

EQUIP

Putting Your Spiritual Gifts into Action

Experience Calling, Coaching,
Connecting, and Commitment to Service

Participant's Guide

*Equip is an iFollow resource and
complements the Every Believer Bible study guide*

Equip: Putting Your Spiritual Gifts into Action
Participant's Guide

Available at
AdventSource
5120 Prescott Ave.
Lincoln, NE 68506
402.486.8800
www.adventsource.org

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of Seventh-day Adventists

Cover design and layout: Aphelandra Messer

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Printed in the United States of America

ISBN# 978-1-57756-184-2

Equip is an iFollow resource and complements the *Every Believer* Bible study guide.

Unless otherwise noted, all Scripture taken from the New King James Version.

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Introduction

Can you imagine being given the wrong prescription and then later dying from taking incorrect medicine for an illness? That's what happened to Dawn Britton, a 62-year-old woman from Great Britain. Mrs. Britton had Crohn's disease and regularly received pills to help her cope with her condition. But one day her local pharmacist accidentally gave her a prescription for treating diabetes.

The pills looked like the same size and color of her other medication, so for a couple weeks she swallowed the medicine. Eventually she fell into a coma since the prescription lowered her blood sugar level. A month later she died. Her children were rightfully upset. They were counseled to let it go. Her son Lee, 41, said:

“We were told it was not in the public interest to prosecute, but how can people be allowed to get away with killing our mother? That's what it amounts to.” He then adds, “I work as a gas meter reader; I am expected to spot any problems at customers' houses. If I checked a meter and then it blew up the next day, I'd be held accountable. Yet here, our mum has been killed, and it's simply swept under the carpet. It's disgraceful.”¹

There's another disgrace taking place in Seventh-day Adventist churches across North America. Members are dying in our churches. I don't mean that church leaders are dispensing wrong prescriptions after worship services in the foyer. Fewer and fewer members are stepping up to serve in the church. Some have burned themselves out and quit. Others feel too busy to commit any of their time to help out. The challenges are not all the same. Neither are the solutions. We cannot use a one-size-fits-all approach to service.

1. <http://www.telegraph.co.uk/health/healthnews/11174710/Grandmother-dies-after-receiving-wrong-prescription.html>

Equip is a seminar based on the belief that it is normal for every Seventh-day Adventist Christian to serve in the body of Christ and be a witness in the community. We believe in the priesthood of all members and the giftedness of every believer. We believe God has a joyful place of service for every member. Each person is unique and therefore has a special way of contributing to the body.

Equip uses four teaching sessions to open a pathway to service. Four parts of the body are used to capture the four steps to service:

- Hearing God’s call to service (heart)
- Learning about spiritual gifts and discovering one’s own gifts (head)
- Finding places of service (hand)
- Committing to step forward in ministry for Christ (feet).

The *Equip* resource brings health and strength to disciples in the church. The seminar will call, coach, connect, and commit every member to places of service that will build up the body of Christ, reach our communities, and help others prepare for Christ’s coming.

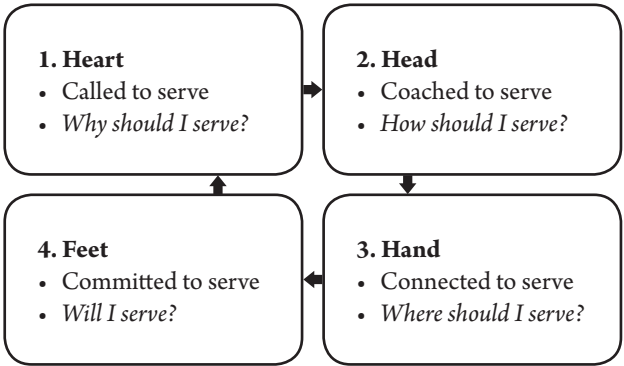
A special thanks to the churches and pastors who tested this resource, including the Moscow SDA Church in Moscow, Idaho; the Nashville First SDA Church in Nashville, Tennessee; and pastors in the British Columbia Conference of SDAs in Canada. I especially appreciate the input from these reviewers: Russell Burrill, Mike Aufderhar, Einar Rom, and Errol Stoddart.

Our ultimate goal is to walk through heaven’s gates where the Lord will one day tell us, “Well done, good and faithful servant...” (Matthew 25:21).

—Curtis Rittenour
August 2017

Equip Seminar at a Glance

The seminar guides members through four steps toward heartfelt service.



Called to Serve

Overview

- **Purpose:** To help each participant hear God's calling to ministry and respond to Christ's love by giving heartfelt service for the Master.
- **Session Symbol:** The heart

1. Heart

- Called to serve
- *Why should I serve?*

2. Head

- Coached to serve
- *How should I serve?*

4. Feet

- Committed to serve
- *Will I serve?*

3. Hand

- Connected to serve
- *Where should I serve?*



Why Should I Serve?

Video: *Called to Serve*

Group Activity

Small Group Guidelines

1. You don't have to share if you'd rather not. Just say "_____."
2. Please avoid giving other people _____ in your group.
3. Finally, keep personal information shared in your group in confidence.

Group Questions

1. Share your name and where you are from.
2. What makes serving at church (or your workplace) a positive experience for you?
3. Briefly share what makes it difficult or challenging for you to serve at church (or your workplace).

Parable of the Talents

What is a talent?

- The largest unit of currency available in the New Testament.
- Equaled between 15 to 20 years wages for a common laborer.

What is a servant?

- Many servants in Scripture were given _____ responsibilities.
- Some were considered an intimate part of the household.

Matthew 25:14–18 (NKJV)

“For the kingdom of heaven is like a man traveling to a far country, who _____ his own servants and _____ his goods to them. And to one he gave five talents, to another two, and to another one, to each according to his own _____; and immediately he went on a journey. Then he who had received the five talents _____ and traded



with them, and made another five talents. And likewise he who had received two gained two more also. But he who had received one went and dug in the ground, and hid his lord's money."

Four Actions

1. The master _____ his servants. We too are called to service.
2. He _____ talents to them. You too are given talents and coached to serve.
3. He _____ their abilities with their responsibilities. You need to be connected to places of service that match your gifts.
4. Then he _____ them into service. God wants you to be committed to serve as well.

All Believers are Called

- "But you are a chosen generation, a royal priesthood, a holy nation, His own special people, that you may proclaim the praises of Him who _____ you out of darkness into His marvelous light" (1 Peter 2:9).
- "For we are His workmanship, created in Christ Jesus for good works, which God prepared beforehand that we should walk in them" (Ephesians 2:10).
- "For you, brethren, have been called to liberty; only do not use liberty as an opportunity for the flesh, but through love _____ one another" (Galatians 5:13).

Matthew 25:19-23

"After a long time the lord of those servants came and settled accounts with them. So he who had received five talents came and brought five other talents, saying, 'Lord, you delivered to me five talents; look, I have gained five more talents besides them.' His lord said to him, 'Well done, _____ and faithful servant; you were faithful over a few things, I will make you ruler over many things. Enter into the joy of your lord.' He also who had received two talents came and said, 'Lord, you delivered to me



two talents; look, I have gained two more talents besides them.’ His lord said to him, ‘Well done, good and _____ servant; you have been faithful over a few things, I will make you ruler over many things. Enter into the joy of your lord.’”

“Good and Faithful”

- Good (Greek word *agathós*): useful, agreeable, and excellent
 - These servants were _____ of their jobs.
- Faithful (Greek word *pistós*): one who is trustworthy in duties
 - These servants were reliable because their _____ were in their service!

Matthew 25:24, 25

“Then he who had received the one talent came and said, ‘Lord, I knew you to be a _____ man, reaping where you have not sown, and gathering where you have not scattered seed. And I was afraid, and went and hid your talent in the ground. Look, there you have what is yours.’”

A Turning Point

- The leading character in Jesus’ parable is the third servant.
- He defends his actions to the master by revealing his _____.

Matthew 25:26–30

“But his lord answered and said to him, ‘You wicked and _____ servant, you knew that I reap where I have not sown, and gather where I have not scattered seed. So you ought to have deposited my money with the bankers, and at my coming I would have received back my own with interest. Therefore _____ the talent from him, and give it to him who has ten talents. ‘For to everyone who has, more will be given, and he will have abundance; but from him who does not have, even what he has will be taken away. And cast the unprofitable servant into the outer _____. There will be weeping and gnashing of teeth.’”



