

## Appendix D- Finding Your Spiritual Gifts and Ministry

### Spiritual Gifts Discover Answer Sheet

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

*0- Not at all; 1- Little; 2- Moderately; 3- Considerably; 4- Strongly*

<b>ANSWER</b>				<b>TOTAL</b>	<b>ROW</b>	<b>GIFT</b>
1.	24.	47.	70.		<b>A</b>	<b>Helps</b>
2.	25.	48.	71.		<b>B</b>	<b>Leadership</b>
3.	26.	49.	72.		<b>C</b>	<b>Hospitality</b>
4.	27.	50.	73.		<b>D</b>	<b>Service</b>
5.	28.	51.	74.		<b>E</b>	<b>Administration</b>
6.	29.	52.	75.		<b>F</b>	<b>Discernment</b>
7.	30.	53.	76.		<b>G</b>	<b>Faith</b>
8.	31.	54.	77.		<b>H</b>	<b>Music</b>
9.	32.	55.	78.		<b>I</b>	<b>Miracles</b>
10.	33.	56.	79.		<b>J</b>	<b>Craftsmanship</b>
11.	34.	57.	80.		<b>K</b>	<b>Healing</b>
12.	35.	58.	81.		<b>L</b>	<b>Giving</b>
13.	36.	59.	82.		<b>M</b>	<b>Mercy</b>
14.	37.	60.	83.		<b>N</b>	<b>Wisdom</b>
15.	38.	61.	84.		<b>O</b>	<b>Knowledge</b>
16.	39.	62.	85.		<b>P</b>	<b>Exhortation</b>
17.	40.	63.	86.		<b>Q</b>	<b>Teaching</b>
18.	41.	64.	87.		<b>R</b>	<b>Pastor/Shepherd</b>
19.	42.	65.	88.		<b>S</b>	<b>Apostle</b>
20.	43.	66.	89.		<b>T</b>	<b>Missionary</b>
21.	44.	67.	90.		<b>U</b>	<b>Prophecy</b>
22.	45.	68.	91.		<b>V</b>	<b>Evangelism</b>
23.	46.	69.	92.		<b>W</b>	<b>Prayer/Intercession</b>

## GIFT DEFINITIONS AND SCRIPTURAL REFERENCES

*The following contains suggested definitions of the spiritual gifts. While not meant to be dogmatic or final, these definitions and supporting scriptures do correspond to characteristics of the gifts as expressed in the Skyline Spiritual Gifts Questionnaire.*

**A. Helps** - The ability to invest the talents one has in the life and ministry of other members of the body, thus enabling those others to increase the effectiveness of their own spiritual gifts.

*Mark 15:40-41 Acts 9:36  
Romans 16:1-2 1 Corinthians 12:28*

**B. Leadership** - The ability to set goals in accordance with God's purpose for the future and to communicate those goals to others in such a way that they voluntarily and harmoniously work together to accomplish those goals for the glory of God.

*Acts 15:7-11 Romans 12:8  
1 Timothy 5:17 Hebrews 13:17*

**C. Hospitality** - The ability to provide an open house and a warm welcome to those in need of food and lodging.

*Acts 16:14-15 Romans 12:9-13 Romans 16:23  
Hebrews 13:1-2 1 Peter 4:9*

**D. Service** - The ability to identify the unmet needs involved in a task related to God's work, and to make use of available resources to meet those needs and help accomplish the desired results.

*Acts 6:1-7 Romans 12:7 Galatians 6:2  
2 Timothy 1:16-18 Titus 3:14*

**E. Administration** - The ability to understand clearly the immediate and long-range goals of a particular unit of the body of Christ and to devise and execute effective plans for the accomplishment of those goals.

*Luke 14:28-30 Acts 6:1-7 1 Corinthians 12:28*

**F. Discernment** - The ability to know with assurance whether certain behavior purported to be of God is in reality divine, human or satanic. The purpose of this gift is to prevent confusion and false teaching from infiltrating the church.

*Matthew 16:21-23 Acts 5:1-11 Acts 16:16-18  
1 Corinthians 12:10 1 John 4:1-6*

**G. Faith** - The ability to discern with extraordinary confidence the will and purpose of God, and to propel the body of believers into actively claiming the promises of God.

*Acts 11:22-24 Romans 4:18-21  
1 Corinthians 12:9 Hebrews 11*

**H. Music** - The ability to use one's voice in the singing of praises and joy to the Lord for the benefit of others, or to play a musical instrument to praise of the Lord and for the benefit of others.

