\_\_\_
4. When in a group I tend to recognize and approach those who are sitting or standing alone. SCORE: \_\_\_\_\_
5. Others seem to really enjoy my teaching and have told me I'm a good Bible teacher. SCORE: \_\_\_\_\_
6. I have the ability to learn foreign languages. SCORE: \_\_\_\_\_
7. I enjoy helping others get their work done and don't need a lot of public recognition. SCORE: \_\_\_\_\_
8. I enjoy praying in tongues and sense it helps strengthen me spiritually. SCORE: \_\_\_\_\_
9. I am often involved in encouraging discouraged people. SCORE: \_\_\_\_\_
10. Singing is one of my favorite spiritual exercises. SCORE: \_\_\_\_\_
11. I have a strong desire to help non-Christians find salvation through Jesus Christ. SCORE: \_\_\_\_\_
12. I have seen people healed through my prayers. SCORE: \_\_\_\_\_
13. When a group I am in lacks organization, I tend to step in to fill the gap. SCORE: \_\_\_\_\_
14. God has used me personally to perform supernatural signs and wonders. SCORE: \_\_\_\_\_
15. I have enjoyed assuming the responsibility for the spiritual well-being of a particular group of Christians. SCORE: \_\_\_\_\_
16. Other people have told me that I have faith to accomplish what seemed impossible to them. SCORE: \_\_\_\_\_
17. I enjoy assisting with routine jobs around the church especially when it frees others to do their ministry responsibilities. SCORE: \_\_\_\_\_
18. I can usually discern when a person is troubled by an evil spirit. SCORE: \_\_\_\_\_
19. I enjoy praying for long periods of time. SCORE: \_\_\_\_\_
20. When praying about someone's circumstances, I often receive insight into their condition that I had not previously considered. SCORE: \_\_\_\_\_
21. I find I manage money well in order to give liberally to the Lord's work. SCORE: \_\_\_\_\_
22. I often come up with very creative solutions to difficult problems and they prove to be right on in solving the problem. SCORE: \_\_\_\_\_

23. I often sense when others are hurting inside before other people do. SCORE: \_\_\_\_\_
24. I have given a public interpretation of a message in tongues during a church service.  
SCORE: \_\_\_\_\_
25. I enjoy being able to lead small or large groups of people in decision-making processes.  
SCORE: \_\_\_\_\_
26. I have a desire, and have been used to speak direct messages from God, that strengthen, encourage, and comfort others. SCORE: \_\_\_\_\_
27. People say that I am gifted with my hands. SCORE: \_\_\_\_\_
28. I desire to use my ability to play a musical instrument to bless the church. SCORE: \_\_\_\_\_
29. I enjoy using my creative skills in acting. SCORE: \_\_\_\_\_
30. When I preach or share from God's Word, it often brings conviction to the hearers. SCORE: \_\_\_\_\_
31. I find joy in painting pictures or making hand-crafted objects. SCORE: \_\_\_\_\_
32. I have been used of God to establish and raise up a strong local church. SCORE: \_\_\_\_\_
33. I enjoy having guests and/or visitors in my presence and making them feel welcomed and a part of things. SCORE: \_\_\_\_\_
34. I love teaching and sharing the results of my Bible study with children/adults in an effective and meaningful manner. SCORE: \_\_\_\_\_
35. I can adapt easily to culture, language, and life style other than my own and would like to use my adaptability to minister in foreign countries. SCORE: \_\_\_\_\_
36. I enjoy working behind the scenes taking care of little details. SCORE: \_\_\_\_\_
37. At times I sense the Holy Spirit stirring me to give a message in tongues in a group. SCORE: \_\_\_\_\_
38. I feel a need to challenge others to better themselves, especially in their spiritual growth, without condemning them. SCORE: \_\_\_\_\_
39. I enjoy singing with or for others, and people say I have a good voice. SCORE: \_\_\_\_\_
40. I enjoy spending time with non-Christians, especially with the hope of telling them about Jesus.  
SCORE: \_\_\_\_\_
41. I enjoy praying for sick people because I know that many of them will be healed as a result.  
SCORE: \_\_\_\_\_
42. I enjoy handling the details of organizing ideas, people, resources, and time for more effective ministry. SCORE: \_\_\_\_\_
43. Through my faith God has opened doors that were impossible in the natural. SCORE: \_\_\_\_\_
44. I have helped Christians who have backslidden to be restored back to the Lord. SCORE: \_\_\_\_\_
45. It is not unusual for God to give me supernatural confidence to try things or pray for things beyond my natural ability. SCORE: \_\_\_\_\_
46. I don't have many special skills but I enjoy finding needs and doing what I can to meet that need in a practical way. SCORE: \_\_\_\_\_
47. I can see the Spirit of God resting on certain people from time to time. SCORE: \_\_\_\_\_
48. When I hear a prayer request, I take it very seriously and often pray for that need for several days or longer. SCORE: \_\_\_\_\_



