

Spiritual Gifts

Goal: Create Volunteer Inventory with Spiritual Gifts

Gail spoke about her related idea to this goal. She suggested a 1-1 short in-person interview with newcomers/ regular attenders who are not serving to get them know them better, what they want to learn more about at Trinity, their skills/background, story. It's more of a relational focused interview but it may help us identify opportunities for folks to plug in at church.

The membership process used to include a spiritual gift assessment called SHAPE.

How Spiritual Gifts are currently identified

- A spiritual gifts workshop led by Brad and Debbie Darling 2x/year
- January leadership retreat
- Via relationships; Dadjie gave an example of how some people identified her spiritual gifts
- Holy Spirit directed / His calling

We have these ongoing assessments, but none of this information is available to the church community. The knowledge of spiritual gifts is both an opportunity and a responsibility for the individual and for the church body.

Possible Ways to Promote Spiritual Gifts Throughout the Church Body

- An article about spiritual gifts in the bulletin
- Include spiritual gifts in the sermons
- Add it back to the membership process
- Have all small groups leaders and its members to do a spiritual gifts assessment
- Spiritual Gifts descriptions and testimonials series during the summer breakfasts
- Testimonials of spiritual gifts prior to the sermon
- Identify others to serve as "spiritual gifts" advisors or equip existing small group leaders/ ministry leaders to identify gifts

How can we change Trinity's culture to be more affirming of the use of spiritual gifts for the church?

- A safe place to explore spiritual gifts
- Counselors/advisors available to provide guidance on application of spiritual gifts

Outside of surveys, what other ways can people identify their spiritual gifts? Experiential opportunities

- Folks can just try and serve in many areas, but we need to foster an environment that allows people to identify and develop their spiritual gifts over time.
- Service projects

Existing Resources

1. SHAPE assessment (formerly used during the membership process)
2. Debbie and Brad Darling
3. Spiritual gift assessment used by the Darlings

4. Individuals. We also as leaders and congregants should be able to discern each others' gifts. We could do that with those whom we have significant relationships.
5. Bible study/small groups

Proposed Action Items:

1. Vet and recommend a spiritual gifts assessment tool
2. Review existing tools used by church/staff to store membership info
3. Decide on final outcomes - what would success look like?

Other Items

- There needs to be an emphasis on the relational instead of functional ability when it comes to the discovery and application of spiritual gifts.
- We need to ensure that people are not working only within their level of comfort, but are following God's calling.
- Spiritual gifts are given by the Holy Spirit and work along a continuum (gifts change or evolve over time).
- We also need to promote a culture of boundaries to ensure burnout doesn't occur among volunteers and leaders.
- Surveys are helpful, but not essential, to the discernment of spiritual gifts.
- It's important for the church community to steward the spiritual gifts provided by the Holy Spirit.