Reasons for Not Serving

- Challenges in the church
- Challenges with life
- Challenges with God

Key Point of Parable: Our attitude toward God shapes our _____ for God.

- “For even the Son of Man did not come to be served, but to serve, and to give His life a ransom for many” (Mark 10:45).
- “He who finds his life will lose it, and he who loses his life for My sake will find it” (Matthew 10:39).

Personal Reflection Activity

Mark the statements to which you can identify.

- I’ve never really found my niche for service to God in the church or community.
- I admit that I’ve compared my lack of gifts with more talented people around me.
- I am open to serve in whatever capacity God calls me.
- I struggle to believe that God really has given me any special abilities.
- I used to serve God with my gifts, but I confess that I’ve slacked off.
- Frankly, I’m unhappy with God. I feel cheated and hurt by painful events in my life.
- I’ve found my place of service in the body of Christ.
- I want to take the next step and explore more about service by attending the rest of the sessions.
- Other: _____



Assignment

1. Complete the *Spiritual Gifts Inventory* on pages 33–39.
2. Hand out the *Gift Input Surveys* on pages 43–48 to three other people.

Next Session

In our next session we'll look at what the Bible teaches about spiritual gifts. We'll also focus on helping you discover what gifts and abilities God has entrusted with you.



Coached to Serve

Overview

- **Purpose:** To help each participant understand the biblical teaching of spiritual gifts, discover their own gifts and interests, and learn how these function in the church. This session answers the question, “How should I serve?”
- **Session Symbol:** The head

1. Heart

- Called to serve
- *Why should I serve?*

2. Head

- Coached to serve
- *How should I serve?*

4. Feet

- Committed to serve
- *Will I serve?*

3. Hand

- Connected to serve
- *Where should I serve?*



How Should I Serve?

Video: *Coached to Serve*

Romans 12 — A Life of Service

- Verse 1, “I urge you ... to offer your bodies as _____ sacrifices ... which is your spiritual worship.”
- Verse 2, “Do not conform to the pattern of this world, but be transformed by the renewing of your mind.”
- Verse 3, Do “God’s will, his good, pleasing and perfect will. ... Do not think of yourself more highly than you ought ...”
- Verse 4, “We have different _____, according to the grace given us.”
- Verse 5, “Each member belongs to all the others.”
- Verses 6–8, “Having then gifts differing according to the grace that is given to us, let us _____ them...” (“If ... then...”)

1 Corinthians 12 — Serving Together

- Verses 1–3, “Now about the gifts of the Spirit I do not want you to be _____...”
- Verses 4–7, “There are different kinds of gifts, but the same Spirit distributes them...”
- Verses 8–11, “For to one is given ... and to _____...”
- Verses 12–14, “Just as a body, though one, has many parts, but all its many parts form one body, so it is with Christ...”
- Verses 15–19, “Now if the _____ should say, ‘Because I am not a _____, I do not belong to the body,’ it would not for that reason stop being part of the body...”
- Verses 20–26, “But now indeed there are many members, yet one body...”



- Verses 27–31, “Now _____ are the body of Christ and members individually...”

Ephesians 4 — The Well-equipped Church

- Verse 11 says, “He gave some to be [this], some to be [that].”
- He lists five examples, “apostles ... prophets ... evangelists ... pastors and teachers.”
- The five positions in Ephesians 4 are called “equipping gifts” since they focus on _____ members for service.
- Verses 12 and 13 tell us: “To equip his people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.”
- Equipping gift-roles focus on training and involving others in ministry and serving gifts focus on doing ministry.
- When trainers are in serving positions and servers are in training positions it can hinder ministry and create frustration.

Summary of Teaching on Spiritual Gifts

Spiritual gifts are divine abilities given by God through the Holy Spirit.

- Romans 12, shows us that _____ believer is given at least one gift.
- 1 Corinthians 12 reveals that gifts must work together in _____.
- And Ephesians 4 explains how God has provided equipping gift-roles to train members in service.
- Gifts function interdependently. We need each other.
- Gifts teach us to value diversity. Our differences make us _____.



Complete Inventories

If you were asked to complete the Spiritual Gifts Inventory before this seminar, then make sure you complete the one for yourself (found on pages 33–39) and collect the Gifts Input Surveys from others (found on pages 43–48). Then transfer the results to page 51 in your Participant’s Guide. (Otherwise you will do these inventories between Sessions 3 & 4.)

BREAK

Listing the Gifts

1 Corinthians 12:8–10

“To one there is given through the Spirit a message of wisdom, to another a message of knowledge by means of the same Spirit, to another faith by the same Spirit, to another gifts of healing by that one Spirit, to another miraculous powers [miracles], to another prophecy, to another distinguishing between spirits [discernment], to another speaking in different kinds of tongues, and to still another the interpretation of tongues.”

1. _____. The divine ability to receive insight into how to proceed in specific situations arising in the body of Christ. This gift provides _____ to the church.
2. _____. The divine ability to discover biblical truth which is pertinent to the well-being of the body. This gift provides _____ to the church.
3. _____. The divine ability to discern and act on the promises of God with extraordinary confidence in order to build up God’s work. This gift builds _____ in God.
4. _____. The divine ability to be God’s means for restoring others to health and wholeness. This gift provides _____ in the church.



5. _____ . The divine ability to confirm the ministry and message of God through unusual interventions which glorify God. This gift reveals God's _____ in the church. (*Note that some gifts are not tested, such as miracles, because they are self-evident.)
6. _____ . The divine ability to receive and communicate a timely message from God for his people, exposing sin or deception for the purpose of reconciliation. This is an equipping gift-role and brings _____ to the church.
7. _____ . The divine ability to know truth from error and distinguish between motives and behaviors which are good or evil. This is gift provides _____ in the church.
8. _____ . The divine ability to speak in foreign languages in order to communicate a message by God. This gift extends God's _____ beyond the church.
9. _____ . The divine ability to share the meaning of a message with others from a person speaking God's truth in a foreign language. This gift gives _____ to God's messages to others. (*Note: Tongues and Interpretation are not tested in the *Spiritual Gifts Inventory*.)

1 Corinthians 12:28

“And God has placed in the church first of all apostles [apostleship], second prophets, third teachers [teaching], then miracles, then gifts of healing, of helping [helps], of guidance [administration], and of different kinds of tongues.”

10. _____ . The divine ability to begin new ministries, sometimes in new communities or foreign countries. This gift-role trains members to launch _____ for the church.
11. _____ . The divine ability to communicate



information relevant to the health and ministry of the body and its members in such a way that others will learn. This gift-role trains members by providing the _____ of truth to believers in the church.

12. _____. The divine ability to practically assist others in ways that strengthen ministries, often working behind the scenes in tangible ways. This gift gives _____ to other ministries within the church.

13. _____. The divine ability to understand immediate and long-range goals and provide pathways that make an organization function effectively. This gift contributes _____ to the systems within the church.

Romans 12:6–8

“We have different gifts, according to the grace given to each of us. If your gift is prophesying, then prophesy in accordance with your faith; if it is serving, then serve [helps]; if it is teaching, then teach; if it is to encourage, then give encouragement; if it is giving, then give generously; if it is to lead [leadership], do it diligently; if it is to show mercy, do it cheerfully.”

14. _____. The divine ability to minister words of comfort, consolation, and counsel to other members of the body in such a way that they feel uplifted and inspired. This gift extends _____ to others in the church.

15. _____. The divine ability to contribute material resources to the work of the Lord with liberality and cheerfulness. This gift provides _____ to the church.

16. _____. The divine ability to influence people toward a goal by providing oversight, motivation, and vision. This equipping gift-role contributes _____ to the church.

17. _____. The divine ability to feel genuine



compassion for others who are suffering and seek to practically alleviate pain and discomfort of the hurting, wounded, and marginalized. This gift extends _____ to the church.

Ephesians 4:11, 12

“So Christ himself gave the apostles, the prophets, the evangelists [evangelism], the pastors [“shepherding” in the original language] and teachers, to equip his people for works of service...”

18. _____. The divine ability to equip others to clearly share the good news with unbelievers and lead them to become disciples of Jesus. This gift-role trains others to extend the _____ to the world.
19. _____. The divine ability to train others to provide for the spiritual welfare of a group of believers. This gift-role equips others to give _____ to the church.

