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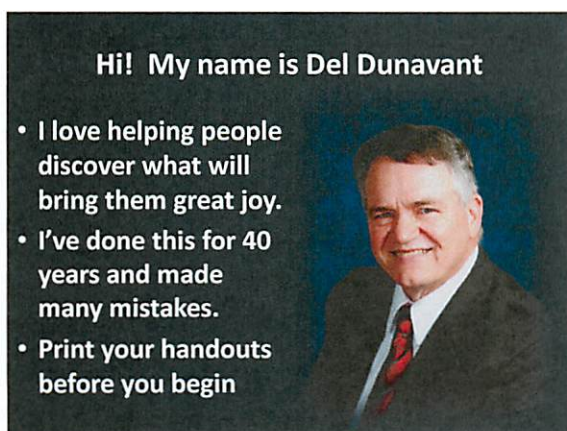
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Hi! My name is Del Dunavant

- I love helping people discover what will bring them great joy.
- I've done this for 40 years and made many mistakes.
- Print your handouts before you begin

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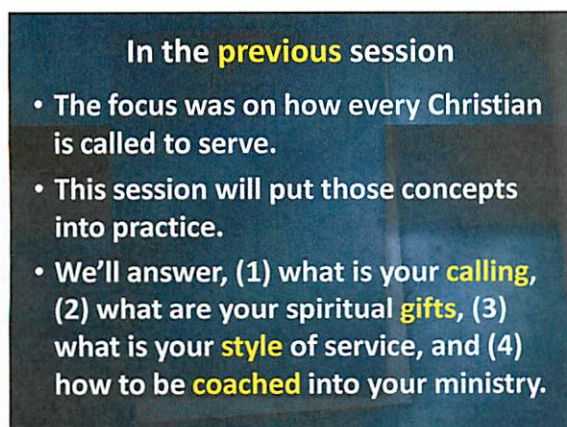
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In the **previous** session

- The focus was on how every Christian is called to serve.
- This session will put those concepts into practice.
- We'll answer, (1) what is your **calling**, (2) what are your spiritual **gifts**, (3) what is your **style** of service, and (4) how to be **coached** into your ministry.

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To discover your calling – your passion

- Prayerfully answer these three questions. You will need the “**Sp-Gifts Worksheet**” for most of this seminar
- **Tip:** brainstorm possible answers, wait a few days then edit and prioritize your answers until convicted that your answers are the best you can give at this time.

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**First question – on “calling”**



- When it comes to spiritual matters, what do you love to talk about?
- What issues, ministries, and needs do you feel most passionate about?
- How could you take that passion and turn it into a ministry?

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**Second question on “calling”**



- What are the most memorable ministry experiences of your life and why?
- After a few days, edit your answers and prioritize them.

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### Third question on "calling"



- If there were NO **limitations** or hindrances, what would you love to do for God and/or for others?
- If you only had a year to live, what would you like to do for Him/others?
- Give time for God to bring His ideas to you.

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### After answering these questions -

- How would you describe your passion for ministry, your calling to ministry?
- In what area could you make your greatest contribution to ministry?
- Save your answers on the "**Sp-gifts-worksheet**" p. 6 and give to your ministry coach (or pastor).

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- Spend significant time prayerfully pondering your answers to these **next 3** questions.
- Remember, whatever ministry God places upon your heart, He will provide the means to accomplish it.

To discover your spiritual gifts -




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- (1) What do you enjoy doing for God?
- (2) What needs to be done in your church?
- (3) What needs to be done in your community?
- Whatever you see needing to be done **reflects** what God is calling you to do.

### Three questions on spiritual gifts




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- **Try** different ministries & see how God blesses (see also AdventSource.org, "**Ministry Description Brochures**").
- I don't recommend "spiritual gift **inventories**" - they tell what you've done, not what gifts God gave you to use.

### Discover your spiritual gifts




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### To help discover your spiritual gifts

- Determine what is more important to you; "having fun" or "accomplishing a task."
- "**Having fun**" people need to work directly with people.
- "**Accomplishing tasks**" people do well in organizing, providing leadership, and /or working on projects.

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To help you discover – **circle** your preferences

- Would you rather work with ...
- Adventists **or** Pre-Adventists (**circle**)
- Adults **or** children
- A leader, **or** be a team player
- By yourself, **or** be on a team
- Note your circled selections.

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Or, you could read about different spiritual gifts

- Ask God, which one(s) He gave you?
- See handout entitled “**Spiritual Gifts Summary**” and ask God if any of these are ones He gave you.
- Not all gifts are listed in the Bible.

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After knowing your calling and gifts -

- Next, reflect upon how God made you. In other words, what is your style of service?
- Handout “**Sp.-Gifts Worksheet**” p. 4-5
- Remember, your personal style explains your behavior, but doesn’t excuse it.

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To learn your **service style**

- Determine if you are more “**people oriented**” (energized being around others) or “**task oriented**” (energized by completing tasks).

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To learn your service **style**

- Ask yourself, do you prefer a **structured** environment (with specific goals, instructions, etc.) or a **spontaneous** environment (where you rely upon your abilities to determine and accomplish needs or goals)?

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To enhance your ministry experience

- What other **talents** and **experiences** can you bring to your ministry?
- How much **time** can you contribute to your ministry?
- Provide all of this information to your ministry coach (or pastor) on “**Sp-Gifts-Worksheet**” – last page.

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Paul said 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,



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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."



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Beware of gift **projection**



- Where you believe that everyone should have your gift.
- In Cor. 7:7, Paul seems to suggest it would be best for all to remain single (gift of celibacy)

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### Beware of gift **exaltation**

- Where you believe your gift is the **most important** of all the spiritual gifts.
- See 1 Cor. 12:14-31 on how the different parts of the body need to work together.




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### The church must **confirm** your gifts



- The heart is deceitful and desperately wicked.. (Jer. 17:9)
- Our safety is having others acknowledge our gifts based upon God's blessings.
- The **Nominating Committee** could do this as well.

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Once you've discovered your calling, gifts, and style, go to your ministry coach (or pastor).

- Bring the "**Sp-Gifts-Worksheet**" to start being coached into your ministry.




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If **you** are the **coach** for ministry, help them

- **Clarify** their calling, gifts, and style.
- Help them to be as specific as possible
- They might need to **experiment** with different ministries to be sure.




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Ministry coach:

- Give them opportunities to **observe others** doing this ministry.
- If they are still excited, take them to the next step.




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Ministry coach:

- Help secure for them, if needed, an opportunity to **participate** in that ministry.
- **Unobtrusively**, observe their service.




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- **Debrief** afterwards (within a week)
- Ask, **(1)** what did you enjoy about this ministry, **(2)** what didn't you enjoy, and **(3)** do you want to **continue** in this ministry?

Ministry coach:




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- If they want to **continue**, secure (if needed) more **opportunities** to serve.
- Continue to observe and debrief as necessary.

Ministry coach:




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- Secure further **training** and **resources** for their ministry as needed.
- They could **read** about it, **observe** others doing it, or **ask** an experienced person about additional resources.

Ministry coach:




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- Provide gentle, Christ-like, **accountability**
- They **deserve** help to do their ministry well and to enjoy it (the sole purpose of accountability).

Ministry coach:



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- If they are new to this ministry, **monthly** ask these questions (1) what is going **well**, (2) what is **NOT** going well, and (3) what do you **need** to enjoy this ministry? (5-10 Min.)
- For experienced servants, ask these questions **quarterly**.

Ministry coach:



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- Later, write out a brief **summary** of their answers, give them a copy (via email), and ask if you accurately captured their sentiments.
- **Retain** for their annual review.

Ministry coach



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- Briefly summarize monthly reviews
- Ask if they want to **continue** in this ministry
- If so, help them develop **goals** and **action plans** for their ministry next year.
- Secure further **training** and **resources** as needed.
- Coach them **quarterly** through another year

**Ministry coach:**  
**Annual Review**




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**What do you need to get started?**

- Talk with your pastor or a lay ministry coach
- You are about to experience one of the greatest joys on earth!
- May God bless your ministry!




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