SPIRITUAL GIFTS

THE FOLLOWING PAGES CONTAIN

1. *"Stewards of Spiritual Gifts"*

Individual spiritual gifts are different from talents, Christian roles in the Church and the general spiritual gifts given to all Christians. The article *"Stewards of Spiritual Gifts"* will help explain the difference and list various individual spiritual gifts.

2. *"Spiritual Gifts Identification"*

Five pages listing of 65 statements to be rated on a scale of 5 (greatest) to 1 (lowest) will assist Christians in finding their individual spiritual strengths regarding 13 special gifts.

3. *"Talent Form"*

The form indicates various areas for church service where talents, coupled with individual spiritual gifts, could be applied.

SUGGESTED USES

A. Congregational Effort

Involve all members in an effort to acquaint them with spiritual gifts and especially their individual spiritual gifts. Enable them to discover their personal spiritual gifts by completing *"Spiritual Gifts Identification"*. Thereafter, the *"Talents Form"* should be completed and filed in the church office as a ready reference to involve members in church work.

B. Adult Confirmation Class

At some point of instruction inform the class about spiritual gifts, have potential new members complete *"Spiritual Gifts Identification*" and thereafter, the *"Talent Form"*. Upon reception into membership, they should choose an area of church work to their liking. Involvement helps prevent back door losses.

C. Adult Bible Class

There are enough Bible verses listed in the *"Stewards of Spiritual Gifts"* article to engage two or three classes. At the conclusion, attendees should complete *"Spritual Gifts Identification"* and *the "Talent Form"*.

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STEWARDS OF SPIRITUAL GIFTS

by Rev. Thomas Soltis, SELC Stewardship Director

SPIRITUAL GIFTS

The Scriptures speak about Christians possessing individual spiritual gifts. "Now about spiritual gifts, brothers, I do not want you to be ignorant . . . eagerly desire spiritual gifts." (1 Cor. 12:1 & 14:1) It is God's will that Christian stewards be good managers of the individual spiritual gifts bestowed upon them by the Holy Spirit. Every Christian is blessed with at least one. Some possess more. The gifts are to be used for the benefit of the Church and in behalf of people in general. They should not be confused with *"talents"*, genetically created God-given special abilities (i.e., music, art, physical abilities, etc.). Furthermore, they are not *"Christian roles"* related to public ministries established by God for the benefit of the Church (apostles, evangelists, prophets, pastors, teachers ... Eph. 4:11; Titus 1:5; 2 Cor.12:29a). Neither should individual spiritual gifs be confused with *"general gifts"* such as the "fruits of the Spirit" listed in Gal. 5:22-23 ... love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control. Such are given to all Christians to a lesser or greater degree.

INDIVIDUAL SPIRITUAL GIFTS

> **Proclamation -** A gift to properly understand and witness God's Word to others or apply it effectively for given situations. (1 Cor. 14:1-5, 19-33, 37-40)

> **Teaching -** The gift of effective communication skills for the teaching of God's Word to others individually or in classes. (Rom. 12:7;1 Tim. 4:11-16; Heb. 5:12-14)

> **Exhortation -** The Holy Sprit gives this gift to certain Christians to convey counsel, encouragement and comfort to others. (Acts 11:23-24; 14:21-22; I Thess. 2:11)

> **Wisdom -** Understanding God's will regarding proper decisions for daily living and solving problems. (James 3:13-17; Acts 6:1-6, 8-10; I Kings 3:16-28)

> **Knowledge -** A gift to understand God's truths in an exceptional way and make them relevant in specific situations. (Eph. 3:14-19; 2 Kings 5:20-27; 6:8-12; 1 Cor. 2:11-16; 8:1-2)

> **Serving -** The spiritual gift to identify the needs of people and implement plans to meet those needs. (Gal. 6:1-2; 1Peter 4:10–11; Rom. 12:7; Luke 22:24-27)

> **Helping -** This gift enables particular Christians to share the burdens of others, help them cope and accomplish tasks more easily. (Acts 6:2-4; 1 Cor. 12:29; Acts 20:34–35; Rom. 16:1-2)

> **Leadership -** Certain Christians are gifted to motivate, direct and inspire others to willingly accomplish things. (Heb. 13:7; Judges 3:10; Ex. 18:13-26; Rom. 12:8; 1 Thess. 5:12-13)