49. In counseling situations I sometimes have an instant awareness of facts not previously discussed. SCORE: \_\_\_\_\_
50. When I am moved by an appeal to give to God's work, I can usually find the money to give and am eager to do so. SCORE: \_\_\_\_\_
51. I often have insights that offer practical solutions to tough problems. SCORE: \_\_\_\_\_
52. Sometimes I feel so compassionate for others that I fail to confront them with the truth when they need it. SCORE: \_\_\_\_\_
53. Church leaders have told me that they believe my public interpretation of a message in tongues was accurate. SCORE: \_\_\_\_\_
54. I enjoy leading and people seem to respond positively to my leadership. SCORE: \_\_\_\_\_
55. People have told me that I communicate timely, urgent messages that must have come directly from the Lord. SCORE: \_\_\_\_\_
56. I have an ability to use my hands in a creative way to design and build things. SCORE: \_\_\_\_\_
57. Others have told me that I have a musical gift. SCORE: \_\_\_\_\_
58. I enjoy using dance or drama as a way of inspiring people with a message. SCORE: \_\_\_\_\_
59. When I speak out on an issue, sometimes my voice takes on deep emotional tones that God uses to bring conviction. SCORE: \_\_\_\_\_
60. I find joy in having a beautiful lawn, flowers, and shrubs which are properly placed and cared for. SCORE: \_\_\_\_\_
61. God has used me to disciple and train leaders for a number of churches. SCORE: \_\_\_\_\_
62. I enjoy cheerfully providing food and a place to stay for those in need. SCORE: \_\_\_\_\_
63. I am organized in my thinking and systematic in my approach to presenting Bible lessons to a group of people. SCORE: \_\_\_\_\_
64. I seem to relate unusually well with people from other cultures. SCORE: \_\_\_\_\_
65. I enjoy when others express a need for my help in practical things. SCORE: \_\_\_\_\_
66. God encourages others through my messages in tongues. SCORE: \_\_\_\_\_
67. People often tell me their problems and I encourage them by giving them steps of action to follow. SCORE: \_\_\_\_\_
68. I believe I could sing on the worship team and be an important part of the worship service. SCORE: \_\_\_\_\_
69. My strongest desire is to see the lost come to know Jesus Christ as their Savior. SCORE: \_\_\_\_\_
70. People have told me that they have been healed of physical or emotional problems after I have prayed for them. SCORE: \_\_\_\_\_
71. I easily delegate significant responsibility to other people. SCORE: \_\_\_\_\_
72. People have told me that I was God's instrument to bring supernatural change in lives or circumstances. SCORE: \_\_\_\_\_
73. I enjoy working with people and care about their spiritual welfare. I do my best to disciple them and help them grow. SCORE: \_\_\_\_\_

74. There have been times when I suddenly had an impartation of faith from the Holy Spirit to receive or perform a miracle. SCORE: \_\_\_\_\_
75. I prefer being active in doing something rather than just sitting around talking, reading, or listening to a speaker. I like to find a need and fulfill it as quickly as possible. SCORE: \_\_\_\_\_
76. Sometimes when I'm praying for an individual who is afflicted by demons, I can distinguish by the Holy Spirit what kinds of demons are afflicting that individual. SCORE: \_\_\_\_\_
77. I often receive deep burdens to pray for various needs or people. SCORE: \_\_\_\_\_
78. Sometimes when I am in a church service, the Holy Spirit reveals to me specific needs or sicknesses that God wants to touch and heal. SCORE: \_\_\_\_\_
79. I am willing to forego certain privileges in order to give to God's work. SCORE: \_\_\_\_\_
80. People often seek my advice when they don't know what to do. SCORE: \_\_\_\_\_
81. I find myself especially concerned and praying for those in emotional distress. SCORE: \_\_\_\_\_
82. I am alert to ask the Lord for an interpretation when a message is given in tongues in the church service so that the hearers will be edified. SCORE: \_\_\_\_\_
83. God has given me the confidence and ability to lead other people. SCORE: \_\_\_\_\_
84. During church services I frequently sense a desire and prompting to speak a spontaneous word from God. SCORE: \_\_\_\_\_
85. I find satisfaction in meeting people's needs by making something for them. SCORE: \_\_\_\_\_
86. I am able to play a musical instrument well. SCORE: \_\_\_\_\_
87. I enjoy being part of a cast in a play or dramatic production. SCORE: \_\_\_\_\_
88. I do not mind speaking the truth even to those in authority. SCORE: \_\_\_\_\_
89. I enjoy the times I am able to create beautiful items especially when they benefit others. SCORE: \_\_\_\_\_
90. Pastors or churches in other parts of the country or world look to me for spiritual guidance and/or oversight. SCORE: \_\_\_\_\_
91. Our home is often used for parties and social events. SCORE: \_\_\_\_\_
92. I tend to believe one of the church's greatest needs is to understand the Scripture. SCORE: \_\_\_\_\_
93. I feel a special spiritual burden for another area or country of the world. SCORE: \_\_\_\_\_
94. I would like to do things like typing, filing, gardening, painting, etc. for the church or helping in any way I can. SCORE: \_\_\_\_\_
95. When I speak in tongues, I believe it is for my personal prayer or to edify the Lord's body. SCORE: \_\_\_\_\_
96. I find joy in helping individuals see what can be accomplished as trials are turned into areas of new growth. SCORE: \_\_\_\_\_
97. I desire to use my singing ability to bless the church. SCORE: \_\_\_\_\_
98. I enjoy meeting new people and sharing with them the joy and peace which Jesus and his love have given me. SCORE: \_\_\_\_\_
99. People seek me out to pray for them for physical healing. SCORE: \_\_\_\_\_
100. I am a very organized person who sets goals and makes plans to reach them. SCORE: \_\_\_\_\_

