

### PARTICIPANT GUIDE



#### OBJECTIVES

By the end of this module, you will be able to:

1. Motivate members of your church to discover their respective gifts.
2. Apply spiritual gifts to the context for the benefit of the church and the community.

#### TIME FOR SHARING & PRAYER

*<sup>4</sup> There are different kinds of gifts, but the same Spirit distributes them. <sup>5</sup> There are different kinds of service, but the same Lord. <sup>6</sup> There are different kinds of working, but in all of them and in everyone it is the same God at work. <sup>7</sup> Now to each one the manifestation of the Spirit is given for the common good. <sup>8</sup> To one there is given through the Spirit a message of wisdom, to another a message of knowledge by means of the same Spirit, <sup>9</sup> to another faith by the same Spirit, to another gifts of healing by that one Spirit, <sup>10</sup> to another miraculous powers, to another prophecy, to another distinguishing between spirits, to another speaking in different kinds of tongues,[a] and to still another the interpretation of tongues.[b] <sup>11</sup> All these are the work of one and the same Spirit, and he distributes them to each one, just as he determines.*

– 1 Corinthians 12:4 -11 (NIV)

#### AS LEADERS GO ... SO GOES THE CHURCH

Even though there is diversity of services (gifts), according to v. 6, who is behind the giving of those gifts?

What are 'some of the gifts given' through the work of the Spirit?

## Session 1: Biblical Foundation

### 1. SHARED LEADERSHIP | Romans 12:6-7; Romans 15:14

*"The members of the Church work in unity, utilizing their gifts to serve their congregation and cause an impact in their community"*

#### LEADERS ENCOURAGE MEMBERS REGARDING THEIR GIFTS

TEACHING WHY?	EQUIPPING WHOM?	EMPOWERING HOW?

### 2. CONGREGATION AND "MINISTRY UNEMPLOYMENT"

Read 1 Corinthians 12:4-6

List some of the differences that the Apostle Paul mentions that you can see in your own church setting:

Different GIFTS	Different SERVICE (MINISTRY)	Different WAYS

Read 2 Timothy 2:1-2

Note how closely this model follows the advice the Apostle Paul gives to Timothy.

### 3. COACH PEOPLE INSTEAD OF CARRYING OUT EVENTS

Read Ephesians 4:1-3

CHARACTER	CONSIDERATIONS

### 4. MINISTRY BASED ON GIFTS

Read 1 Peter 4:10-11

Write down ways to minister in the local church through individual spiritual gifts.

#### EIGHT KEY CHARACTERISTICS THAT MUST EXIST FOR THE LOCAL CHURCH TO EFFECTIVELY MOBILIZE

A clear and inspiring objective. \_\_\_\_\_

\_\_\_\_\_

A structure designed to reach the goal. \_\_\_\_\_

\_\_\_\_\_

Competent team members. \_\_\_\_\_

\_\_\_\_\_

A shared commitment. \_\_\_\_\_

\_\_\_\_\_

A cooperation environment. \_\_\_\_\_

\_\_\_\_\_

A standard of excellence. \_\_\_\_\_

\_\_\_\_\_

External support and recognition. \_\_\_\_\_

\_\_\_\_\_

Fundamental leadership on principles. \_\_\_\_\_

\_\_\_\_\_

## Session 2: Tools

### SPIRITUAL GIFTS SURVEY (30 MIN.)

#### Directions

This is not a test, so there are no wrong answers. The Spiritual Gifts Survey consists of 80 statements. Some items reflect concrete actions; other items are descriptive traits; and still others are statements of belief.

- Select the one response you feel best characterizes yourself and place that number in the blank provided. Record your answer in the blank beside each item.
- Do not spend too much time on any one item. Remember, it is not a test.
- Usually, your immediate response is best.
- Please give an answer for each item. Do not skip any items.
- Do not ask others how they are answering or how they think you should answer.
- Work at your own pace.

Your response choices are:

5	Highly characteristic of me/definitely true for me
4	Most of the time this would describe me/be true for me
3	Frequently characteristic of me/true for me—about 50 percent of the time
2	Occasionally characteristic of me/true for me—about 25 percent of the time
1	Not at all characteristics of me/definitely untrue for me

#### Begin the survey here:

1. I have the ability to organize ideas, resources, time, and people effectively. \_\_\_\_
2. I am willing to study and prepare for the task of teaching. \_\_\_\_
3. I can relate the truths of God to specific situations. \_\_\_\_
4. I have a God-given ability to help others grow in their faith. \_\_\_\_
5. I possess a special ability to communicate the truth of salvation. \_\_\_\_
6. I can make critical decisions when necessary. \_\_\_\_
7. I am sensitive to the hurts of people. \_\_\_\_
8. I experience joy in meeting needs through sharing possessions. \_\_\_\_
9. I enjoy studying. \_\_\_\_

10. I have delivered God's message of warning and judgment. \_\_\_\_
11. I can sense the true motivation of persons and movements. \_\_\_\_
12. I have a special ability to trust God in difficult situations. \_\_\_\_
13. I have a strong desire to contribute to the establishment of new churches. \_\_\_\_
14. I take action to meet physical and practical needs rather than merely talking about or planning to help. \_\_\_\_
15. I enjoy entertaining guests in my home. \_\_\_\_
16. I can adapt my guidance to fit the maturity of those working with me. \_\_\_\_
17. I can delegate and assign meaningful work. \_\_\_\_
18. I have an ability and desire to teach. \_\_\_\_
19. I am usually able to analyze a situation correctly. \_\_\_\_
20. I have a natural tendency to encourage others. \_\_\_\_
21. I am willing to take the initiative in helping other Christians grow in their faith. \_\_\_\_
22. I have an acute awareness of the emotions of other people, such as loneliness, pain, fear, and anger. \_\_\_\_
23. I am a cheerful giver. \_\_\_\_
24. I spend time digging into facts. \_\_\_\_
25. I feel that I have a message from God to deliver to others. \_\_\_\_
26. I can recognize when a person is genuine/honest. \_\_\_\_
27. I am a person of vision (a clear mental portrait of a preferable future given by God). I am able to communicate vision in such a way that others commit to making the vision a reality. \_\_\_\_
28. I am willing to yield to God's will rather than question and waver. \_\_\_\_
29. I would like to be more active in getting the Gospel to people in other lands. \_\_\_\_
30. It makes me happy to do things for people in need. \_\_\_\_
31. I am successful in getting a group to do its work joyfully. \_\_\_\_
32. I can make strangers feel at ease. \_\_\_\_
33. I can plan learning approaches. \_\_\_\_

34. I can identify those who need encouragement. \_\_\_\_
35. I have trained Christians to be more obedient disciples of Christ. \_\_\_\_
36. I am willing to do whatever it takes to see others come to Christ. \_\_\_\_
37. I am attracted to people who are hurting. \_\_\_\_
38. I am a generous giver. \_\_\_\_
39. I can discover new truths. \_\_\_\_
40. I have spiritual insights from Scripture concerning issues and people that compel me to speak out. \_\_\_\_
41. I can sense when a person is acting in accord with God's will. \_\_\_\_
42. I can trust in God even when things look dark. \_\_\_\_
43. I can determine where God wants a group to go and help it get there. \_\_\_\_
44. I have a strong desire to take the Gospel to places where it has never been heard. \_\_\_\_
45. I enjoy reaching out to new people in my church and community. \_\_\_\_
46. I am sensitive to the needs of people. \_\_\_\_
47. I have been able to make effective and efficient plans for accomplishing the goals of a group. \_\_\_\_
48. I often am consulted when fellow Christians are struggling to make difficult decisions. \_\_\_\_
49. I think about how I can comfort and encourage others in my congregation. \_\_\_\_
50. I can give spiritual direction to others. \_\_\_\_
51. I can present the Gospel to lost people in such a way that they accept the Lord and His salvation. \_\_\_\_
52. I possess an unusual capacity to understand the feelings of those in distress. \_\_\_\_
53. I have a strong sense of stewardship based on the recognition that God owns all things. \_\_\_\_
54. I help others understand God's Word and apply it to their lives. \_\_\_\_
55. I can sense when a person is acting under God's leadership. \_\_\_\_
56. I try to be in God's will continually and be available for His use. \_\_\_\_
57. I feel that I should take the Gospel to people who have different beliefs from me. \_\_\_\_
58. I have an acute awareness of the physical needs of others. \_\_\_\_

- 59. I am skilled in setting forth positive and precise steps of action. \_\_\_\_
- 60. I like to meet visitors at church and make them feel welcome. \_\_\_\_
- 61. I explain Scripture in such a way that others understand it. \_\_\_\_
- 62. I can usually see spiritual solutions to problems. \_\_\_\_
- 63. I welcome opportunities to help people who need comfort, consolation, encouragement, and counseling. \_\_\_\_
- 64. I feel at ease in sharing Christ with nonbelievers. \_\_\_\_
- 65. I can influence others to perform to their highest God-given potential. \_\_\_\_
- 66. I recognize the signs of stress and distress in others. \_\_\_\_
- 67. I desire to give generously and unpretentiously to worthwhile projects and ministries. \_\_\_\_
- 68. I can organize facts into meaningful relationships. \_\_\_\_
- 69. God gives me messages in line with Scripture to deliver to His people. \_\_\_\_
- 70. I can sense whether people are being honest when they tell of their religious experiences. \_\_\_\_
- 71. I enjoy presenting the Gospel to persons of other cultures and backgrounds. \_\_\_\_
- 72. I enjoy doing little things that help people. \_\_\_\_
- 73. I can give a clear, uncomplicated presentation. \_\_\_\_
- 74. I have been able to apply biblical truth to the specific needs of my church. \_\_\_\_
- 75. God has used me to encourage others to live Christ-like lives. \_\_\_\_
- 76. I have sensed the need to help other people become more effective in their ministries. \_\_\_\_
- 77. I like to talk about Jesus to those who do not know Him. \_\_\_\_
- 78. I can make strangers feel comfortable in my home. \_\_\_\_
- 79. I have a wide range of study resources and know how to secure information. \_\_\_\_
- 80. I feel assured that a situation will change for the glory of God even when the situation seems impossible. \_\_\_\_



**SCORING YOUR SURVEY (5 MIN.)**

Follow these directions to determine your score for each spiritual gift.

Place in each box your numerical response (1-5) to the item number that is indicated in the space.

For each gift, add the numbers in the boxes and put the total in the TOTAL box.

<b>LEADERSHIP</b>	6	+	16	+	27	+	43	+	65	=	TOTAL
<b>ADMINISTRATION</b>	1	+	17	+	31	+	47	+	59	=	TOTAL
<b>TEACHING</b>	2	+	18	+	33	+	61	+	73	=	TOTAL
<b>KNOWLEDGE</b>	9	+	24	+	39	+	68	+	79	=	TOTAL
<b>WISDOM</b>	3	+	19	+	48	+	62	+	74	=	TOTAL
<b>PROPHECY</b>	10	+	25	+	40	+	54	+	69	=	TOTAL
<b>DISCERNMENT</b>	11	+	26	+	41	+	55	+	70	=	TOTAL
<b>EXHORTATION</b>	20	+	34	+	49	+	63	+	75	=	TOTAL
<b>SHEPHERDING</b>	4	+	21	+	35	+	50	+	76	=	TOTAL
<b>FAITH</b>	12	+	28	+	42	+	56	+	80	=	TOTAL
<b>EVANGELISM</b>	5	+	36	+	51	+	64	+	77	=	TOTAL
<b>APOSTLESHIP</b>	13	+	29	+	44	+	57	+	71	=	TOTAL
<b>SERVICE/HELPING</b>	14	+	30	+	46	+	58	+	72	=	TOTAL
<b>MERCY</b>	7	+	22	+	37	+	52	+	66	=	TOTAL
<b>GIVING</b>	8	+	23	+	38	+	53	+	67	=	TOTAL
<b>HOSPITALITY</b>	15	+	32	+	45	+	60	+	78	=	TOTAL

**GRAPHING YOUR PROFILE (5 MIN.)**

For each gift, place a mark across the bar at the point that corresponds to your TOTAL for that gift.

For each gift, shade the bar below the mark that you have drawn.

The resulting graph gives a picture of your gifts. Gifts for which the bars are long are the ones in which you appear to be strongest. Gifts for which the bars are very short are the ones in which you appear not to be strong.

	5	10	15	20	25
LEADERSHIP					
ADMINISTRATION					
TEACHING					
KNOWLEDGE					
WISDOM					
PROPHECY					
DISCERNMENT					
EXHORTATION					
SHEPHERDING					
FAITH					
EVANGELISM					
APOSTLESHIP					
SERVICE/HELPING					
MERCY					
GIVING					
HOSPITALITY					

## EVALUATING OUR MOBILIZED BODY ACCORDING TO THEIR GIFTS

The following tool uses a 1-10 scoring system, in which 1 represents complete disagreement or the lowest score, and 10 represents excellence or strong agreement.

MOBILIZED BODY ACCORDING TO THEIR GIFTS										
1. The church helps its members to discover their spiritual gifts.	1	2	3	4	5	6	7	8	9	10
2. The leadership of the church trains the membership according to their discovered gifting.	1	2	3	4	5	6	7	8	9	10
3. The church provides clear information to those who wish to serve according to their interests and talents.	1	2	3	4	5	6	7	8	9	10
4. I feel the church does everything possible so I use my gifts appropriately.	1	2	3	4	5	6	7	8	9	10
5. Individuals have been trained to serve or lead in the congregation and in the community.	1	2	3	4	5	6	7	8	9	10
6. There are ample opportunities of service and ministry for those who wish to serve.	1	2	3	4	5	6	7	8	9	10
7. Our ministerial structure is well-suited for mobilizing people to serve.	1	2	3	4	5	6	7	8	9	10

## Session 3: Action Plan and Goals

Based on what you learned in this module, create an action plan with clear goals for you and your local church.

### For Pastors:

Have you identified a leader to mentor as a future church planter? Y or N

If yes, did you meet this month? Y or N

### For Review:

Did you turn in the Healthy Church Report this month? Y or N

Look at the 7 Take Your Church's Pulse (TYCP) questions for this module (Session 4) and review your overall measurements.

What are your areas of strength (scores greater than 7)? \_\_\_\_\_

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What are areas for growth (scores equal to or fewer than 7)? \_\_\_\_\_

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Begin to develop an action plan. An action plan for implementing today's materials into your respective ministries is important and should be a habitual process for every step forward in your ministry. Based on what you learned in this module, create an action plan with clear goals for you and your local church.

An acronym that is helpful in planning is to develop **SMART** goals:

**S**pecific: It describes specifically what I plan to do.

**M**easurable: I will be able to tell whether it was done or not.

**A**ppropriate: Is it in line with God's will?

**R**ealistic: It considers my limitations and availability.

**T**ime-bound: It mentions an exact time period.

Example:

- By the end of the month, I will preach a sermon on integrated faith so that people will realize that God should be a part of every portion of life.
- By the end of the year, financial giving will increase by 5% from the previous year.
- In 6 months, 12 new believers will be saved.
- By next week, we will develop a plan for small groups that will start next fall.

## Coming Up: Stronger Churches Module 5

You will learn about holistic stewardship of the resources that God has given us.

NAME: \_\_\_\_\_ CHURCH NAME: \_\_\_\_\_

Healthy Church Report	MONTHLY GOAL	MONTHLY RESULT
<b>SHARED THE VISION</b> How many people inside and outside the church has the vision been shared with?		
<b>LEADERS</b> How many leaders has the church trained for small groups and ministry?		
<b>SPIRITUAL GIFTS</b> How many people has the church trained to use their spiritual gifts?		

## How to Use Reports

- 1. REPORTING** - Included in each module is a tabulation sheet with ten metrics for measuring entitled *Healthy Church Report*. As the participant progresses through the modular training a new measurement is revealed on the tabulation sheet for monthly reporting. Monthly reporting is a key part of the training. This provides accountability and focus on what matters most for the training participants. If the participants know ahead of time what will be asked of them at the next module, they are more likely to do those activities that lead to the results to be reviewed.
- 2. PASTOR TRACK MENTORING** - Pastors are encouraged during the training to identify and mentor a future leader to be a church planter. Each month of the modular training the pastor is asked if a leader has been identified and if they have met for mentoring (see [www.multiplicationnetwork.org/resources/ministry-toolbox/203-mentoring-workshop-2](http://www.multiplicationnetwork.org/resources/ministry-toolbox/203-mentoring-workshop-2) for mentor training material). At the end of the Stronger Churches modular training: Pastors are encouraged to turn in a church planter profile report (<https://www.multiplicationnetwork.org/resources/ministry-toolbox/159-church-planter-profile>) and churches are encouraged to plant a church by sending the new leader for More Churches Modular training.