*Deuteronomy 31:22 1 Samuel 16:16 1 Chronicles 16:41-42  
2 Chronicles 5:12-13 2 Chronicles 34:12 Psalm 150*

**I. Miracles** - The ability to serve as human intermediaries through whom it pleases God to perform powerful acts that are perceived by observers to have altered the ordinary course of nature.

*Acts 9:36-42 Acts 19:11-20 Acts 20:7-12  
Romans 15:18-19 1 Corinthians 12:10 & 28*

**J. Craftsmanship** - The ability to use one's hands, thoughts, and mind to further the kingdom of God through artistic, creative means. People with this gift may also serve as leaders for others in forming their abilities in this area. The gift may also be used in the area of maintenance, care and upkeep for the benefit and beautification of God's kingdom here on earth.

*Exodus 30:22-25 Exodus 31:3-11  
2 Chronicles 34:9-13 Acts 18:2-3*

**K. Healing** - The ability to serve as human intermediary through who God's healing power is applied to another person's physical or emotional need.

*Acts 3:1-10 Acts 5:12-16 Acts 9:32-35  
Acts 28:7-10 1 Corinthians 12:9 & 28*

**L. Giving** - The ability to contribute material resources to the work of the Lord with liberality and cheerfulness.

*Mark 12:41-44 Romans 12:8  
2 Corinthians 8:1-7 2 Corinthians 9:2-8*

**M. Mercy** - The ability to feel genuine empathy and compassion for individuals who suffer distressing physical, mental or emotional problems, and to translate that compassion into cheerfully-done deeds which reflects Christ's love and alleviate the sufferings.

*Matthew 20:29-34 Matthew 25:34-40 Mark 9:41  
Luke 10:33-35 Acts 16:33 & 34 Acts 11:28-30  
Romans 12:8*

**N. Wisdom** - The ability to apply spiritual truth to a specific issue in an especially relevant fashion, and to make proper choices in difficult situations, based on sufficient information.

*Acts 6:3 & 10 1 Corinthians 2:1-13 1 Corinthians 12:8  
James 1:5 2 Peter 3:15*

**O. Knowledge** - The ability to discover, accumulate, analyze and clarify information which is pertinent to the growth and well-being of the body.

*Acts 5:1-11 1 Corinthians 12:8  
2 Corinthians 11:6 Colossians 2:2-3*

**P. Exhortation** - The ability to minister words of encouragement, consolation, comfort and motivation from God's Word to help others complete their tasks and be all that God wants them to be.

*Acts 4:32-37 Acts 14:22 Romans 12:8  
1 Timothy 4:13 Hebrews 10:24-25*

**Q. Teaching** - The ability to employ a logical, systematic approach to biblical study and to communicate information relevant to the health and ministry of the body and its members in such a way that others will learn.

*Acts 18:24-28 Acts 20:20-21 Romans 12:7  
1 Corinthians 12:28 Ephesians 4:11-14*

**R. Pastor/Shepherd** - The ability to assume a long-term personal responsibility for the spiritual welfare of a group of believers.

*John 10:1-18 Ephesians 4:11-14  
1 Timothy 3:1-7 1 Peter 5:1-3*

**S. Apostle** - The ability to assume and exercise general leadership over a number of

churches, with an extraordinary authority in spiritual matters which is spontaneously recognized and appreciated by those churches.

*Acts 15:1-2 1 Corinthians 12:28 2 Corinthians 12:12  
Galatians 2:7-10 Ephesians 3:1-9 Ephesians 4:11-14*

**T. Missionary** - The ability to minister whatever other spiritual gifts one has in a second culture.

*Acts 8:4 Acts 13:2-3 Acts 22:21  
Romans 10:15 1 Corinthians 9:19-23*

**U. Prophecy** - The ability to proclaim the Word of God with divine anointing, which brings conviction to the hearers so they recognize that it is truly the Word of God and they must do something about it.

*Acts 2:37-40 Acts 7:54 Acts 26:24-29  
1 Corinthians 14:1 & 3 1 Thessalonians 1:5*

**V. Evangelism** - The ability to share the gospel with unbelievers in such a way that men and women become Jesus' disciples and responsible members of the body of Christ.

*Acts 8:5-6 Acts 8:26-40 Acts 14:21  
Acts 21:8 Ephesians 4:11-14 2 Timothy 4:5*

**W. Prayer/Intercession** - The ability to pray for extended periods of time on a regular basis and see frequent and specific answers to prayer, to a degree much greater than that which is experienced by most Christians.