101. God regularly seems to do impossible things through my life. SCORE: \_\_\_\_\_
102. I prefer being a spiritual leader and having people seek me out to become spiritually stronger. SCORE: \_\_\_\_\_
103. On several occasions I have believed God for the impossible and seen it happen in a tangible way. SCORE: \_\_\_\_\_
104. I tend to be one of the first ones to notice the practical needs of others. SCORE: \_\_\_\_\_
105. I can recognize whether a person's teaching or ministry is from God, Satan, or of human origin. SCORE: \_\_\_\_\_
106. Intercessory prayer is one of my favorite ways of spending time and serving the church. SCORE: \_\_\_\_\_
107. Sometimes when I pray for people, the Holy Spirit reveals to me certain facts about their present or past circumstances which would have been impossible for me to know otherwise. SCORE: \_\_\_\_\_
108. I joyfully give money to the church well above my tithe. SCORE: \_\_\_\_\_
109. The Lord has given me quick insight into the right choices to make in very complex circumstances. SCORE: \_\_\_\_\_
110. I would like to help down and outers through some church-related program. SCORE: \_\_\_\_\_
111. When someone gives a public message in tongues, I often believe that I understand the meaning. SCORE: \_\_\_\_\_
112. When I join a group, others seem to back off and expect me to take the leadership. SCORE: \_\_\_\_\_
113. While I'm praying for someone, I often receive a message from God for them. SCORE: \_\_\_\_\_
114. The repair and maintenance of things in my environment comes easily to me. SCORE: \_\_\_\_\_
115. God has blessed my ability to play a musical instrument to lead others in worship or bless them in their Christian walk. SCORE: \_\_\_\_\_
116. I get very inspired while performing in front of people. SCORE: \_\_\_\_\_
117. I inwardly grieve over the sins of others. SCORE: \_\_\_\_\_
118. I receive much joy from working with my hands at various arts and crafts. SCORE: \_\_\_\_\_
119. I enjoy planning or providing leadership oversight to a group planting a new church or work. SCORE: \_\_\_\_\_
120. I would like to use my home to get acquainted with newcomers and visitors to the church. SCORE: \_\_\_\_\_
121. I delight in deep study and research of the Bible and sharing my insights with others. SCORE: \_\_\_\_\_
122. I am willing to leave the comforts of my surroundings in order to minister to people of other nations. SCORE: \_\_\_\_\_
123. I enjoy helping or relieving others of routine tasks so they can get special projects done. SCORE: \_\_\_\_\_
124. I use tongues regularly as part of my intercession for other people. SCORE: \_\_\_\_\_
125. I seem to be able to motivate people to get involved in ministry. SCORE: \_\_\_\_\_
126. I believe God has given me a good voice to sing and bless others. SCORE: \_\_\_\_\_