> **Administration -** The gift of managing, seeing solutions, establishing proper goals and implementing them. (Acts 15:12-21; Ex. 18:17-18, 21-22; I Cor. 12:28)

> **Giving -** The special gift to generously share material wealth willingly and cheerfully. (2 Cor. 8:1-5; Rom. 12:8; Acts 4:32-37; 2 Cor. 9:6-15)

> **Mercy -** Exceptional sympathy for those suffering and the ability to lovingly alleviate hurts and concerns. (Rom. 12:8; 2 Tim. 1:16-18; Luke 10:30-37)

>**Discernment -** The ability to know clearly what is good or bad; beneficial or detrimental. (Acts 5:1-10; 16:16-18; 8:18-21; 1 John 4:1-6)

> **Extraordinary Faith -** An exceptional trust in God's power, enabling great accomplishments and heroic stands. (Heb. 11; Matt.21:18-22)

> **Other Gifts . . .** miracles; healing; exorcism; tongues; interpretation of tongues; celibacy; voluntary poverty; martyrdom.

HELPS TO RECOGNIZE GIFTS

1.Pray to discern them.

2. Try out as many as possible.

3. Ask others if they see particular gifts in you.

"*Spiritual Gifts Identification*" has 65 statements to help you identify your personal gift(s). A Talent Form will help you put the gift(s) to use. Contact: www.selc.lcms.org (>Stewardship >Personal Stewardship) or call 1-440-582-6140.

PLEASE COMPLETE THE "GIFTS' IDENTIFICATION INSTRUMENT" ON THE PAGES THAT FOLLOW. PLEASE NOTE THESE POINTS BEFORE PROCEEDING:

- This tool is intended to give you only a general indication as to the Spirit-given gifts you might possess.
- Completing this instrument is not a required part of the gifts identification process.If used, its completion should only be used as part of the process, not apart from it.
- It is not the last word on which Spirit-given gift(s) you might or might not possess.
- It is NOT a test to prove you are a spiritual person.
- It is provided with the prayer that it will help you to identify your Spirit-given gifts.

"GIFTS' IDENTIFICATION INSTRUMENT"

". . . having then gifts differing according.to the grace that is given to us . . ." (Romans 12:6).

5-Agree 4-Agree Somewhat 3-Undecided 2-Disagree Somewhat 1-Disagree

	5	4	3	2	1
1. I do not hesitate to proclaim God's Word to fellow Christians.					
2. I can effectively help people to discover important truths in the Scripture.					
3. I am able to motivate people to a higher spiritual commitment.					
4. People with spiritual problems seem to come to me for advice and counsel.					
5. I find it easy to apply specific Scripture to specific life situations.					
6. There is great joy in doing "little" jobs around the church.					
7. I look for opportunities to assist people in their work.					
8. I am able to lead people in accomplishing group goals.					
9. I am able to organize people for more effective ministry.					
10. I have no difficulty in giving large portions of my money for the Lord's work.					
11. I feel great compassion for the problems of others.					
12. It seems easy to perceive whether a person is honest or dishonest.					
13. I am ready to try the impossible because I have a great trust in God.					
14. I find it easy to proclaim the Word of God to comfort others.					
15. I am (would be) very comfortable teaching a Bible class in the church.					
16. I find it easy to give encouragement to people who are discouraged.					
17. I enjoy providing solutions to difficult problems in life.					
18. It seems easy to learn difficult truths in Scripture.					
19. I enjoy doing routine tasks for the glory of God.					
20. I am not bothered when asked repeatedly to help with the emergency tasks around the church.					
21. People seem to enjoy following me in doing an important task.					
22. I am confident in making important decisions.					
23. I find real joy in giving a generous portion of my money to the Lord.					
24. I am very comfortable visiting people in retirement homes.					
25. I seem to know very quickly whether something is right or wrong.					
26. When things seem impossible, I'm ready to move forward.					
27. I find it easy to share and relate God's Word to the issues of the day.					
28. It seems that people learn when I teach them.					