*Luke 22:41-44 Acts 12:12 Colossians 1:9-12  
Colossians 4:12-13 1 Timothy 2:1-2 James 5:14-16*

### SPIRITUAL GIFT DISCOVERY QUESTIONS

*Unwrap your spiritual gifts. An evaluation designed to help you identify and develop your God-given spiritual gifts.*

- 1. I enjoy working behind the scenes, taking care of little details.**
2. I usually step forward and assume leadership in a group where none exists.
- 3. When in a group I tend to recognize and approach those who are sitting or standing alone.**
4. I have the ability to recognize a need and to get the job done, no matter how trivial the task.
- 5. I have the ability to organize ideas, people, and projects to reach a specific goal.**
6. People often say I have good spiritual judgment.
- 7. I am very confident of achieving great things for the glory of God.**
8. I am asked to sing or play a musical instrument at church functions.
- 9. Through my prayers God has made the impossible possible.**
10. I have an ability to use my hands in a creative way to design and build things.
- 11. I have seen my prayers heal people.**
12. I enjoy giving money to those in serious financial need.
- 13. I enjoy ministering to people in hospitals, prisons, or rest homes to comfort them.**
14. I often have insights that offer practical solutions to difficult problems.
- 15. I have understood issues or problems in the church and seen answers when others didn't.**
16. I enjoy encouraging and giving counsel to those who are discouraged.
- 17. I have an ability to thoroughly study a passage of scripture, and then share it with others.**
18. I presently have the responsibility for the spiritual growth of one or more young Christians.
- 19. Other people respect me as an authority in spiritual matters.**
20. I have an ability to learn foreign languages.
- 21. God often reveals to me the direction He desires the body of Christ to move.**

22. I enjoy spending time with non-Christians, especially with hopes of telling them about Jesus.

**23. Whenever I hear reports on the news or in conversation about needy situations, I am burdened to pray.**

24. I would like to assist the pastors or other leaders so they will have more time to accomplish their essential and priority ministries.

**25. I don't mind asking others to accomplish an important ministry for the church.**

26. I enjoy entertaining guests and making them feel "at home" when they visit.

**27. I enjoy serving others, no matter how simple or little the task.**

28. I am a very organized person who sets goals and makes plans to reach them.

**29. I am a good judge of character, and can spot a spiritual phony.**

30. I often step out and start projects that other people won't attempt, and the projects are usually successful.

**31. I believe I could sing well in the choir.**

32. God has used me to make things happen which were far beyond human means.

**33. I enjoy doing things like woodworking, crocheting, sewing, metal work, stained glass, etc . . .**

34. I enjoy praying for those who are physically and emotionally ill, for God to heal them.

**35. I joyfully give money to the church well above my tithe.**

36. I feel compassion for people who are hurting and lonely, and like to spend considerable time with them to cheer them up.

**37. God has enabled me to choose correctly between several complex options in an important decision, when no one else knew what to do.**

38. I enjoy studying difficult questions about God's Word, and I am able to find answers easier and quicker than others.

**39. People often tell me their problems, and I encourage them.**

40. When a question arises from a difficult Bible passage, I am motivated to research the answer.

**41. I like to give of my own free time to meet other's needs.**

42. I would be willing and excited to start a new church.

**43. I can adapt easily to culture, language, and lifestyle, other than my own, and would like to use my adaptability to minister in foreign countries.**

44. I will always speak up for Christian principles even when what I say isn't popular and people think I'm narrow-minded or hard-headed.

**45. I find it easy to invite a person to accept Jesus as their Savior.**

46. I believe prayer is the most important thing a Christian can do.

**47. I enjoy relieving others of routine tasks so they can get special projects done.**

48. I can guide and manage a group of people toward achieving a specific goal.

**49. I enjoy meeting new people and introducing them to others in the group.**

50. I am very dependable for getting things done on time, and I don't need much praise and thanks.

**51. I easily delegate significant responsibilities to other people.**

52. I am able to distinguish between right and wrong in complex spiritual matters, that other people can't seem to figure out.