127. I get frustrated when others don't seem to share their faith with unbelievers as much as I do.  
SCORE: \_\_\_\_\_
128. I enjoy praying for people for physical or emotional healing and believe that God has gifted me in this area. SCORE: \_\_\_\_\_
129. I have the ability to see the larger picture and to break a task down into smaller tasks and then assign people with the proper gifts to that ministry. SCORE: \_\_\_\_\_
130. Others can point to specific instances where my prayers have resulted in visible miracles.  
SCORE: \_\_\_\_\_
131. Leading groups to spiritual maturity appeals to me. SCORE: \_\_\_\_\_
132. It is not unusual for me to be the one in a group encouraging others to believe God's promises in the midst of discouraging circumstances. SCORE: \_\_\_\_\_
133. I would like to assist the pastors and other leaders so they would have more time to accomplish their essential and priority ministries. SCORE: \_\_\_\_\_
134. On occasions I have seen angels and distinctly perceived their activities by the Holy Spirit.  
SCORE: \_\_\_\_\_
135. I enjoy praying for other people and often lose track of the time. SCORE: \_\_\_\_\_
136. Sometimes when witnessing to an unsaved person, the Lord will show me things about the person that will help me minister to them. SCORE: \_\_\_\_\_
137. I find myself viewing ministries from a financial perspective. SCORE: \_\_\_\_\_
138. At times God gives me specific wisdom in knowing what to do or say in a situation that is beyond my natural ability. SCORE: \_\_\_\_\_
139. I feel compassion for people who are hurting and lonely and I would like to spend time with them to cheer them up. SCORE: \_\_\_\_\_
140. I enjoy and have the faith to give an interpretation in tongues. SCORE: \_\_\_\_\_
141. When I am in charge, things seem to run smoothly. SCORE: \_\_\_\_\_
142. It is not unusual for the Lord to give me a specific message for others through pictures in my mind, visions, dreams, Scripture verses, or physical sensations. SCORE: \_\_\_\_\_
143. I enjoy working with various manual projects. SCORE: \_\_\_\_\_
144. I have found playing a musical instrument to be a helpful spiritual exercise for myself.  
SCORE: \_\_\_\_\_
145. I have, or would enjoy doing, street drama as a way of evangelizing. SCORE: \_\_\_\_\_

# SPIRITUAL GIFTS DISCOVERY ANSWER SHEET

Name: \_\_\_\_\_

Date: \_\_\_\_\_

**0- Not at all**      **1- Little**      **2- Moderately**      **3- Considerably**      **4- Very Strong**

Place Value of Answers in Each Box					Total	Gift
1	30	59	88	117		PROCLAMATION
2	31	60	89	118		CRAFTSMANSHIP/ARTST
3	32	61	90	119		APOSTLE
4	33	62	91	120		HOSPITALITY
5	34	63	92	121		TEACHING
6	35	64	93	122		MISSIONARY
7	36	65	94	123		HELPS
8	37	66	95	124		TONGUES
9	38	67	96	125		EXHORTATION
10	39	68	97	126		MUSIC/VOCAL
11	40	69	98	127		EVANGELIST
12	41	70	99	128		HEALING
13	42	71	100	129		ADMINISTRATIVE
14	43	72	101	130		MIRACLES
15	44	73	102	131		PASTOR
16	45	74	103	132		FAITH
17	46	75	104	133		SERVICE
18	47	76	105	134		DISCERNMENT OF SPIRIT
19	48	77	106	135		INTERCESSION PRAYER
20	49	78	107	136		WORDS OF KNOWLEDGE
21	50	79	108	137		GIVING
22	51	80	109	138		WORDS OF WISDOM
23	52	81	110	139		MERCY
24	53	82	111	140		TONGUE INTERPRETATN
25	54	83	112	141		LEADERSHIP
26	55	84	113	142		PROPHECY
27	56	85	114	143		CRAFTSMANSHIP
28	57	86	115	144		MUSIC/INSTRUEMENT
29	58	87	116	145		DRAMATIC ARTS

After finishing the previous test, please enter your score for each question into the appropriately numbered box. Then, add up your score horizontally for each gift and put the total score for that gift in the box on the far right. The higher the score the stronger the gifting in your life.

# **SPIRITUAL GIFT DEFINITIONS**

## **Proclamation**

The God-given ability to proclaim the truth of God and the mind of God with boldness, which brings conviction to the hearers regardless of the consequences. Acts 2:14-40; Acts 7:1-60; Acts 17:32-34, Acts 26:24-29; I Thess. 1:5

## **Craftsmanship/Artistic**

The God-given ability to further the kingdom of God through artistic, creative means. Ex. 30:22-25; Ex. 31:3-11; Acts 9:39; Acts 16:14

## **Apostle**

The God-given ability and calling to plant, establish, and give general leadership over a number of churches with a unique authority in spiritual matters which is spontaneously recognized and appreciated by those churches. This gift can function on a lay level of helping plant churches and new ministries but is most often considered a five-fold leadership gift as seen in Ephesians 4:11. I Cor. 3:10; I Cor. 12:28; I Cor. 12:12; Acts 15:1-2; Gal. 2:7-10

## **Hospitality**

The God-given ability to use your home as a means to entertain and bless the people of God or those in need of food and shelter. It also includes the ministry of making people feel welcomed in the church. Rom. 12:13; Rom. 16:23; Acts 16:14-15; I Peter 4:9; Heb.13:1-2

## **Teaching**

The God-given ability to search out and expound to others spiritual truth from the Word of God in a systematic way so that others will learn. This gift can function on the lay level or on a five-fold leadership level as seen in Ephesians 4:11. Rom. 12:7; Acts 18:16; Col. 3:16

## **Missionary**

The God-given ability and calling to use your spiritual gifts to minister to those of another culture on a long-term basis. I Cor. 9:19-23; Acts 8:4; Acts 13:2-3; Acts 22:21; Rom. 10:15

## **Helps**

The God-given ability to invest the talents you have in the life and ministry of others. The desire to be available to help out in any area where there is a need. I Cor.12:28; Roms.16:1,2; Acts 9:36; Luke 8:2,3; Mark 15:40-41

## **Tongues**

The God-given gift to speak to God in a language you have never learned. This can be either a personal prayer language for personal edification and intercession and/or the spontaneous gift to receive and communicate an immediate message of God to his people in a language you never learned. It may involve the language of men or the supernatural language of angels. I Cor. 12:10; I Cor. 14:2, 3, 13-19; Mark 16:17; Acts 2:1-13; Acts 10:44-49

## **Exhortation**

The God-given ability to minister words of comfort, consolation, encouragement, and counsel to others in such a way that they would be helped or healed. Roms.12:8; I Tim. 4:13; Heb. 10:25; Acts 14:22

## **Music/Vocal**

The God-given ability to use one's voice in the singing of praises and joy to the Lord for the benefit of others. I Chron. 15:16; II Chron. 5:12-13; II Chron. 20:21; Deut. 31:22; Judges 5:3

## **Evangelist**

The God-given ability and calling to share the gospel with unbelievers in such a way that men and women turn from sin and make commitments to serve Jesus Christ. Some with this gift work primarily within the realm of the local church community; others have broader ministries throughout the world on a fivefold leadership level as seen in Ephesians 4:11. II Tim. 4:5; Acts 8:5-6, 26-40; Acts 14:21; Acts 21:8

## **Healing**

The God-given spontaneous gift to minister at specific times physical, spiritual, or emotional healing to those in need apart from natural means. I Cor. 12:9; Acts 3:1-10; Acts 5:12, 16; Acts 9:32-35; Acts 28:7-10; Mk. 16:17-18

## **Administration**

The God-given ability to understand clearly the immediate and long-range goals of a particular problem or need in the Body of Christ and to devise, organize, and execute effective plans for the accomplishment of these goals. I Cor. 12:28; Acts 6:1-7; Acts 27:11; Luke 14:28-30; Titus 1:5

## **Miracles**

The God-given spontaneous gift in which God uses you to perform an act which transcends the laws of nature. I Cor. 12:10, 28; II Cor. 12:12; Acts 9:36-40; Acts 19:11-20; Romans 15:18-19

## **Pastor**

The God-given ability and calling to commit yourself to the care and nurture of members of the Body of Christ. This motivation may be directed to children, youth, or adults. It may function on a lay level of care or a fivefold leadership level in the church as seen in Ephesians 4:11. I Peter 5:1-3; I Tim. 3:1-7; John 10:1-18

## **Faith**

The God-given gift to believe for the impossible which is beyond the normal faith potential. It is the impartation of faith to accomplish a specific task, face potentially overwhelming circumstances, or persevere when facing dangerous situations. I Cor. 12:9; Acts 16:16-18; Acts 11:22-24; Acts 27:21-25; Romans 4:18-21

## **Service**

The God-given ability to identify the unmet needs involved in a task related to God's work and to use your time and resources to meet the practical material needs involved. This gift, in contrast to the Gift of Helps, is more intentional in identifying needs and taking the initiative to do something about it. Romans 12:7; Acts 6:1-7; Galatians 6:2,10; II Tim. 1:16-18; Titus 3:14-18

## **Discernment of Spirits**

The God-given spontaneous gift to know whether the spiritual source behind a certain behavior or word is divine, human, or satanic. I Cor. 12:10; Acts 28:3-6; Acts 5:1-11; Acts 16:16-18; I John 4:1-6; Matt. 16:21-23

## **Intercession/Prayer**

The God-given ability to pray for extended periods of time on a regular basis and see frequent and specific answers to your prayers to the degree much greater than that which is expected of the average Christian. It also functions on a prayer-partner level in which a person feels called to pray for a leader, ministry, or people on a regular basis. James 5:14-16; I Tim. 2:1,2; Col. 1:9-12; Col. 4:12-13; Acts 12:12; Luke 22:41-44

## **Words of Knowledge**

The God-given spontaneous gift of knowledge of facts or details about a person or situation that has not been discovered through natural inquiry. I Cor. 12:8; John 4:17, 18; I Cor. 2:14; Acts 5:1-11

## **Giving**

The God-given ability and incentive to give generously and joyfully of financial and material resources to the Lord's work. Romans 12:8; Mark 12:41-44; II Cor. 8:1-7; II Cor. 9:2-8

## **Words of Wisdom**

The God-given spontaneous gift of divine insight in how to respond to complex and difficult problems and situations. I Cor. 12:8; I Kings 3:16-28; I Cor. 2:1-13; Acts 6:3,10; James 1:5,6; II Peter 3:15

## **Mercy**

The God-given ability to feel compassion for the suffering of others and the motivation to minister to them in order to ease their burden. Romans 12:8; Matt. 20:34; Matt. 25:34-40; Luke 10:33-35

## **Tongues Interpretation**

The God-given spontaneous gift to interpret a message given in tongues into the language of those present. I Cor. 12:10, 30; I Cor. 14:13; I Cor. 14:26-28



## **Leadership**

The God-given ability to motivate and lead others in accomplishing goals related to the Lord's work. Romans 12:8; Acts 7:10; Acts 15:7-11; I Tim. 5:17; Hebrews 13:17

## **Prophecy**

The God-given gift to sense and speak the mind and will of God under the inspiration of the Holy Spirit concerning the present or future for a person, group, or situation. There are also those with this gift who are sometimes called and affirmed by the church as Prophets on a recognized leadership level as seen in Ephesians 4:11. I Cor. 12:10, 28; Joel 2:16-18; I Cor. 14:1, 31, 39

## **Craftsmanship/Manual**

The God-given ability and motivation to work and create with your hands that which will bless and increase the work of God in the earth. Ex. 30:22-25; Ex. 31:2-11; II Chron. 34:9-13; Acts 9:39; Acts 16:14; Acts 18:3

## **Music/Instrument**

The God-given ability to play an instrument in a way that the church is strengthened and God is glorified. II Kings 3:15; I Chron. 15:16; 16:41-42; II Chron. 5:12-13; 34:12; I Sam. 16:16

## **Dramatic Arts**

The God-given ability to use drama and acting to proclaim God's message and inspire people in their Christian growth. Ezekiel 4; Ezekiel 5; Ezekiel 12

## APPENDIX H: PASSION ASSESSMENT

### WHO ARE YOU PASSIONATE ABOUT?

Circle your top three people groups that you have a passion to work with.

Infants	Young Families	Mentally Challenged	Business Owners
Preschoolers	Married Couples	Men or Women	Unemployed
Kindergartners	Single Parents	Military	Prisoners
Elementary	Senior Citizens	Emergency Services	The Arts Community
Middle School	Widowed	Ethnic Groups	Spiritual Seekers
High School	Divorced	Homeless	New Believers
College	Handicapped	Poor	LGBTQ Community
Young Adults	Struggling with Health	Affluent	
Young Married	Hospitalized	Singles	Others _____

### WHAT ARE YOU PASSIONATE ABOUT? (ISSUES)

Circle your top three issues that you have a passion to get involved in.

Abortion	Church	Health	Politics
Abuse	Disaster Relief	Homosexuality	Poverty
Addictions	Discipleship	Hunger	Racism
Adoption	Education	Injustice	Reaching the Lost
AIDS	Environment	International	Social Concerns
Business	Family	Literacy	Technology
Child Care	Finances	Mental Health	Violence
		Mentoring	Other _____

## APPENDIX A: ABILITIES & TALENTS ASSESSMENT

### WHAT ARE THE METHODS YOU USE TO HELP OTHERS

Which three of the following talents and abilities best describes you?

**CARING** - I really enjoy assisting those who are hurting or in need. There's nothing better than seeing a smile on the face of someone touched by a thoughtful deed.

**COMPLETING** - It's not how you start that matters but how you finish. I love to work through the details to ensure that the task is completed thoroughly.

**CREATING** - I enjoy creating materials and systems that don't already exist as well as working on new and innovative ways to convey concepts visually or audibly.

**DESIGNING** - I love to work with technology or materials to produce new and better ways of communicating.

**GATHERING** - Pulling together a team of people or resources to accomplish a task or meet a need is something I love giving my time to.

**HOSPITALITY** - I like to use my home as a place to entertain others, and I enjoy being a part of a team that cooks, serves, or caters for others.

**INTERCESSION** - I love to pray for extended periods of time, and sense the Holy Spirit directs me toward specific areas to pray. People consider me to be an intercessor.

**LEADING OR OVERSEEING** - I love to lead the charge. I prefer direct what's going on rather than follow. Helping others to see the big picture and then working together with them to accomplish the task is something I love to do.

**MAINTAINING** - I enjoy working with well-established programs and helping to further their success.

**MOTIVATING** - I love to inspire others to do their very best. I love the challenge of helping people see the value and benefits of investing their time, talents, and resources.

**OVERCOMING** - It's doesn't matter how high the mountain or how long it's going to take—I'm going to get there. I love challenges, and I find a real thrill in figuring out ways to preserve and get the result.

**PERFECTING** - I'm always looking for ways to improve things that already exist. Being at and performing to the highest level of excellence is important to me.

**PERFORMING** - Lights, camera, action. I love to be in front of people and help them understand and enjoy a message through creative communication such as drama, music, and the arts.

**PIONEERING** - I love to take risks. The idea of trying something new pushes my button.  
Repairing - If it's broken . . . then I can fix it. I love to tinker with things and get them back to working order.

**SHARING OR GIVING** - I love to use my resources—time, energy, and money—to make sure others' needs are taken care of.

**STRATEGIZING** - Contemplating all the options and figuring out the best path to get the desired result is something I enjoy.

# WHAT ARE THE SKILLS AND ABILITIES YOU USE TO HELP OTHERS

Put a check next to practical skill that you possess.

## PROFESSIONAL SERVICES

Mental Health  
Counseling  
Social Work  
Accounting  
Bookkeeping  
Medical  
Nursing  
Paramedic  
Legal  
Law Enforcement  
Landscaping  
Unemployment  
Daycare  
Public Relations  
Advertising  
Computer Programming  
Journalism/Writing

## CONSTRUCTION

General Contractor  
Drywall  
Carpenter  
Cabinet  
Electrician  
Plumbing  
Heating/AC  
Painting  
Masonry  
Roofing

## MISSIONS

Missionary  
Evangelism

## ART

Painting  
Interior Design  
Graphics  
Screen Printing  
Photography  
Decorating  
Crafts

## MECHANICAL

Copier Repair  
Auto Mechanic  
Small Engine Repair  
Mower Repair  
Machinist

## THEATRICAL

Acting  
Dancing  
Puppets  
Audio Production  
Sound/Mixing  
Lighting  
Set Design  
Set Construction  
Stage Hand  
Script Writer

## WORKING WITH

Handicapped  
Hearing Impaired  
Incarcerated  
Learning Disabilities  
Shut-ins  
Housing for Homeless

## TEACHING/ASSISTING

Preschool  
Elementary  
Middle School  
High School  
Singles  
Couples  
Men's Groups  
Women's Groups  
Tutoring

## OFFICE SKILLS

Typing  
Word Processing  
Receptionist  
Office Manager  
Data Entry  
Filing/Photocopy  
Transcription

## GENERAL HELPS

Catering/Cooking  
Cashier  
Child Care  
Food Service  
Gardening  
Grounds Maintenance  
Transportation  
Telephoning  
Mailing  
Sports Instructor

## MUSICAL

Singer  
Composer  
Instrument

1. How do you think you could use the abilities you checked to serve here at Petra?
2. What are some of your hobbies?
3. What are your greatest talents?

# APPENDIX P: TEAM PERSONALITY STRENGTHS ASSESSMENT

## I. DISCOVERING YOUR PERSONAL MAKEUP

Choose a specific setting for your focus such as home, job, or church. Look at the four words listed on each line and circle only one word that most describes you in the focus setting you choose. **My Focus setting is:** \_\_\_\_\_.

	Row 1	Row 2	Row 3	Row 4
1.	original	persuasive	gentle	humble
2.	unyielding	attractive	sweet	cooperative
3.	bold	charming	loyal	easily led
4.	will power	open minded	cheerful	obliging
5.	nervy	jovial	even tempered	precise
6.	competitive	outgoing	considerate	harmonious
7.	unconquerable	playful	obedient	fussy
8.	brave	inspiring	submissive	timid
9.	self-reliant	sociable	patient	soft spoken
10.	adventurous	cordial	moderate	receptive
11.	decisive	talkative	controlled	conventional
12.	daring	polished	satisfied	diplomatic
13.	aggressive	center of attention	easy mark	fearful
14.	determined	convincing	good-natured	cautious
15.	eager	high-spirited	willing	agreeable
16.	assertive	confident	sympathetic	tolerant
17.	persistent	animated	generous	well disciplined
18.	force of character	admirable	kind	resigned
19.	pioneering	optimistic	accommodating	respectful
20.	confronting	light hearted	nonchalant	adaptable
21.	positive	enthusiastic	trusting	peaceful
22.	vigorous	good mixer	lenient	cultured
23.	outspoken	companionable	restrained	accurate
24.	restless	popular	neighborly	orderly
	<b>TOTAL</b> _____	<b>TOTAL</b> _____	<b>TOTAL</b> _____	<b>TOTAL</b> _____

(Add up the total number of words or statements circled in each vertical row.)

Circle the row number of which you scored the highest. This is your primary personality style.

The second highest score is your back up style that comes through as well.

**Row 1**

**Row 2**

**Row 3**

**Row 4**

<b>D</b> <b>Personality Style</b> (Choleric)	<b>I</b> <b>Personality Style</b> (Sanguine)	<b>S</b> <b>Personality Style</b> (Phlegmatic)	<b>C</b> <b>Personality Style</b> (Melancholic)
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**VALUE TO TEAM**

**VALUE TO TEAM**

**VALUE TO TEAM**

**VALUE TO TEAM**

Instinctive leaders  
 Productive  
 Innovative  
 Problem solver  
 Confidence builder  
 Handles multiple projects  
 High performance  
 Courageous  
 Sees big picture  
 Decision maker  
 Results oriented

Instinctive communicators  
 Generous  
 Creative  
 Encourager  
 Good sense of humor  
 Negotiator  
 Persuasive  
 Harmony builder  
 Motivates the team  
 Spontaneous  
 People oriented

Instinctive relators  
 Calm  
 Reliable  
 Dependable  
 Loyal  
 Compliant  
 Creates sense of belonging  
 Peacemaker and reconciler  
 Realistic and practical  
 Good listener  
 Security oriented

Instinctive organizers  
 Creative  
 Analyzer  
 Thorough  
 Gains information  
 Logical  
 Diplomatic  
 Systematic  
 Emphasizes quality  
 Sensitive  
 Detail oriented

Organizes for the most quick way

Organizes for the most fun way

Organizes for the most easy way

Organizes for the most perfect way

**WEAKNESSES**

**WEAKNESSES**

**WEAKNESSES**

**WEAKNESSES**

Low tolerance of error  
 Rash decision maker  
 Poor delegator  
 Poor listener  
 Intimidates others  
 Bossy/Domineering  
 Unsympathetic  
 Impatient  
 Inflexible

Too talkative  
 Exaggerates  
 Poor follow through  
 Disorganized  
 Led by feelings  
 Avoids dealing with conflict  
 Ambivalent  
 Approval seeker  
 Undisciplined

Inflexible  
 Possessive  
 Slow to change  
 Indecisive  
 Unenthusiastic  
 Unmotivated  
 Not goal oriented  
 Careless  
 Fearful

Perfectionist  
 Overly sensitive  
 Fault finding  
 Rigid  
 Unrealistic goals  
 Too introspective  
 Defensive  
 Approval seeker  
 Pessimistic

Controls through:  
 force of character

Controls through:  
 verbal persuasion

Controls through:  
 passive aggression

Controls through:  
 information & systems

## II. OPPORTUNITIES FOR PERSONAL GROWTH

If you are a “D” – Dominant, Direct, Task oriented, Decisive, Organized, Outgoing, Outspoken

- A. Strive to listen to other people more attentively.
- B. Try to be less controlling and domineering.
- C. Develop a greater appreciation for the opinions, feelings, and desires of others.
- D. Put more energy into personal relationships.
- E. Show your support for the other team members.

If you are an “I” – Influential, Interested in people, Witty, Easygoing, Outgoing, People oriented

- A. Weigh the pros and cons before making a decision; be less impulsive.
- B. Remember to help with tasks more.
- C. Exercise control over your actions, words, and emotions.
- D. Focus more on details and facts.
- E. Remember to slow down your pace for other people.
- F. Talk less; listen more.

If you are an “S” – Steady, Stable, Analytical, People oriented, Introverted

- A. Consider how change is healthy. Try to change more willingly.
- B. Be more direct in your interactions.
- C. Focus on overall goals of your family or group rather than specific procedures.
- D. Deal with confrontation constructively.
- E. Develop more flexibility.
- F. Try to show more initiative.

If you are a “C” – Compliant, Competent, Task oriented, Goal oriented, Introverted

- A. Concentrate on doing the right things – not just doing things right.
- B. Be less critical of others’ ideas and methods.
- C. Respond more quickly to accomplish others’ goals.
- D. Strive to build relationships with other people and family members.
- E. Be more decisive.
- F. Focus less on facts and more on people.



## APPENDIX E: LIFE EXPERIENCES ASSESSMENT

### I. EVALUATING LIFE EXPERIENCES

Take a moment to think about how your life experiences (ministry, family and life, education, career, challenges, health, financial) have helped shape you for serving opportunities. Write your thoughts below:

#### **MINISTRY**

What past ministry experiences have you had?

How have these experiences helped you?

How could you use these ministry experiences to serve others?

#### **FAMILY AND LIFE**

What areas of your family and life experiences stick out most to you (i.e., where you lived, how you were raised, religious background, etc.)?

Do you see any connection between these family/life experiences and how you could use these to serve? If so, how?

**EDUCATION**

What type of special education have you experienced that could be used to serve others (i.e., computer, administration, video, layout and graphic design, counseling, auto mechanics, carpentry, etc.)?

**CAREER**

How do you think you could use what you have learned in your career experiences to serve others?

**CHALLENGES**

What is the most painful experience that has happened in your life (i.e., divorce, addiction, past sin, disease, death of a loved one, etc.)?

What have you learned from that experience(s)?

How do you think that experience(s) could be used to help others?

**HEALTH**

Are there any specific health issues in your life that would be worth mentioning?

Paired with your life experiences, how could these health issues be used to help others facing the same challenge?

## **FINANCIAL**

How would you describe your financial history?

What financial successes and failures have you experienced?

How could your financial experiences be used to help others?