29. I am able to encourage inactive church members to become involved Christians again. ___ ___ ___ ___ ___

30. It seems that people generally follow my advice. ___ ___ ___ ___ ___

31. I am able to understand difficult portions of God's Word. ___ ___ ___ ___ ___

32. I function well when doing small or trivial tasks in the church. ___ ___ ___ ___ ___

33. I find myself doing the tasks that free others for important ministry. ___ ___ ___ ___ ___

34. It is more effective to delegate a task to someone else rather than to do it myself. ___ ___ ___ ___ ___

35. I am comfortable taking responsibility for the achievement of group goals. ___ ___ ___ ___ ___

36. I eagerly accept opportunities to financially support a critical situation. ___ ___ ___ ___ ___

37. People come to me for comfort when faced with a difficult situation. ___ ___ ___ ___ ___

38. The difference between truth and error is easily perceived by me. ___ ___ ___ ___ ___

39. I am often ready to believe God will lead us through situations when others feel it is impossible. ___ ___ ___ ___ ___

40. It is important for me to speak God's Word of warning and judgment in the world today. ___ ___ ___ ___ ___

41. I eagerly seize opportunities to train people to be more effective Christians. ___ ___ ___ ___ ___

42. People who are feeling perplexed often come to me for encouragement and comfort. ___ ___ ___ ___ ___

43. People tell me I have a special insight in selecting the best alternative in a difficult situation. ___ ___ ___ ___ ___

44. I continually seek to have a clear understanding of Biblical doctrines (teachings). ___ ___ ___ ___ ___

45. I find more satisfaction in accepting a task than in finding someone else to do it. ___ ___ ___ ___ ___

46. I eagerly share in a ministry that helps other people to bear their burdens. ___ ___ ___ ___ ___

47. I am effective at inspiring others to greater involvement in church work. ___ ___ ___ ___ ___

48. The development of effective plans for a church ministry gives me great satisfaction. ___ ___ ___ ___ ___

49. It is a joy to see how much money I can give to Christian ministries. ___ ___ ___ ___ ___

50. I enjoy ministering to a person who is sick in the hospital. ___ ___ ___ ___ ___

51. I can judge well between the truthfulness and error of a given theological statement. ___ ___ ___ ___ ___

52. People seem to view me as one who believes everything is possible with the help of God. ___ ___ ___ ___ ___

53. In a Bible class, it seems essential to share God's Word, even if it irritates others. ___ ___ ___ ___ ___

54. It is easy to organize materials for teaching a Bible class. ___ ___ ___ ___ ___

55. I would rather call on a delinquent family in the church than an unchurched family. ___ ___ ___ ___ ___

56. I have a strong sense of confidence in my solutions to problems. ___ ___ ___ ___ ___

57. It is an exciting challenge to read and study a difficult book of the Bible. ___ ___ ___ ___ ___

58. I like to do things without attracting much attention. ___ ___ ___ ___ ___

59. If a family is facing a serious crisis, I eagerly take the opportunity to help them. ___ ___ ___ ___ ___

60. I seem to be successful at having others eagerly follow me in performing a task. ___ ___ ___ ___ ___

61. I am more effective at making personal decisions than I am at persuading others to reach a group decision. ___ ___ ___ ___ ___

62. I can give sacrificially because I know that God will meet my needs. ___ ___ ___ ___ ___

63. I am (would find it) very comfortable visiting people who are confined to their homes. ___ ___ ___ ___ ___

64. I sometimes have a difficult time taking people at face value and in the spirit of love seek to find the motives for their words and actions. ___ ___ ___ ___ ___

65. When people are discouraged, I am effective at giving them a positive vision. ___ ___ ___ ___ ___

GIFTS' PROFILE SHEET

NOW SCORE THE "GIFTS' IDENTIFICATION INSTRUMENT." FOLLOW THESE STEPS:

1. The first column below lists a number of possible gifts at which the identification instrument was aimed.
2. The numbers in the columns that follow correspond to statements in the identification instrument you just completed.
3. Place the number value of your response after the number of the statement to which you responded (e.g., question 1—you said "agree"—it has a value of 5—put 5 after number 1 on your profile sheet).

4. Complete scoring the entire instrument.
5. Total the 5 numbers for each gift and place that figure on the line under "Total."
6. Below, list the possible gifts identified in order, starting with the gift with the highest score as number 1, the next highest number 2, etc.