There are a few other places in Scripture that indirectly speak of spiritual gifts. These passages are commonly accepted by most Christians as illustrating special talents God gives some people.

Exodus 31:3

“And I have filled him [Bezalel] with the Spirit of God, with wisdom, with understanding, with knowledge and with all kinds of skills—to make artistic designs in gold, silver and bronze, to cut and set stones, to work in wood, and to engage in all kinds of crafts.”

20. _____. The divine ability to create items to be used for ministry, often using their hands with raw materials and tools. This gift provides _____ to the church.

Psalms 45:1

“My heart is stirred by a noble theme as I recite my verses for the king; my tongue is the pen of a skillful writer.”



1 Chronicles 25:1

“David told the leaders of the Levites to appoint their fellow Levites as musicians to make a joyful sound with musical instruments: lyres, harps and cymbals.”

21. _____ . The divine ability to share God’s truth through creative art forms such as performing arts (music), literature (poetry, writing), media arts (photography, film, and design), visual arts (painting, drawing, sculpturing). This gift brings _____ to God’s truth.

Exodus 17:9–12

“Moses said to Joshua, ‘... Tomorrow I will stand on top of the hill with the staff of God in my hands.’ So Joshua fought the Amalekites as Moses had ordered, and Moses, Aaron and Hur went to the top of the hill. As long as Moses held up his hands, the Israelites were winning, but whenever he lowered his hands, the Amalekites were winning.”

22. _____ . The divine ability to intercede in prayer for others with consistency and awareness of spiritual battles being waged. This gift gives _____ to the church.

1 Peter 4:9

“Offer hospitality to one another without grumbling.”

23. _____ . The divine ability to extend a warm welcome to people needing fellowship, food, and shelter. This gift extends _____ within the church.

Other Talents

“The special gifts of the Spirit are not the only talents represented in the parable. It includes all gifts and endowments, whether original or acquired, natural or spiritual. All are to be employed in Christ’s service” (*Christ’s Object Lessons*, p. 328).



The Bible illustrates different types of gifts. It does not give us an exhaustive list. We should be open to a variety of skills used to build up the body of Christ.

What Are My Gifts?

Spiritual Gifts Inventory

- Found on pages 33–39. When completed, write in the results on your *Gift Portrait* on page 51 in your guide.
- Gift clusters: two or three complementary gifts, such as teaching and knowledge, or mercy and shepherding.

Gift Input Survey

- Found on pages 43–48. Tabulate results and write them in on page 51.
- If you ask people to fill in this assessment and they don't know you that well, the answers they give might be limited.
- Remember, gift discovery is a journey.

Note: *The following activity may take place at the beginning of the next session if you have not completed the gift inventory or surveys.*

Gift Affirmation Activity

1. What do you believe are your primary gifts?

2. Why do you think those are your gifts?

3. How do others in your group see your gifts? Transfer your results to page 51.

Closing

In our next session, “Connected to Serve,” we’ll answer the question, “Where should I serve?”



Connected to Serve

Overview

- **Purpose:** To help each participant connect their spiritual gifts with possible places of service in the church or community.
- **Session Symbol:** The hand

1. Heart

- Called to serve
- *Why should I serve?*

2. Head

- Coached to serve
- *How should I serve?*

4. Feet

- Committed to serve
- *Will I serve?*

3. Hand

- Connected to serve
- *Where should I serve?*



Where Should I Serve?

Video: *Connected to Serve*

Joining a Ministry Team

- Members serve interdependently. Nobody is to function alone.
- A ministry passion is a particular area of ministry that motivates us.
- God often plants a vision or desire for us to serve specific types of people -- like children, the homeless, adults, teens, new members, etc.
- Our ministry passion is a dream to make a difference somewhere for God.

Five Guidelines

1. The highest goal is to be willing to serve with a heart of _____ . (See 1 Corinthians 13.)
2. Finding a ministry fit is not so much a science, but an art.
3. _____ with more than one ministry position.
4. Your current _____ stage will shape what positions you are able to serve.
5. Knowing your ministry passion (on which team you will serve) is equally important as knowing your gifts.

Ministry Teams in the Local Church

As you read through this list put a check box next to ministries that interest you. Then circle the talents in that ministry that match your gifts.

- Adult Sabbath School** (administration, discernment, encouragement, knowledge, leadership, prophecy, shepherding, teaching, wisdom)



- ❑ **Adventist Community Services** (administration, crafting/craftsmanship, encouragement, evangelism, faith, giving, helps, hospitality, leadership, mercy, shepherding)
- ❑ **Adventist Single Adult Ministries** (encouragement, faith, healing, helps, hospitality, intercessory prayer, leadership, mercy, shepherding, teaching, wisdom)
- ❑ **Adventurer Club** (crafting/craftsmanship, artistic communication, encouragement, evangelism, faith, helps, hospitality, shepherding, teaching)
- ❑ **Adventurer Club Director** (leadership, administration, encouragement, apostleship, discernment, faith, knowledge, shepherding, teaching, wisdom)
- ❑ **Beginner Sabbath School** (administration, crafting/craftsmanship, artistic communication, encouragement, faith, helps, leadership, shepherding, teaching)
- ❑ **Bible Studies/Bible Worker** (apostleship, discernment, encouragement, evangelism, faith, hospitality, intercessory prayer, interpretation, knowledge, prophecy, shepherding, teaching, tongues, wisdom)
- ❑ **Child Evangelism** (apostleship, discernment, crafting/craftsmanship, encouragement, evangelism, faith, hospitality, intercessory prayer, interpretation, knowledge, prophecy, shepherding, teaching, tongues, wisdom)
- ❑ **Children's Church** (administration, crafting/craftsmanship, artistic communication, encouragement, faith, helps, leadership, shepherding, teaching)
- ❑ **Children's Sabbath School** (administration, crafting/craftsmanship, artistic communication, encouragement, faith, helps, leadership, shepherding, teaching)
- ❑ **Children's Ministries** (administration, crafting/craftsmanship, artistic communication, encouragement, faith, helps, shepherding, teaching)



- ❑ **Children's Ministries Coordinator** (administration, encouragement, faith, helps, leadership, shepherding, teaching)
- ❑ **Church Board Member** (administration, apostleship, discernment, faith, giving, knowledge, leadership, wisdom)
- ❑ **Church Clerk** (administration, discernment, faith, helps, knowledge, wisdom)
- ❑ **Church Treasurer** (administration, discernment, faith, giving, knowledge, wisdom)
- ❑ **Communication** (apostleship, artistic communication, knowledge, tongues, interpretation, teaching)
- ❑ **Deacon & Deaconess** (administration, helps, crafting/craftsmanship, encouragement, faith, giving, healing, hospitality, intercessory prayer, leadership, mercy, shepherding)
- ❑ **Disabilities Ministries** (encouragement, faith, healing, helps, hospitality, mercy, shepherding)
- ❑ **Earliteen Sabbath School** (administration, apostleship, artistic communication, discernment, encouragement, faith, helps, hospitality, intercessory prayer, knowledge, leadership, shepherding, teaching, wisdom)
- ❑ **Elder** (administration, apostleship, discernment, encouragement, evangelism, faith, healing, hospitality, intercessory prayer, knowledge, leadership, mercy, shepherding, teaching, wisdom)
- ❑ **Family Ministries** (discernment, encouragement, faith, healing, hospitality, intercessory prayer, knowledge, leadership, mercy, shepherding, teaching, wisdom)
- ❑ **Finance Committee** (administration, apostleship, faith, giving, knowledge, leadership, wisdom)
- ❑ **Greeter** (administration, discernment, encouragement, evangelism, faith, hospitality, intercessory prayer, mercy)



- ❑ **Health Ministries** (apostleship, crafting/craftsmanship, encouragement, evangelism, healing, helps, hospitality, leadership, mercy)
- ❑ **Hospitality** (apostleship, discernment, encouragement, evangelism, giving, healing, helps, hospitality, mercy, shepherding)
- ❑ **Interest Coordinator** (administration, discernment, evangelism, knowledge, wisdom)
- ❑ **Investment** (apostleship, encouragement, evangelism, faith, giving, helps, leadership)
- ❑ **Junior Sabbath School** (administration, crafting/craftsmanship, artistic communication, discernment, encouragement, faith, helps, hospitality, intercessory prayer, knowledge, leadership, shepherding, teaching, wisdom)
- ❑ **Kindergarten Sabbath School** (administration, crafting/craftsmanship, artistic communication, encouragement, faith, helps, hospitality, knowledge, leadership, mercy, shepherding, teaching, wisdom)
- ❑ **Lay Evangelist** (apostleship, artistic communication, discernment, evangelism, faith, knowledge, leadership, prophecy, teaching, wisdom)
- ❑ **Men's Ministries** (apostleship, crafting/craftsmanship, discernment, encouragement, faith, giving, helps, hospitality, leadership, mercy, shepherding, teaching, wisdom)
- ❑ **Music** (artistic communication, discernment, evangelism, leadership)
- ❑ **Nominating Committee** (administration, apostleship, discernment, encouragement, faith, knowledge, leadership, wisdom)
- ❑ **Outreach** (apostleship, artistic communication, discernment, evangelism, faith, helps, hospitality, intercessory prayer, interpretation, knowledge, leadership, mercy, prophecy, teaching, tongues)



- ❑ **Pathfinder Club** (administration, apostleship, crafting/craftsmanship, artistic communication, encouragement, evangelism, faith, giving, helps, hospitality, intercessory prayer, knowledge, leadership, shepherding, teaching, wisdom)
- ❑ **Pathfinder Club Director** (administration, apostleship, discernment, encouragement, faith, leadership, wisdom)
- ❑ **Personal Ministries** (administration, apostleship, artistic communication, discernment, evangelism, faith, helps, hospitality, intercessory prayer, interpretation, knowledge, leadership, mercy, prophecy, teaching, tongues)
- ❑ **Prayer Ministries** (intercessory prayer, faith, discernment, encouragement, healing, evangelism, helps, mercy, wisdom)
- ❑ **Primary Sabbath School** (administration, crafting/craftsmanship, artistic communication, discernment, encouragement, faith, helps, hospitality, intercessory prayer, knowledge, leadership, shepherding, teaching, wisdom)
- ❑ **Prison Ministries Coordinator** (apostleship, discernment, encouragement, evangelism, faith, healing, helps, leadership, teaching)
- ❑ **Public Campus Ministries** (apostleship, artistic communication, discernment, encouragement, evangelism, faith, giving, healing, helps, hospitality, intercessory prayer, knowledge, leadership, shepherding, teaching, wisdom)
- ❑ **Reconnecting Ministries** (apostleship, discernment, encouragement, faith, healing, hospitality, intercessory prayer, leadership, mercy, shepherding)
- ❑ **Religious Liberty** (apostleship, discernment, encouragement, faith, knowledge, leadership, wisdom)
- ❑ **Sabbath School Superintendent** (administration, evangelism, knowledge, leadership, teaching, wisdom)



- School Board** (administration, apostleship, discernment, encouragement, evangelism, faith, giving, intercessory prayer, knowledge, leadership, teaching, wisdom)
- Single Adult Ministries** (apostleship, artistic communication, discernment, encouragement, faith, giving, healing, helps, hospitality, leadership, mercy, shepherding, teaching, wisdom)
- Stewardship** (administration, encouragement, faith, giving, knowledge, leadership, teaching, wisdom)
- Web Ministries** (administration, apostleship, artistic communication, evangelism, faith, giving, helps, knowledge, wisdom)
- Women's Ministries** (crafting/craftsmanship, encouragement, faith, healing, hospitality, intercessory prayer, leadership, mercy, shepherding, teaching, wisdom)
- Youth Ministries** (artistic communication, discernment, encouragement, evangelism, faith, giving, healing, helps, hospitality, intercessory prayer, knowledge, leadership, mercy, prophecy, shepherding, teaching, wisdom)
- Youth Empowered to Serve** (apostleship, discernment, encouragement, evangelism, faith, leadership, shepherding, teaching, wisdom)
- Other** _____

- Other** _____

- Other** _____



Gifts and Ministry Positions

Check the box next to your primary gift (or gifts) and then circle ministry positions that might interest you.

- Administration** (church office work, data entry, help with mailings, copying, answering phones, assist with church bulletin, committee work, managing membership lists, church records, filing, church clerk, assist a ministry leader, organize ministries, planning team, information center in foyer on Sabbath morning, head deacon, head deaconess, assist with treasury work)
- Apostleship** (outreach leader, elder, launching new ministries, mission work, refugee resettlement, long range planning, evangelistic meetings, church planting)
- Artistic Communication** (worship ministries, church web design, church newsletter, church directory, music committee, special music, Vacation Bible School set design, VBS crafts, drama ministry, bell choir, church choir, church building design, church renovation design, video ministry, church photographer, card or letter writing ministry, lead singing in nursing homes)
- Crafting/Craftsmanship** (deacon, deaconess, maintenance team, building projects, decorating Sabbath school children's classrooms, VBS craft leader or assistant, mission building projects, help with church flower beds, repair cars of disadvantaged in church or community, grounds ministry, community service volunteer, cooking classes)
- Discernment** (counseling ministry, small group leader, youth ministry, nominating committee member, elder, crisis hotline volunteer, intercessory prayer ministry)
- Encouragement** (visitation team, visit shut-ins, hospital visitation, guest visitation follow-up, counseling, support group, elder, small group leader or helper, marriage and family ministry, grief recovery, affirmation ministry, helping the disadvantaged find community resources, youth ministry)



- **Evangelism** (personal ministries team, door to door work, training others to witness, community fair booth, follow-up visitors, greeter, Vacation Bible School, Bible worker, giving Bible studies, community outreach projects, stocking literature rack, short-term mission trip, evangelistic meetings, prison ministry, church planting)
- **Faith** (prayer ministry, outreach work, budget planning, nominating committee, long term planning committee, youth ministry, member visitation, building committee, Sabbath school work, new member assimilation, support group work)
- **Giving** (stewardship committee, treasury work, fund raising, long range planning, finance team, capital improvement projects, endowment planning, building fund coordinator, finance seminars, community service organizations, counseling members on money management)
- **Healing** (hospital visitation, shut-in visitation, health ministries, cooking school, stop smoking program, support group volunteer, medical mission work, weight loss seminar, divorce recovery, family life ministry, grief recovery)
- **Helps** (deacon, deaconess, grounds ministry, community service volunteer, church cleaning, setting up for meetings, assisting with fellowship dinners, parking lot traffic control, office work)
Note: The gift of helps is an extremely flexible gift and can work with almost any ministry. Think of areas of ministry that interest you and then pursue opportunities to help.
- **Hospitality** (greeter, fellowship meals, small group host, telephone caller, usher, welcome ministry for new members, social committee, care ministry, community outreach, provide Sabbath dinner for church guests, divorce recovery, deaconess, deacon)
- **Intercessory Prayer** (prayer ministry, prayer chain, hospital or shut-in visitation, family ministries, youth ministries, prayer walking ministry, manage prayer requests for bulletin or web page, coordinate special prayer events at the church, distribute materials to members on the power of prayer, attend or coordinate a small group dedicated to praying for others)



- **Knowledge** (Sabbath school teacher, church historian, elder, give Bible studies, train others in witnessing, small group leader, nominating committee, youth ministry, worship planning, church school board, long-range planning)
- **Leadership** (ministry coordinator for different ministries, church board, elder, small group leader, chair a committee, youth ministry, long-range planning, mentoring program, disciple-making work, church planting, worship leader)
- **Mercy** (grief recovery, hospital visitation, home visitation, support group, community programs for the marginalized, counseling ministries, support for those struggling with long-term illnesses, divorce recovery, deaconess)
- **Prophecy** (teaching, preaching, giving Bible studies, elder, worship leader, Sabbath school teacher, evangelist, counseling ministries)
- **Shepherding** (lay pastor, elder, home visitation, giving Bible studies, Sabbath school teaching, support group, small group leader, divorce recovery, counseling ministry, mentoring youth, big brother/big sister program)
- **Teaching** (Sabbath school teacher in a division that fits your area of interest, such as children, youth, young adults, or adults; giving Bible studies, small group leader, teaching classes to the community on health, teaching Pathfinders or at VBS, family life leader)
- **Wisdom** (elder, long-range planning, youth ministry, Sabbath school teacher, church board, treasury work, nominating committee, counseling work)



Group Exercise on Exploring Ministry Opportunities

A. What ministry areas interest you most? (Share up to three ministry possibilities.)

1. _____

2. _____

3. _____

B. Which gifts do you feel might fit into those ministry areas?

1. _____

2. _____

3. _____

C. Do your gifts not really match any of these areas? Have you considered starting a new ministry?

When you are finished with this exercise, transfer your results to *My Gift Portrait* on pages 51–52.

The Ministry Consultation

- A ministry consultation is a one-on-one meeting with another member giving you an opportunity to discuss your Gift Portrait in more detail, ask questions, and consider ministry possibilities.
- Remember to sign up for your consultation.

Finding Your Fit

- Try different ministries.
- Think and pray about starting a new ministry.

My Gift Portrait

- Remember to have a copy of your Gift Portrait made before the next session.

Next Session

In our last session we'll further clarify finding a place of service that is a good fit and discuss making a commitment of service to Christ.



Committed to Serve

Overview

- **Purpose:** To help each participant joyfully commit to step into service somewhere in the body of Christ.
- **Session Symbol:** The foot

1. Heart

- Called to serve
- *Why should I serve?*

2. Head

- Coached to serve
- *How should I serve?*

4. Feet

- Committed to serve
- *Will I serve?*

3. Hand

- Connected to serve
- *Where should I serve?*



Will I Serve?

Video: *Committed to Serve*

Parable of the Two Sons

“But what do you think? A man had two sons, and he came to the first and said, ‘Son, go, work today in my vineyard.’ He answered and said, ‘I will not,’ but afterward he regretted it and went. Then he came to the second and said likewise. And he answered and said, ‘I go, sir,’ but he did not go. Which of the two did the will of his father?” They said to Him, “The first.” Jesus said to them, “Assuredly, I say to you that tax collectors and harlots enter the kingdom of God before you.”—Matthew 21:28–31

Profession without _____ has no value.

God desires that we not only verbally make a commitment to service, but that we step forward and serve.

Side-Tracked from Service

1. Member _____

- There are no perfect disciples in the church.
- How should you work with imperfect people? Treat others the way Christ treats you.

2. Member _____

- You can serve without balance in ministry.
- Another way a disciple can burn out is by working alone in ministry.
- Burnout can happen when there are unrealistic expectations.

3. _____ about member ministry

- Lie: “I’m not gifted enough to serve.”
 - Truth: “Now you are the body of Christ, and members individually” (1 Corinthians 12:27).
- Lie: “My gift is not that important.”
 - Truth: “And those members of the body which we think to be less honorable, on these we bestow greater honor” (1 Corinthians 12:23).



- Lie: “I don’t have special training, therefore I cannot do ministry.”
 - Truth: “But you are a chosen generation, a royal priesthood, a holy nation, His own special people, that you may proclaim the praises of Him who called you out of darkness into His marvelous light” (1 Peter 2:9).

Developing Your Gifts

1. Use your gift often.
2. Study a ministry description.
3. Attend a class, seminar, or retreat.
4. Read up on your gifts.
5. Go online.

Connected with Christ

By living to minister for others, [humanity] is brought into connection with Christ. The law of service becomes the connecting link which binds us to God and our fellow [human beings].

—*Christ’s Object Lessons*, p. 328

Feedback Form

Please complete the feedback form found in Appendix F in the back of your Participant’s Guide. Tear it out, fill it in, and turn it in to the front before you leave. Thank you!

APPENDIX A

Spiritual Gifts Inventory

Spiritual Gifts Inventory

Read each question thoughtfully then circle the number that indicates the DEGREE to which the statement is TRUE or FALSE in your life. Score the inventory as follows:

- 1 the statement is always false or does not apply
 - 2 the statement is usually false
 - 3 the statement is evenly divided between true and false
 - 4 the statement is usually true
 - 5 the statement is always true
-
1. I dream of starting churches in new places where there is no church 1 2 3 4 5
 2. I like to share what God has placed on my heart with other Christians 1 2 3 4 5
 3. It is a joy for me to discuss God's plan of salvation to unchurched people 1 2 3 4 5
 4. It is enjoyable to have the responsibility of leading other people in their spiritual life 1 2 3 4 5
 5. I'm excited when helping people to discover important truths in the Scriptures 1 2 3 4 5
 6. I have special joy in using my artistic skills for God (Examples: music, writing, poetry, drawing, design, acting, sculpturing, painting, photography, film, etc.) 1 2 3 4 5
 7. It is enjoyable to motivate people to make a deeper spiritual commitment. 1 2 3 4 5
 8. People with spiritual problems seem to come to me for advice and counsel 1 2 3 4 5
 9. I like to study and I'm good at it. 1 2 3 4 5
 10. I show God's love by helping others 1 2 3 4 5
 11. I enjoy leading people to accomplish group goals. 1 2 3 4 5

12. I like to organize things so that we can be more effective . . . 1 2 3 4 5
13. There is great satisfaction in giving 1 2 3 4 5
14. I feel great concern for the problems of others 1 2 3 4 5
15. It seems easy to determine if a person is honest or dishonest 1 2 3 4 5
16. I am ready to try the impossible because of my trust in God 1 2 3 4 5
17. I enjoy having people come to my home 1 2 3 4 5
18. I love working creatively with paints, wood,
cloth, metal, glass, clay, and other materials 1 2 3 4 5
19. I seem to know the prayer needs of others 1 2 3 4 5
20. I enjoy the opportunity to pray with and for a
person who is physically ill that they may be made well 1 2 3 4 5
21. I am drawn to want to serve in
another country or ethnic community 1 2 3 4 5
22. I believe that God speaks through people 1 2 3 4 5
23. I seem able to know when the Spirit has
prepared a person to accept Jesus Christ 1 2 3 4 5
24. It is exciting to be the spiritual leader in a group 1 2 3 4 5
25. I find it easy to explain what the Bible is saying 1 2 3 4 5
26. God has given me creative abilities to express
new ways of understanding spiritual things 1 2 3 4 5
27. It is enjoyable to encourage people who are discouraged . . . 1 2 3 4 5
28. I enjoy providing solutions to difficult problems in life 1 2 3 4 5
29. It seems easy to understand difficult spiritual truths 1 2 3 4 5
30. I enjoy helping with the emergency tasks around the church 1 2 3 4 5
31. People like following me when I'm doing an important task 1 2 3 4 5

32. I dislike disorder and I know
what to do to make things orderly..... 1 2 3 4 5
33. I find real joy in giving a generous
portion of my money to the Lord 1 2 3 4 5
34. I connect with God when I connect with people in need... 1 2 3 4 5
35. I seem to know very quickly
whether something is right or wrong 1 2 3 4 5
36. I'm ready to move forward even
when things seem impossible..... 1 2 3 4 5
37. I do not panic when people unexpectedly come to my home 1 2 3 4 5
38. I am skilled at using different types of tools 1 2 3 4 5
39. Prayer is one of my favorite spiritual disciplines 1 2 3 4 5
40. I enjoy improving my physical and mental health..... 1 2 3 4 5
41. I have little or no fear of going to new
places or wherever God wants me to go 1 2 3 4 5
42. God has people who deliver messages from Him
to people in need. I enjoy delivering such messages..... 1 2 3 4 5
43. I feel a burden to share the gospel with people 1 2 3 4 5
44. I like to help people with their spiritual problems 1 2 3 4 5
45. It seems that people learn when I teach them 1 2 3 4 5
46. My artistic expressions (music, writing, drawing,
film, painting, etc.) connect me to God..... 1 2 3 4 5
47. I like to encourage inactive church members
to become involved Christians again 1 2 3 4 5
48. It seems that people generally follow my advice 1 2 3 4 5
49. I am able to understand difficult portions of God's Word... 1 2 3 4 5

50. I desire to do the tasks which will
free others for important ministry..... 1 2 3 4 5
51. When I give a job/task to someone
else it helps them develop their skill..... 1 2 3 4 5
52. I'm not afraid of numbers and
reports and organizational details..... 1 2 3 4 5
53. I appreciate the opportunity to give money
to support causes and mission projects..... 1 2 3 4 5
54. I sense joy in comforting people in difficult situations 1 2 3 4 5
55. The difference between truth and
error is easily understood by me 1 2 3 4 5
56. I am often ready to believe God will lead us
through a situation when others feel it is impossible..... 1 2 3 4 5
57. People seem to feel very comfortable in my home 1 2 3 4 5
58. I like to create things with my hands and I'm good at it 1 2 3 4 5
59. God consistently answers my prayers in real ways 1 2 3 4 5
60. The church should do more to promote health 1 2 3 4 5
61. It is not difficult for me to adapt
to new cultures and surroundings..... 1 2 3 4 5
62. It is important for me to speak God's word
of warning and judgment in the world today 1 2 3 4 5
63. It is a joy to share what Jesus means
to me with an unchurched neighbor..... 1 2 3 4 5
64. People like to bring their troubles and
concerns to me because they feel I care..... 1 2 3 4 5
65. One of my joys is training people 1 2 3 4 5
66. I think that my creative abilities have benefited other people 1 2 3 4 5

- 67. People who are feeling puzzled often come to me for encouragement and comfort 1 2 3 4 5
- 68. I feel that I have a special insight in selecting the best alternative in a difficult situation 1 2 3 4 5
- 69. I have a clear understanding of biblical doctrines (truth/teachings) 1 2 3 4 5
- 70. I appreciate helping other peoples with their difficulties ... 1 2 3 4 5
- 71. Even though I can do a job/task I know that there are others who can do it better than me 1 2 3 4 5
- 72. I enjoy developing effective plans 1 2 3 4 5
- 73. I see the financial needs of others and I feel that I should help 1 2 3 4 5
- 74. I enjoy ministering to a person who is in prison or sick in the hospital 1 2 3 4 5
- 75. I can judge well between truthfulness and error 1 2 3 4 5
- 76. People seem to view me as one who believes everything is possible 1 2 3 4 5
- 77. I like to volunteer for potluck/fellowship lunches 1 2 3 4 5
- 78. I get a thrill from seeing the finished product of something I've created..... 1 2 3 4 5
- 79. I faithfully pray for others because their success depends on God's answer to prayers 1 2 3 4 5
- 80. I'm fascinated by health issues and I like to share my knowledge on living healthfully..... 1 2 3 4 5
- 81. I enjoy launching new ministries..... 1 2 3 4 5
- 82. I sometimes feel compelled to share what God has placed on my heart 1 2 3 4 5
- 83. I feel that we need to do more to reach those who do not know God in our community 1 2 3 4 5

- 84. I enjoy a close relationship with people in a one to one situation. 1 2 3 4 5
- 85. It is easy for me to create new ways to teach the Bible 1 2 3 4 5
- 86. People say I am creative and imaginative. 1 2 3 4 5
- 87. I believe that it is more important to deal with the church's spiritual issues before working on the community's spiritual issues 1 2 3 4 5
- 88. I have a strong sense of confidence in my solutions to problems 1 2 3 4 5
- 89. It is an exciting challenge to find out more details about the books of the Bible. 1 2 3 4 5
- 90. If a family is facing a serious crisis, I enjoy the opportunity to help them 1 2 3 4 5
- 91. We achieve more when we all work together 1 2 3 4 5
- 92. I enjoy paperwork and related details. 1 2 3 4 5
- 93. God has blessed me and I feel the need to share my blessings with others 1 2 3 4 5
- 94. It is a special satisfaction to visit people who are confined to their homes. 1 2 3 4 5
- 95. I often see the motives behind a person's words or actions . 1 2 3 4 5
- 96. I enjoy helping people see their situation from a positive point of view. 1 2 3 4 5
- 97. I enjoy catering and making people feel comfortable in my home or at church 1 2 3 4 5
- 98. I like making things that can be used in ministry 1 2 3 4 5
- 99. I often see the need to pray 1 2 3 4 5
- 100. Helping people with their health needs is a great way to introduce them to God's love. 1 2 3 4 5

Transfer your scores for each question into the following table, and then compute the sum of each row. This provides your score for each gift.

1. Apostleship	1	21	41	61	81	=	_____
2. Prophecy	2	22	42	62	82	=	_____
3. Evangelism	3	23	43	63	83	=	_____
4. Shepherding	4	24	44	64	84	=	_____
5. Teaching	5	25	45	65	85	=	_____
6. Artistic							
Communication	6	26	46	66	86	=	_____
7. Encouragement	7	27	47	67	87	=	_____
8. Wisdom	8	28	48	68	88	=	_____
9. Knowledge	9	29	49	69	89	=	_____
10. Helps	10	30	50	70	90	=	_____
11. Leadership	11	31	51	71	91	=	_____
12. Administration	12	32	52	72	92	=	_____
13. Giving	13	33	53	73	93	=	_____
14. Mercy	14	34	54	74	94	=	_____
15. Discernment	15	35	55	75	95	=	_____
16. Faith	16	36	56	76	96	=	_____
17. Hospitality	17	37	57	77	97	=	_____
18. Craftsmanship	18	38	58	78	98	=	_____
19. Intercessory							
Prayer	19	39	59	79	99	=	_____
20. Healing	20	40	60	80	100	=	_____

Now transfer your three highest scores to the bottom of page 51.

*This inventory is adapted from the Spiritual Gifts Inventory by Roy Naden. Used with permission.

APPENDIX B

Gift Input Assessments

Gift Input Assessment #1

Name of person seeking gift input: _____

Name of person giving gift input: _____

Instructions: Read through this list of spiritual gifts. Put a check mark next to the gifts you see in the life of the person seeking gift input.

- Administration**. The gift of administration is the divine ability to understand immediate and long-range goals and provide pathways that make an organization function effectively.
- Apostleship**. The gift-role of apostle (sometimes called the missionary gift) is the divine ability to begin new ministries, sometimes in new communities or foreign countries. Apostles train members to launch new ministries for the church.
- Artistic Communication**. The gift of artistic communication is the divine ability to share God's truth through creative art forms such as performing arts (music), literature (poetry, writing), media arts (photography, film, and design), visual arts (painting, drawing, sculpturing).
- Crafting/Craftsmanship**. The gift of crafting or craftsmanship is the divine ability to create items to be used for ministry, often using their hands with raw materials and tools.
- Discernment**. The gift of discernment is the divine ability to know truth from error and distinguish between motives and behaviors which are good or evil.
- Encouragement**. The gift of encouragement is the divine ability to minister words of comfort, consolation, and counsel to other members of the body in such a way that they feel uplifted and inspired.
- Evangelism**. The gift-role of evangelist is the divine ability to equip others to clearly share the good news with unbelievers and lead them to become disciples of Jesus. Evangelists train others to extend the gospel to the world.
- Faith**. The gift of faith is the divine ability to discern and act on the promises of God with extraordinary confidence in order to build up God's work.
- Giving**. The gift of giving is the divine ability to contribute material resources to the work of the Lord with liberality and cheerfulness.
- Healing**. The gift of healing is the divine ability to be God's means for restoring others to health and wholeness.

- **Helps**. The gift of helps is the divine ability to practically assist others in ways that strengthen ministries, often working behind the scenes in tangible ways.
- **Hospitality**. The gift of hospitality is the divine ability to extend a warm welcome to people needing fellowship, food, and shelter.
- **Intercessory Prayer**. The gift of intercessory prayer is the divine ability to intercede in prayer for others with consistency and awareness of spiritual battles being waged.
- **Interpretation**. The gift of interpretation is the divine ability to share the meaning of a message with others from a person speaking God's truth in a foreign language.
- **Knowledge**. The gift of knowledge is the divine ability to discover biblical truth which is pertinent to the well-being of the body.
- **Leadership**. The gift-role of leadership is the divine ability to influence people toward a goal by providing oversight, motivation, and vision. Leadership is an equipping gift-role and contributes direction to the church.
- **Mercy**. The gift of mercy is the divine ability to feel genuine compassion for others who are suffering and seek to practically alleviate pain and discomfort of the hurting, wounded, and marginalized.
- **Prophecy**. The gift-role of prophet is the divine ability to receive and communicate a timely message from God for his people, exposing sin or deception for the purpose of reconciliation. Prophecy is an equipping gift-role and brings conviction to the church.
- **Shepherding**. The gift-role of pastor-shepherd is the divine ability to train others to provide for the spiritual welfare of a group of believers. Shepherds equip others to give nurture to the church.
- **Teaching**. The gift-role of teacher is the divine ability to communicate information relevant to the health and ministry of the body and its members in such a way that others will learn. Teachers train members by providing the application of truth to believers in the church.
- **Tongues**. The gift of tongues is the divine ability to speak in foreign languages in order to communicate a message by God.
- **Wisdom**. The gift of wisdom is the divine ability to receive insight into how to proceed in specific situations arising in the body of Christ.

Please return this form to the person asking for gift input as soon as possible.

Gift Input Assessment #2

Name of person seeking gift input: _____

Name of person giving gift input: _____

Instructions: Read through this list of spiritual gifts. Put a check mark next to the gifts you see in the life of the person seeking gift input.

- Administration**. The gift of administration is the divine ability to understand immediate and long-range goals and provide pathways that make an organization function effectively.
- Apostleship**. The gift-role of apostle (sometimes called the missionary gift) is the divine ability to begin new ministries, sometimes in new communities or foreign countries. Apostles train members to launch new ministries for the church.
- Artistic Communication**. The gift of artistic communication is the divine ability to share God's truth through creative art forms such as performing arts (music), literature (poetry, writing), media arts (photography, film, and design), visual arts (painting, drawing, sculpturing).
- Crafting/Craftsmanship**. The gift of crafting or craftsmanship is the divine ability to create items to be used for ministry, often using their hands with raw materials and tools.
- Discernment**. The gift of discernment is the divine ability to know truth from error and distinguish between motives and behaviors which are good or evil.
- Encouragement**. The gift of encouragement is the divine ability to minister words of comfort, consolation, and counsel to other members of the body in such a way that they feel uplifted and inspired.
- Evangelism**. The gift-role of evangelist is the divine ability to equip others to clearly share the good news with unbelievers and lead them to become disciples of Jesus. Evangelists train others to extend the gospel to the world.
- Faith**. The gift of faith is the divine ability to discern and act on the promises of God with extraordinary confidence in order to build up God's work.
- Giving**. The gift of giving is the divine ability to contribute material resources to the work of the Lord with liberality and cheerfulness.
- Healing**. The gift of healing is the divine ability to be God's means for restoring others to health and wholeness.

- **Helps**. The gift of helps is the divine ability to practically assist others in ways that strengthen ministries, often working behind the scenes in tangible ways.
- **Hospitality**. The gift of hospitality is the divine ability to extend a warm welcome to people needing fellowship, food, and shelter.
- **Intercessory Prayer**. The gift of intercessory prayer is the divine ability to intercede in prayer for others with consistency and awareness of spiritual battles being waged.
- **Interpretation**. The gift of interpretation is the divine ability to share the meaning of a message with others from a person speaking God's truth in a foreign language.
- **Knowledge**. The gift of knowledge is the divine ability to discover biblical truth which is pertinent to the well-being of the body.
- **Leadership**. The gift-role of leadership is the divine ability to influence people toward a goal by providing oversight, motivation, and vision. Leadership is an equipping gift-role and contributes direction to the church.
- **Mercy**. The gift of mercy is the divine ability to feel genuine compassion for others who are suffering and seek to practically alleviate pain and discomfort of the hurting, wounded, and marginalized.
- **Prophecy**. The gift-role of prophet is the divine ability to receive and communicate a timely message from God for his people, exposing sin or deception for the purpose of reconciliation. Prophecy is an equipping gift-role and brings conviction to the church.
- **Shepherding**. The gift-role of pastor-shepherd is the divine ability to train others to provide for the spiritual welfare of a group of believers. Shepherds equip others to give nurture to the church.
- **Teaching**. The gift-role of teacher is the divine ability to communicate information relevant to the health and ministry of the body and its members in such a way that others will learn. Teachers train members by providing the application of truth to believers in the church.
- **Tongues**. The gift of tongues is the divine ability to speak in foreign languages in order to communicate a message by God.
- **Wisdom**. The gift of wisdom is the divine ability to receive insight into how to proceed in specific situations arising in the body of Christ.

Please return this form to the person asking for gift input as soon as possible.

Gift Input Assessment #3

Name of person seeking gift input: _____

Name of person giving gift input: _____

Instructions: Read through this list of spiritual gifts. Put a check mark next to the gifts you see in the life of the person seeking gift input.

- Administration**. The gift of administration is the divine ability to understand immediate and long-range goals and provide pathways that make an organization function effectively.
- Apostleship**. The gift-role of apostle (sometimes called the missionary gift) is the divine ability to begin new ministries, sometimes in new communities or foreign countries. Apostles train members to launch new ministries for the church.
- Artistic Communication**. The gift of artistic communication is the divine ability to share God's truth through creative art forms such as performing arts (music), literature (poetry, writing), media arts (photography, film, and design), visual arts (painting, drawing, sculpturing).
- Crafting/Craftsmanship**. The gift of crafting or craftsmanship is the divine ability to create items to be used for ministry, often using their hands with raw materials and tools.
- Discernment**. The gift of discernment is the divine ability to know truth from error and distinguish between motives and behaviors which are good or evil.
- Encouragement**. The gift of encouragement is the divine ability to minister words of comfort, consolation, and counsel to other members of the body in such a way that they feel uplifted and inspired.
- Evangelism**. The gift-role of evangelist is the divine ability to equip others to clearly share the good news with unbelievers and lead them to become disciples of Jesus. Evangelists train others to extend the gospel to the world.
- Faith**. The gift of faith is the divine ability to discern and act on the promises of God with extraordinary confidence in order to build up God's work.
- Giving**. The gift of giving is the divine ability to contribute material resources to the work of the Lord with liberality and cheerfulness.
- Healing**. The gift of healing is the divine ability to be God's means for restoring others to health and wholeness.

- **Helps**. The gift of helps is the divine ability to practically assist others in ways that strengthen ministries, often working behind the scenes in tangible ways.
- **Hospitality**. The gift of hospitality is the divine ability to extend a warm welcome to people needing fellowship, food, and shelter.
- **Intercessory Prayer**. The gift of intercessory prayer is the divine ability to intercede in prayer for others with consistency and awareness of spiritual battles being waged.
- **Interpretation**. The gift of interpretation is the divine ability to share the meaning of a message with others from a person speaking God's truth in a foreign language.
- **Knowledge**. The gift of knowledge is the divine ability to discover biblical truth which is pertinent to the well-being of the body.
- **Leadership**. The gift-role of leadership is the divine ability to influence people toward a goal by providing oversight, motivation, and vision. Leadership is an equipping gift-role and contributes direction to the church.
- **Mercy**. The gift of mercy is the divine ability to feel genuine compassion for others who are suffering and seek to practically alleviate pain and discomfort of the hurting, wounded, and marginalized.
- **Prophecy**. The gift-role of prophet is the divine ability to receive and communicate a timely message from God for his people, exposing sin or deception for the purpose of reconciliation. Prophecy is an equipping gift-role and brings conviction to the church.
- **Shepherding**. The gift-role of pastor-shepherd is the divine ability to train others to provide for the spiritual welfare of a group of believers. Shepherds equip others to give nurture to the church.
- **Teaching**. The gift-role of teacher is the divine ability to communicate information relevant to the health and ministry of the body and its members in such a way that others will learn. Teachers train members by providing the application of truth to believers in the church.
- **Tongues**. The gift of tongues is the divine ability to speak in foreign languages in order to communicate a message by God.
- **Wisdom**. The gift of wisdom is the divine ability to receive insight into how to proceed in specific situations arising in the body of Christ.

Please return this form to the person asking for gift input as soon as possible.

APPENDIX C

My Gift Portrait

My Gift Portrait

Personal Info

Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: _____ Email: _____

Ministry Involvement

Are you currently involved in any ministry? If so, which ones?

Which ministries have you been involved in previously?

Gifts and Interests

Spiritual Gifts Inventory Results
(from page 39)

1. _____

2. _____

3. _____

Gift Input Results
(from pages 43–48)

1. _____

2. _____

3. _____

Combined Results

What conclusions have you discerned after merging your inventory and the input from others?

What are your main areas of ministry passion?

Ministry Team Possibilities

1. Ministry: _____

Ministry Leader Name/Phone: _____

2. Ministry: _____

Ministry Leader Name/Phone: _____

3. Ministry: _____

Ministry Leader Name/Phone: _____

APPENDIX D

Child Abuse Prevention

Verified Volunteers Information

Verified Volunteers Training

Verified Volunteers (VV) is a service dedicated to raising child abuse awareness and providing registration, training and background checks for all Seventh-day Adventist volunteers and employees working with minors. VV is a division of Law Room, a company that also helps businesses with legal issues such as sexual harassment, discrimination, hiring, wages, etc.

The VV training curriculum is endorsed by the North American Division of Seventh-day Adventists. VV provides a version of their curriculum specifically designed for the Seventh-day Adventist Church. This curriculum teaches volunteers and employees how to detect abuse and neglect, as well as how to guard children against dangers in today's society.

To register and complete the training and background check, go to www.verifiedvolunteers.com.

NAD Youth/Children's Ministry

Volunteer Code of Conduct

Acknowledgment

Because I want the best possible environment for our children and youth to grow up in, it is important that those working with children have guidelines for conduct in order to protect both themselves and those under their care. As a ministry volunteer, I want parents and others to feel comfortable and confident with me.

My Commitment to Volunteer Ministry

As a Youth/Children's Ministry Volunteer, I will:

1. Provide appropriate adult supervision at all times for the children for whom I am responsible.
2. Have at least one other adult, eighteen (18) years of age or older, to help with the supervision of children. If I find myself in a situation where I am the only adult present, under no circumstances will I allow myself to be alone with one child (the "two-person rule"). This protects the child as well as protecting the adult from possible allegations.
3. Ask a child's permission before physically touching him/her anywhere, even when responding to an injury or problem. This is especially true for any areas that would normally be covered by a T-shirt and/or shorts. If an injury is within this area, make sure another adult works with you as care is provided.
4. Refrain from physical and verbal attacks and corporal punishment which are inappropriate behaviors and should never be used as discipline. "Time outs" or "sit-in-that-chair" may be helpful discipline methods to use with children.
5. Affirm children with appropriate touching by keeping hugs brief and "shoulder-to-shoulder" or "side-to-side." I will keep hands at (not below) the shoulder level. For small children who like to sit on laps, I will encourage them to sit next to me.

6. Provide extra care when taking small children to the restroom. I will take another adult along, or leave the door open.
7. Be aware of conducting activities in rooms that do not have an interior viewing area, or I will leave the door open during the activity to allow easy observation by others.
8. Cooperate with the volunteer screening process and complete the Volunteer Ministry Information form, as required by the church.
9. Be aware of the signs and symptoms of child abuse and aware of the legal requirements for reporting suspected cases of abuse. In addition to any legally required reporting, I agree that if I become aware of any behavior by another individual which seems abusive or inappropriate towards children I am supervising, I will report that behavior to the church pastor, elder, or directly to the Conference Treasurer's or Risk Management Director.
10. Cooperate with church leadership in conducting children and youth ministries by being a volunteer who is loving, kind, firm, and always a thoroughly professional person. Working with children and youth is not only a privilege; it is also a serious responsibility that must be approached with utmost care.
11. Participate in orientation and training programs conducted by the church.
12. Uphold the standards of the Seventh-day Adventist Church.

* In the event I find it impossible to comply with the above, I will comply as closely as possible with the Code of Conduct and act in good faith for the welfare of the people involved.

** This code of conduct form does not replace the necessary Verified Volunteers training and background check, but provides reinforcement the conduct of volunteers who work with children and youth.

Signature: _____

Date: _____

APPENDIX E

Ellen White on Spiritual Gifts

Ellen White on Spiritual Gifts



THE PROMISE OF THE SPIRIT is not appreciated as it should be. Its fulfillment is not realized as it might be. It is the absence of the Spirit that makes the gospel ministry so powerless. Learning, talents, eloquence, every natural or acquired endowment, may be possessed; but without the presence of the Spirit of God, no heart will be touched, no sinner be won to Christ. On the other hand, if they are connected with Christ, if the gifts of the Spirit are theirs, the poorest and most ignorant of His disciples will have a power that will tell upon hearts. God makes them the channel for the outworking of the highest influence in the universe.

Christ's Object Lessons 328.1

IF THEY ARE CONNECTED with Christ, if the gifts of the Spirit are theirs, the poorest and most ignorant of His disciples will have a power that will tell upon hearts. God makes them the channel for the outworking of the highest influence in the universe.

Faith I Live By, 292.9

THE SPECIAL GIFTS of the Spirit are not the only talents represented in the parable. It includes all gifts and endowments, whether original or acquired, natural or spiritual. All are to be employed in Christ's service. In becoming His disciples, we surrender ourselves to Him with all that we are and have. These gifts He returns to us purified and ennobled, to be used for His glory in blessing our fellow men.

Christ's Object Lessons 328.2

THE TALENTS, HOWEVER FEW, are to be put to use. The question that most concerns us is not, How much have I received? but, What am I doing with that which I have? The development of all our powers is the first duty we owe to God and to our fellow men. No one who is not growing daily in capability and usefulness is fulfilling the purpose of life. In making a profession of faith in Christ we pledge ourselves to become all that it is possible for us to be as workers for the Master, and we should cultivate every faculty to the highest degree of perfection, that we may do the greatest amount of good of which we are capable.

Christ's Object Lessons 329.2

GOD HAS IN STORE love, joy, peace, and glorious triumph for all who serve Him in spirit and in truth. His commandment-keeping people are to stand constantly in readiness for service. They are to receive increased grace and power, and increased knowledge of the Holy Spirit's working. But many are not ready to receive the precious gifts of the Spirit which God is waiting to bestow on them. They are not reaching higher and still higher for power from above, that, through the gifts bestowed, they may be recognized as God's peculiar people, zealous of good works.

Testimonies for the Church,
vol. 8, 247, 248

ALL, WHETHER ENTRUSTED with a few or with many talents, are to blend together in unity. We need more of the spirit of the Saviour that we may help those who have been restricted and hindered. How much we may help them in their efforts to rise will never be known till it is made manifest in the judgment. We should have a word of encouragement to speak to all, remembering that there are a diversity of gifts. Some who desire to fill a large place and do some great service, overlook the little things that must be done by somebody, and forget that those who do these things need encouragement.

The Paulson Collection of Ellen G. White Letters, 12.9

DIFFERENT GIFTS ARE IMPARTED to different ones, that the workers may feel their need of one another. God bestows these gifts, and they are employed in His service, not to glorify the possessor, not to uplift man, but to uplift the world's Redeemer. They are to be used for the good of all mankind, by representing the truth, not testifying to a falsehood.

Signs of the Time, March 15, 1910, para. 6

IT WAS THE ONE with the smallest gift who left his talent unimproved. In this is given a warning to all who feel that the smallness of their endowments excuses them from service for Christ. If they could do some great thing, how gladly would they undertake it; but because they can serve only in little things, they think themselves justified in doing nothing. In this they err. The Lord in His distribution of gifts is testing character. The man who neglected to improve his talent proved himself an unfaithful servant. Had he received five talents, he would have buried them as he buried the one. His misuse of the one talent showed that he despised the gifts of heaven.

Christ's Object Lessons 355.3

BECAUSE THEY ARE NOT CONNECTED with some directly religious work, many feel that their lives are useless, that they are doing nothing for the advancement of God's kingdom. If they could do some great thing how gladly they would undertake it! But because they can serve only in little things, they think themselves justified in doing nothing. In this they err. A man may be in the active service of God while engaged in the ordinary, everyday duties—while felling trees, clearing the ground, or following the plow. The mother who trains her children for Christ is as truly working for God as is the minister in the pulpit.

Prophets and Kings, 219.1

APPENDIX F

Feedback Form

Equip Seminar Feedback

Seminar Location: _____

Seminar Dates: _____

1. Overall how would you rate this seminar in terms of value to your Christian walk?

1	2	3	4	5
Very Little	Some	Good	Much	Very Much

2. How much learning did you experience during this seminar?

1	2	3	4	5
Very Little	Some	Good	Much	Very Much

3. How relevant is this seminar to your service in the church or community?

1	2	3	4	5
Very Little	Some	Good	Much	Very Much

4. Would you recommend that other people attend this seminar?

1	2	3	4	5
Very Little	Some	Good	Much	Very Much

5. Which sessions were most helpful to you? (Circle them.)

Session 1: Called to Serve Session 2: Coached to Serve

Session 3: Connected to Serve Session 4: Committed to Serve

6. Which parts of the sessions were MOST helpful to you?

7. Which parts of the sessions were LEAST helpful to you?

8. What suggestions do you have for improving the seminar?

9. Comments:

Thank you!

About the Author

Curtis Rittenour has served as a pastor, chaplain, freelance writer, seminar speaker, and resource specialist in the Seventh-day Adventist Church for more than 30 years. He has taught on spiritual gifts internationally for churches and pastor's conferences. Curtis and his wife reside in Spokane, Washington and have five children and three grandchildren. You can contact him by email at CurtisRittenour@gmail.com.

