**Discovery of Your Ministry #2**

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1. In the previous session, we focused upon how every Believer is called to serve. In this session, we will put those concepts into practice. You will learn four things; (1) what is your calling, (2) what spiritual gifts were you given to do this ministry, (3) what is your style of service, and (4) how to be coached into ministry
2. To discover your calling (your passion) for ministry, prayerfully answer these three questions. Brainstorm possible ideas, giving yourself time to reflect upon and select your best answers.
3. When it comes to spiritual matters, what do you love talking about the most? What issues, ministries, needs, do you feel most passionate about? How could you take what you are passionate about and turn it into a ministry? (Write whatever comes to your mind, edit later).
4. What are the most memorable ministry experiences of your life and why?
5. If there were no limitations or hindrances, what would you love to do for God and/or others? If you only had one year to live, what would you want to do for Him/others?
6. Based upon your three answers above, what is your passion for ministry?
7. Based on the above, in what area could you make your greatest contribution for ministry? (Save your answers for your coach on “Sp-gifts-worksheet”).
8. To discover your spiritual gifts for ministry, spend significant time prayerfully answering these three questions. Whatever God has placed upon our hearts, He provides whatever we need to serve in this area.
9. What do you enjoy doing for God?
10. What needs to be done in your church?
11. What needs to be done in your community?
12. To further discover your spiritual gifts, you might need to try different ministries and see how God blesses. See also AdventSource.org, “Ministry Description Brochures.” I don’t recommend using spiritual gift inventories. These tend to only tell you what someone asked you to do, not what God has equipped you to do.
13. What is more important to you, having fun, or accomplishing something? If having fun is more important, you will be blessed working directly with people. If accomplishing tasks are most important for you, you should probably serve best in organization, leadership, and/or projects.
14. To further help discover your gifts, answer these questions. (Circle one on each line). Would you rather work -
15. With Adventists or pre-Adventists?
16. With adults or children?
17. As the leader or as a support person?
18. By yourself or on a team?
19. Look at each one your circled. What does this tell you about God’s calling and giftedness for ministry?
20. Review, if needed, the handout that summarizes the Biblical list of spiritual gifts (Spiritual Gifts Summary”). Ask God to reveal to you which gifts He has given to you. The Holy Spirit gives us whatever we need to minister well. Maybe those gifts are listed in the Bible, but maybe they are not.
21. In addition to knowing (1) which ministry you are passionate about – your calling, (2) what gifts God gave you to do this ministry you also need to know (3) the style God gave you to serve others. See handout for an example of knowing your style (Sp-gifts-worksheet, p. 4-5).
22. Remember, your personal style explains your behavior, but doesn’t excuse it.
23. To learn your style of ministry ask yourself are you more “people oriented” or “task oriented?” People oriented persons are energized interacting (being around) with others. Task oriented persons are energized by getting tasks done – checking them off your “to do” list.
24. To better understand your style, ask if you prefer a structured environment or a spontaneous environment. In other words, do you like (and need) clear instructions, goals, and prefer “order.” Or, would others think you prefer to be flexible, relying upon your talents to determine what needs to be done and then to do it?
25. To enhance your service, ask yourself what other talents and experiences can you bring to your ministry. How much time can you donate to this ministry?
26. When it comes to discovering how God wants you to serve, remember what Paul wrote in 1 Cor. 13:1-3, “If I speak in the tongues of men and of angels, but have not love, I am only a resounding gong or a clanging cymbal. 2 If I have the gift of prophecy and can fathom all mysteries and all knowledge, and if I have a faith that can move mountains, but have not love, I am nothing. 3 If I give all I possess to the poor and surrender my body to the flames, but have not love, I gain nothing.”
27. Beware of gift projection – where you believe everyone should have your gift(s). Paul in 1 Cor. 7:7, seems to suggest that he preferred each to remain single – but leaves this up to one’s gift. This could almost be gift projection.
28. Beware of gift exaltation – where you believe your gift is the most important. Paul explains this in 1 Cor. 12:14-31, where all parts of a body need to work together, where one part is not above another.
29. The Church Body must ultimately confirm your calling and spiritual gifts. Jerimiah wrote in Jer 17:9, “The heart is deceitful above all things and beyond cure. Who can understand it?” We can too easily mistake our calling and gifts. When the church can see how God is blessing our ministry, then they must confirm this ministry and gifts (perhaps through the Nominating Committee).
30. If your calling is to help others discover their ministry and spiritual gifts, understand these coaching steps.
31. First, help them to clarify what ministry they are called to do. Be as specific as possible. Realize it might take experimenting with different ministries before one has any certainty regarding their calling and gifts.
32. Second, give them opportunities to observe others doing that ministry – if possible. If they are still excited (though afraid) about this ministry go to the next step.
33. Third, secure for them, if needed, an opportunity to participate in that ministry
34. As unobtrusively as possible, observe them serving in that ministry.
35. Debrief afterwards. What did you enjoy about this ministry? What didn’t you enjoy? Do you want to continue in this ministry?
36. If they want to continue, give them more opportunities within this ministry and see how they progress.
37. Secure training and resources for them in that ministry. For example, they could (1) read about that ministry, or (2) observe someone doing it well, or (3) ask an experienced person about possible resources and training.
38. Provide gentle, Christ-like, accountability. They deserve to be helped to do their ministry well and to enjoy it. If this is a new ministry for them, monthly ask these three questions (1) what is going well for you in your ministry (2) what is not going well, and (3) what do you need to better enjoy your ministry? If they are already experienced in this ministry providing accountability quarterly should be enough.
39. Write out a brief summary of their answers to these three questions. When you hand (or email) this summary to them, ask if you accurately captured their sentiments.
40. Lastly, provide an annual review of their ministry. In this meeting, briefly review your monthly summaries. Ask if they want to continue in this ministry? If they do, help them develop goals and action steps for this ministry for the next year. Ask if they need more resources or training to continue their ministry. Continue your coaching cycle with them.
41. Worksheets are available, see handouts.