GIFTS		TOTAL
1. Proclamation	1 __ 14 __ 27 __ 40 __ 53 __ =	_____
2. Teaching	2 __ 15 __ 28 __ 41 __ 54 __ =	_____
3. Exhortation	3 __ 16 __ 29 __ 42 __ 55 __ =	_____
4. Wisdom	4 __ 17 __ 30 __ 43 __ 56 __ =	_____
5. Knowledge	5 __ 18 __ 31 __ 44 __ 57 __ =	_____
6. Serving	6 __ 19 __ 32 __ 45 __ 58 __ =	_____
7. Helping	7 __ 20 __ 33 __ 46 __ 59 __ =	_____
8. Leadership	8 __ 21 __ 34 __ 47 __ 60 __ =	_____
9. Administration	9 __ 22 __ 35 __ 48 __ 61 __ =	_____
10. Giving	10 __ 23 __ 36 __ 49 __ 62 __ =	_____
11. Mercy	11 __ 24 __ 37 __ 50 __ 63 __ =	_____
12. Discernment	12 __ 25 __ 38 __ 51 __ 64 __ =	_____
13. Faith	13 __ 26 __ 39 __ 52 __ 65 __ =	_____

REFLECTION QUESTIONS

1. Have I begun to sense how God has gifted me and for what reason?

2. How do I feel? Do I need to thank God more often for His gifts to me?

3. How will these insights help me as God's steward?

PERSONAL RESPONSE

MY POSSIBLE GIFTS

1. _____ 4. _____

2. _____ 5. _____

3. _____ 6. _____

STEWARDSHIP OF TIME & TALENTS SHEET

	Have Done It	Would Like To Help
A. Christian Education		
1. Teacher	____	____
2. Substitute	____	____
3. Clerical	____	____
4. Music	____	____
5. Administration	____	____
6. Vacation Bible School	____	____
7. Library	____	____
8. Other (Specify)	____	____
B. Office Help		
1. Type – at home	____	____
at church	____	____
2. Dictation	____	____
3. Filing, Mailing	____	____
4. Telephone	____	____
5. Mimeographing	____	____
6. Other	____	____
C. Music		
1. Choir – S A T B	____	____
2. Solo Voice	____	____
3. Instrument (_____)	____	____
4. Choir Mother	____	____
5. Other	____	____
D. Youth Work		
1. Counselor	____	____
2. Evening groups	____	____
3. Athletics	____	____
4. Scouting	____	____
5. Camping	____	____
6. Other	____	____
E. Visitation		
1. Evangelism	____	____
2. Shut-Ins	____	____
3. Hospital	____	____
4. Every Member Canvass	____	____
5. Church Members	____	____
6. New Church Members	____	____

	Have Done It	Would Like To Help
F. Child Care		
1. Nursery–Sunday	____	____
2. Pre-School	____	____
3. Church Activities	____	____
4. For Other Activities	____	____
G. Building Maintenance		
1. Carpenter	____	____
2. Electrician	____	____
3. Painter	____	____
4. Plumber	____	____
5. General Handyman	____	____
6. Other	____	____
H. Gardening Maintenance		
1. Landscaping	____	____
2. Work on Grounds	____	____
3. Other	____	____
I. Groups		
1. Youth or Single Adult	____	____
2. Married Couples	____	____
3. Men's Organizations	____	____
4. Women's Organizations	____	____
5. Other	____	____

J. Professional Services – From time to time these services become necessary as part of the pastoral work of the church. You will be called on only in cases of verified need.

1. Psychiatry	____	7. Nurse	____
2. Psychology	____	8. Medical	____
3. Social Worker	____	9. Dental	____
4. Finance Counselor	____	10. Legal	____
5. Accountant	____	11. Teacher	____
6. Bookkeeper	____	12. Other	____

	Have Done It	Would Like To Help
K. Special Services		
1. Provide Flowers	____	____
2. Decorate	____	____

	Have Done It	Would Like To Help
Special Services (cont.)		
3. Kitchen Help	____	____
4. Usher & Greeting	____	____
5. Sewing	____	____
6. Transportation	____	____
7. Other	____	____
L. Public Relations		
1. Speaking	____	____
2. Writing	____	____
3. Editing	____	____
4. Posters & Art	____	____
5. Layout–Printing	____	____
6. Publicity	____	____
7. Other	____	____

M. Church Offices Held

_____
_____
_____
_____
_____
_____
_____
_____
_____

N. Blood Donor

Yes ☐ No ☐

(Please circle type of blood)

A O B AB RH+

O. Hobbies & Special Interests

1. Photography	6. Cooking
2. Woodworking	7. Hiking
3. Electronics	8. Camping
4. Coins	9. Reading
5. Stamps	10. Other

NAME: PHONE: