



GIFTED:

Discovering Your S.H.A.P.E. for Serving

(adapted from Saddleback Church)

SPIRITUAL GIFTS ASSESSMENT

"Now about spiritual gifts, I do not want you to be ignorant". --1 Cor. 12:1

We believe that churches must be organized primarily around people who identify and serve out of their God-given spiritual gifts. Therefore, we have enclosed a spiritual gift assessment to help you identify your top spiritual gift(s).

PLEASE TAKE OUR ONLINE GIFT ASSESSMENT AT gifts.westwoodstcloud.org

SPIRITUAL GIFT DESCRIPTIONS

Below are brief descriptions to help you understand the purpose of each gift.

LEADERSHIP: The divine enablement to attract, lead, and motivate people to accomplish the work of ministry.

ADMINISTRATION: The divine enablement to understand what makes an organization function, and the special ability to plan, execute, and achieve procedures that increase the church's organizational effectiveness.

TEACHING: The divine enablement to understand, clearly explain, and apply the Word of God to the lives of listeners.

KNOWLEDGE: The divine enablement to accumulate and analyze information effectively.

WISDOM: The divine enablement to apply knowledge effectively.

PROPHECY: The divine enablement to proclaim God's truth with power and clarity in a timely and culturally sensitive fashion for correction, repentance, or edification.

COUNSELING*: The divine enablement to effectively listen and assist someone in their quest for psychological and relational wholeness.

CREATIVE COMMUNICATION*: The divine enablement to communicate God's truth through a variety of art forms.

DISCERNMENT: The divine enablement to distinguish between the truth and error.

EXHORTATION/ENCOURAGEMENT: The divine enablement to reassure, strengthen, and affirm those who are discouraged or wavering in their faith.

SHEPHERDING: The divine enablement to lead, care for, and nurture individuals or groups in the church as they grow in their faith.

FAITH: The divine enablement to see the Lord's will and to act on it with an unwavering belief in God's ability.

EVANGELISM: The divine enablement to so effectively communicate the message of Christ to unbelievers that they respond in faith and discipleship.

APOSTLESHIP: The divine enablement to start churches and oversee their initial development.

SERVICE/HELPS: The divine enablement to attach spiritual value to the accomplishment of physical tasks within the body of Christ.

MERCY: The divine enablement to minister cheerfully and appropriately to people who are suffering.

GIVING: The divine enablement and availability to contribute money and material resources to the work of the Lord with cheerfulness and liberality.

HOSPITALITY: The divine enablement to care for new or needy people by providing fellowship, food, and shelter.

CRAFTSMANSHIP*: The divine enablement to facilitate ministry through the creative construction of necessary tools for ministry.

For more information about spiritual gifts go to... <https://www.gotquestions.org/spiritual-gifts-survey.html>

NOTE: Personal inventory seems unnecessary with the following gifts. They are self-evident.

MIRACLES: The divine enablement to effect powerful acts, which authenticate the message of Christ and glorify God.

HEALING: The divine enablement to be God's channel to restore people to health.

TONGUES: The divine enablement to speak in unknown languages.

INTERPRETATION: The divine enablement to make known to the church the message of the tongues-speaker.

* Gifts not included in this list could include things like craftsmanship, creative communication, counseling and others as well. If these gifts more accurately describe you, please look through the "places to serve" below for a ministry that may fit you best.

CLARIFYING THOUGHTS ON DISCOVERING A MINISTRY THAT FITS YOU BEST

This spiritual gift assessment is not meant to be a comprehensive or final word on helping you discover a primary place to serve out of your God-given gifts. This is our attempt at pointing you in the right direction. Below are exercises that may help you clarify your direction and cause you to reflect more deeply on how God has shaped you for ministry. If you would like more help clarifying your direction, please contact the church office at info@westwoodstcloud.org to schedule an appointment to walk through your gifts and potential placement.

HEART/PASSIONS

Philippians 2:13 (NLT) for it is God who works in you to will and to act in order to fulfill his good purpose.

To help you discover how God has shaped your heart and passions for a ministry take time below to go through the following two steps:

(This exercise is adapted from the book *Finding a Job You Can Love* by Ralph Mattson and Arthur Miller.)

STEP 1. LIST AND DESCRIBE YOUR ACCOMPLISHMENTS SINCE CHILDHOOD

Examples:

I put on plays for my family or neighborhood kids.

I started a lemonade stand in fourth grade. It was fun and we made money

I ran for student offices and even won sometimes

I always like to build things. Before we got married I completely refinished my little apartment.

I've always enjoyed being part of a cause whether it was marches, giving or promotion
One summer I set a goal of reading 15 books, and I did it!

What are some things to include?

Accomplishments at home, school, work, etc...

Things you enjoyed doing

Things you believe you did well

Give specific details about what you did.

Forget what other people may think about it.

* Remember, you are recalling things you ENJOYED doing and did well (accomplishments), not simply pleasant experiences.

A Bad Example: I had a great vacation in Canada

A Good Example: I took some stunning photos during my trip to Canada

* You do not have to cover every area of your life. Just focus on what YOU FEEL are the highlights of things you've done.

MY HIGHLIGHTS OF THINGS I DID WELL AND ENJOYED DOING DURING...

My grade school years...

As a teenager...

In my early 20's (or college years)...

In my 30-something years...

COMPLETE UP TO YOUR PRESENT...

** The more you can list or recall the better...

STEP 2: DISCOVER THE MOTIVATED DIRECTION OF YOUR HEART/PASSIONS

Take some time to reflect on your past achievements for a common thread that tells you something about what motivates you. Below are some examples. Remember, these are ALL GOD-GIVEN motivations. They are only sinful when used selfishly. Every one of these can be used in service to people and God. Don't be embarrassed to identify a basic motivation that doesn't "seem spiritual". Almost everyone of these can be seen in the ministry of one of the apostles.

EXAMPLE:

* I purchased my first car at 16

* I collected and sold baseball cards as a kid

* I've been passionate about personal finances and love to build my financial portfolio

* I've acquired three properties and plan on five more

I LOVE TO ... (circle as many as apply)

DESIGN AND DEVELOP -- I love to make something out of nothing. I enjoy getting something started from scratch.

PIONEER -- I love to test out and try new concepts. I am not afraid to risk failure.

ORGANIZE -- I love to bring order out of chaos. I enjoy organizing something that is already started.

OPERATE / MAINTAIN -- I love to efficiently maintain something that is already organized.

SERVE OR HELP -- I love to assist others in their responsibility. I enjoy helping others succeed.

ACQUIRE AND POSSESS -- I love to shop, collect, or obtain things. I enjoy getting the highest quality for the best price.

EXCEL -- I love to be the best and make my team the best. I enjoy setting and attaining the highest standard.

INFLUENCE -- I love to convert people to my way of thinking. I enjoy shaping the attitudes and behaviors of others.

PERFORM -- I love to be on stage and receive the attention of others. I enjoy being in the limelight.

IMPROVE -- I love to make things better. I enjoy taking something that someone else has designed or started and improve it.

REPAIR -- I love to fix what is broken or change what is out of date.

LEAD AND BE IN CHARGE -- I love to lead the way, oversee and supervise. I enjoy determining how things will be done.

PERSEVERE -- I love to see things to completion. I enjoy persisting at something until it is finished.

FOLLOW THE RULES -- I love to operate by policies and procedures. I enjoy meeting the expectations of an organization or boss.

PREVAIL -- I love to fight for what is right and oppose what is wrong. I enjoy overcoming injustice.

How could the things that I love be distributed in service to others in your church or community? Do you notice any correlation with the things that you love to do and your spiritual gifts...if so, in what area could you serve? What would you say is the motivated direction of your heart/passions?

ABILITIES

1 Corinthians 12:6 There are different abilities to perform service, but the same God gives ability to all for their particular service. (1 Corinthians 12:6)

I have filled him (Bezalel) with the Spirit of God, giving him great wisdom, ability, and expertise in all kinds of crafts. (Exodus 31:3)

Below are 26 specialized abilities that many have recognized are unique to individuals. Take some time to reflect on this list and how both you and others have affirmed some of these abilities in you. Circle them and then, ask for God to consider how your ability or abilities could be utilized in a church family for the benefit of others.

Entertaining ability: to perform, act, dance, speak,

Recruiting ability: to enlist and motive people to get involved

Interview ability: to discover what others are really like

Researching ability: to read, gather information, and collect data

Artistic ability: to conceptualize, picture, draw, paint, photograph, or make renderings

Graphics ability: to lay out, design, create visual displays or banners

Evaluating ability: to analyze data and draw conclusions

Planning ability: to strategize, design and organize programs and events

Managing ability: to supervise people to accomplish a task or event and coordinate the details involved

Counseling ability: to listen, encourage and guide with sensitivity

Teaching ability: to explain, train, demonstrate, and tutor

Writing ability: to write articles, letters, books

Editing ability: to proofread or rewrite

Promoting ability: to advertise or promote events and activities

Repairing ability: to fix, restore, and maintain

Feeding ability: to create meals for large or small groups

Recall ability: to remember or recall names and faces

Mechanical operating ability: to operate equipment, tools or machinery

Resourceful ability: to search out and find inexpensive materials or resources needed

Counting ability: to work with numbers, data or money

Classifying ability: to systematize and file books, data, records and materials so they can be retrieved easily

Public Relations ability: to handle complaints and unhappy customers with care and courtesy

Welcoming ability: to convey warmth, develop rapport, making others feel comfortable

Composing ability: to write music or lyrics

Landscaping ability: to do gardening and work with plants

Decorating ability: to beautify a setting for a special event

How ought you apply your God-given talents to serve and minister to others? In what ways do some of my natural abilities and spiritual gifts coincide that would lead me to serve in a specific area?

PERSONALITY

How do you see yourself? Your personality often reflects where you get your energy and how you like to be organized. Your level of satisfaction and fruitfulness in any area of service will depend largely on a place that doesn't work against how you are made. It won't deplete you or be exercised in a way isn't how you like to be organized.

** For a much more detailed personality assessment go to <https://www.truity.com/test/enneagram-personality-test>

SIMPLE ASSESMENT:

Being with people can either drain you (introverted) or energize you (extroverted)

Extroverted			Introverted		
3	2	1	1	2	3
Extreme		mild	mild		extreme

What energizes you in how you structure your time?

Routine			Variety		
3	2	1	1	2	3
Extreme		mild	mild		extreme

Completing Tasks

3	2	1	Being with People		
Extreme		mild	1	2	3
			mild		extreme

Structured

3	2	1	Unstructured		
Extreme		mild	1	2	3
			mild		extreme

What manner of expression are you most comfortable with?

Self- Controlled			Self-Expressive		
3	2	1	1	2	3
Extreme		mild	mild		extreme

When you accomplish a task, or complete a project, how are you motivated to do it...

Cooperative			Competitive		
3	2	1	1	2	3
Extreme		mild	mild		extreme

In what way has God "made" your personality that could be a benefit in serving others? What places have you served or worked that was not a right "match" for your personality? In what way has God made you to potentially serve?

EXAMINE YOUR EXPERIENCES

"(God)... wonderfully comforts and strengthens us in our hardships and trials. And why does he do this? So when others are troubled, needing our sympathy and encouragement, we can pass on to them the same help and comfort God has given us!" 2 Cor. 1:3-4 (LB)

Consider how your spiritual, painful, educational and ministry-related experiences may be God's prompting for you to minister and serve others. Take some time to reflect on the following questions and ask how God may use your past experiences to inform where you ought to serve.

*** Your Spiritual Experiences**

What types of meaningful decisions/times with God have benefited you?

*** Your Painful Experiences**

What problems, hurts, trials have shaped and taught you?

*** Your Educational Experiences**

What were your favorite subjects in school, or things you are naturally led to read, discuss or watch or listen to?

*** Your Ministry Experiences**

How have you served in the past?

What do I do now?

Please look through the following list of specific places to utilize your spiritual gift(s). Identify 1 or more areas so that a ministry staff person may contact you to discuss more specifically what each role requires. We often suggest "trying on" a role to see if a ministry is a fit for you before making any commitment. We believe that it is more important to "try on" an area of service first and if it isn't a fit, try a different area of service. Some of the following areas like kids and students (and others) require an application and/or a background check before serving.

Please contact us at the church office at info.westwoodstcloud.org so that we can schedule a time to meet with you either individually or with a group to help you find a place to serve.

MINISTRY OPPORTUNITIES

Below are a list of ministries at Westwood that need your SHAPE. This is not a complete or exhaustive list and your gifts may need to take place in a conversation to help you find a place to serve. Please look through this list and consider how your SHAPE may help you and the church grow together and contact us at info.westwoodstcloud.org

Ministry to pre-school/nursery children

Ministry to Kindergarten-5th grade children

Ministry to Junior High and High School Students

Ministry to 18–20-something age young adults

Hospitality – Serves others by supporting ministries that provide for authentic fellowship. Things like cooking, serving, feeding, setting up, taking down, cleaning up at events that create opportunities for fellowship.

Leading/facilitating small group or teaching experiences with adults

- A desire to help people develop meaningful relationships, grow spiritually and impact their community
- Men's Groups – Helping men connect in a small group by leading them through a Bible study or men's curriculum series.
- Women's Studies – Leading women through a short-term study (6-8 weeks), building meaningful relationships and helping them grow spiritually.
- DASH ministries - A ministry to adults 50+ to build relationships and serve the church body.
- Mentoring – Utilizing your life experiences and Scripture to help disciple others in their faith.
- Teacher – Using your gift of teaching and knowledge of Scripture to lead a class/seminar on a subject that helps others better understand and apply the Bible.
- Following up with newcomers or first-time believers –
- Writing cards. (for those in crisis, notes of sympathy or cards to those who have started attending Westwood.)
- Following up on those who have expressed a new spiritual commitment.
- Leading a group for those who are new to faith.
- Serving/Welcoming/Hosting events or social events at church
- Usher – Enthusiastically greeting others and making people feel welcome in the church auditorium on Sunday mornings.
- Greeter – Finding ways to connect with people as they arrive and depart church on Sunday mornings.
- Welcome Table – Serving guests and attenders by directing them to appropriate information to help them connect with Westwood.
- Online host – Connecting with those watching services online
- Ministries of support (office volunteers, filing, maintenance, videography, writing/editing, property, landscaping, decorating, arts, building and grounds etc....)
- Singing or playing an instrument
- Computers/sound/video technology, editing or production
- CARE Ministries (Helping to develop and give leadership to a team of people who would oversee a ministry of Care to the whole church family.
- Recovery Ministry -- a ministry designed to help hurting people, discover freedom from addiction.
- GriefShare -- Help those experiencing deep grief to move forward in the healing process. Participants will connect with others who understand the pain and emotions of their experience and learn tools to help them begin to recover.
- RE-engage -- Provide an atmosphere for married couples to grow their marriages.

Visitation – Provide support, prayer, and encouragement to those experiencing prolonged illness, recovery from surgery, or are homebound.

Prayer - Provide support for those going through a crisis and praying for the church and its mission in the world.

Meals - Provide the blessing of a home-cooked meal to those recovering from illness/surgery or adjusting to life with a newborn. (service/helps, mercy, giving, shepherding)

Helps – This ministry pairs those gifted with “fix-it” skills with those in need of minor household or vehicle repairs, yardwork, etc.

Ministry Partnerships -- Provide leadership and support to our missions partners (locally and international).

Benevolence – Demonstrate God’s love through financial provisions to meet the needs of Westwood households that are facing financial difficulties.