**53. I trust in God's faithfulness for a bright future, even when everything looks bad.**

54. I enjoy singing and people say I have a good voice.

**55. God has blessed my prayers so that supernatural results have come from otherwise impossible situations.**

56. I find satisfaction in meeting people's needs by making something for them.

**57. God regularly speaks to me concerning people's illnesses, so that I can pray for them.**

58. I wouldn't mind lowering my standard of living to give more to the church, and others in need.

**59. I want to do whatever I can for the needy people around me, even if I have to give up something.**

60. People often seek my advice when they don't know what to do.

**61. I have an ability to gather information from several sources to discover the answer to a question, or learn more about a subject.**

62. I feel a need to challenge others to better themselves, especially in their spiritual growth, without condemning them.

**63. Others listen and enjoy my teaching of scriptures.**

64. I enjoy working with people, and desire to help them be the best person they can for the Lord.

**65. I am accepted as a spiritual authority in other parts of the country or**

**world.**

66. I would like to present the gospel in a foreign language, in a country whose culture and lifestyle is different than my own.

**67. I feel a need to speak God's messages from the Bible, so people will know what God expects of them.**

68. I would like to tell others how to become a Christian, and give them the invitation to receive Jesus in their life.

**69. Many of my prayers for others have been answered by the Lord.**

70. I enjoy helping others get their work done, and don't need a lot of public recognition.

**71. People respect my opinion and follow my direction.**

72. I would like to use my home to get acquainted with newcomers and visitors to the church.

**73. I enjoy helping people in any type of need, and feel a sense of satisfaction in meeting that need.**

74. I am comfortable making important decisions, even under pressure

**75. People come to me for help in distinguishing between spiritual truth and error.**

76. I often exercise my faith through prayer, and God answers my prayers in exciting ways.

**77. I believe the Lord could use me in the choir to deliver a message through song.**

78. God uses me to work miracles for the glory of His Kingdom.

**79. People say I am gifted with my hands.**

80. People often seek me out to pray for their physical healing.

**81. When I give money to someone, I don't expect anything in return, and often give anonymously.**

82. When I hear of people without jobs who can't pay their bills, I do what I can to help them.

**83. God enables me to make appropriate application for biblical truth to practical situations.**

84. I can recognize difficult biblical truths and principles on my own, and I enjoy this.

**85. People will tell me things they won't tell anyone else, and say I am easy to**



**talk to.**

86. I am organized in my thinking and systematic in my approach to presenting Bible lessons to a group of people.

**87. I help Christians who have wandered away from the Lord find their way back to a growing relationship with Him.**

88. I would be excited to share the gospel and form new groups of Christians in areas where there aren't many churches.

**89. I have no racial prejudice, and have a sincere appreciation for people very different from myself.**

90. I find it relatively easy to apply biblical promises to present day situations.

**91. I have a strong desire to help non-Christians find salvation through Jesus Christ.**

92. Prayer is my favorite ministry in the church, and I spend a great deal of time at it.

## HOW TO FIND YOUR MINISTRY

Finding a ministry that is personally fulfilling, of service to the Kingdom, and anointed by God's Spirit takes time, maturity, wise counsel, and good sense under the direction of God. The following exercise will assist you to discover God's will for your life.

Ignorance of the spiritual gifts you have is not bliss. Dr. C. Peter Wagner says, "Ignorance of spiritual gifts may be a chief cause of retarded church growth today. It also may be at the root of much of the discouragement, insecurity, frustration and guilt that plagues many Christian individuals and curtails their total effectiveness for God."

No human test is absolutely certain to determine a spiritual gift. But this exercise should stimulate you to thought, prayer and an openness to wherever God wants you to serve. A Spiritual Gifts Inventory Questionnaire will be distributed to assist you in discovering your spiritual gifts.

## IMPLEMENTING YOUR SPIRITUAL GIFTS

Dr. C. Peter Wagner and Raymond W. Hurn have suggested six steps to take in discovering spiritual gifts.

### **1. "Explore The Possibilities."**

You have already done so in taking the spiritual gifts profile.

### **2. "Experiment With As Many As You Can."**

Try as many as you can, particularly the top six you indicated on your profile score sheet.

### **3. "Examine Your Feelings."**

Do you feel good about yourself as you attempt to exercise that particular gift? Or do you have strong negative feelings about it?

### **4. "Evaluate Your Effectiveness."**

Do your gifts bring results as you exercise them?

### **5. "Expect Confirmation From The Body"**

If you are the only one who thinks you have a particular gift, you probably don't have that gift. Sometimes other mature Christians can help us see if we're moving in the wrong direction in ministry.

### **6. "Expect An Inner Confirmation By God's Spirit."**

The inward witness of the Spirit is essential. It will give you the sense of "calling" to your ministry and sustain you in the exercise of your ministry.