

This proposal resulted from the discussion held at Trinity Baptist on April 1, 2016 and ongoing feedback concerning the need for our community and individuals to identify spiritual gifts in order to forward our mission as a church.

Volunteers and Spiritual Gifts Caucus

Betty Berg	Mike Little	Gail Reinsmith
Bret Brown (Vice Chair)	Xavier Roliz (Chairperson)	Arianna Hatchett
Dadjie Saintus	Connie Lewin	Joel Mills
Sandra Diaz	Fred Atkins	

Initiative Name: Spiritual Gifts

Chairperson: Xavier Roliz
 Vice Chairperson: Bret Brown

Problem Statement: Currently, our spiritual lives as individuals, the execution of our mission as a church, the health of our culture, and effectiveness of our ministries, are hindered by a lack of attention to and expression of personal spiritual gifts within our local church body.

Proposed Action: Create A Spiritual Gifts Inventory

Description	Execution Team (Names)	Due Date
Team lead to follow up on progress of each Execution Team, manage this document, ultimately decide what gets proposed	Xavier	5/14
Outline venues and logistics to drive discussion on gifts and serving for people at different levels of Trinity involvement.	Connie Arianna	5/14
Review available tools to inventory gifts and choose one reco for Trinity to implement.	Joel Mills	5/14
Outline options available to: - Provide people a description of the gifts.	Sandra Diaz	5/14

- Facilitate spiritual gifts assessments. - Record results of the assessments.		
Outline technology options available to: - Identify gifts tied to serving opportunities. - Track where people are serving. - Compare volunteers' gifts with the roles in which they serve. - Track how long people have been serving. - Track satisfaction with how/where serving.	Joel Mills	5/14
Collaborate with ministry leaders to create preferred spiritual gift profiles for areas/positions of service.	Xavier	5/14

Possible Challenges: - SG (spiritual gifts)

1. We may not have an adequate technology platform for capturing and maintaining SG information:
 - a. Ministry role profiles
 - b. Individual SG inventories
 - c. Updating SG inventories
2. SG inventory capture and maintenance will require fulfillment by new person/s or additional effort from current staff, volunteers, and/or leaders.
3. Increased attention and accountability around SG challenges current culture.

Signs of Success:

1. More streamlined service profiles for individuals. Example: fewer congregants serving in multiple unrelated capacities.
2. Increased longevity in volunteer roles.
3. Relationship-based recruitment for ministries and service.
4. Succession Plans: Finding future leaders starts with knowing and affirming their gifts. Also provides clarity to assess leaders beyond their administrative logistics ability.

Measuring Success:

As a caucus we identified a few general signs of success, however, we will need additional data before deciding what outcomes are the direct result from efforts in this area. Two examples which we did agree on:

- Congregants are aware of their SG and the SG profiles for each ministry.

- Volunteers report a sincere joy in their service.

Implementation/Roll-out/Launch Plan:

Proposed:

<p>Immediate:</p> <ol style="list-style-type: none"> 1. Vet a spiritual gifts assessment tool with potential for church-wide application. 2. (under debate) Identify test group for implementation. Specific leaders or existing team, ministry, or small group, significant relationships, even unto volunteers specifically interested in participating in test group. 3. Select venues for wider congregational communication. 4. Review existing tools used by church/staff to store membership info
<p>Near-Term:</p> <ol style="list-style-type: none"> 1. Monitor and assess test group results. 2. Define success in identifiable and measurable terms. 3. Formulate more comprehensive plan for broader application.
<p>Long-Term:</p> <ol style="list-style-type: none"> 1. Embody a relationship-based recruiting for service. 2. Love and health evident more evident to outsiders.

Progress on Action Items

<p>Outline resources available to:</p> <ul style="list-style-type: none"> - Provide people a description of the gifts. - Facilitate spiritual gifts assessments. - Record results of the assessments.
<p>Resources:</p> <ul style="list-style-type: none"> • SHAPE assessment (formerly used during the membership process) • Debbie and Brad Darling. • Spiritual gift assessment used by the Darlings • Individuals. We also as leaders and congregants should be able to discern each other's gifts. We could do that with those whom we have significant relationships. • Bible study/small groups. • Existing ministries.

<p>Outline venues and logistics to drive discussion on gifts and serving for people at different levels of Trinity involvement.</p>

Possible Ways to Promote Spiritual Gifts Throughout the Church Body:

- An article about spiritual gifts in the bulletin
- Include spiritual gifts address in the sermons
- Reinstate SG assessment in the membership process
- Have small groups leaders and 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
- Encourage discussion within significant relationships.

Outline venues and logistics to drive discussion on gifts and serving for people at different levels of Trinity involvement.

Potential Venues:

- In-person interviews with newcomers. Interview should be relationally focused, but it may help identify opportunities for people to make connections.
- Spiritual gifts station in fellowship hall during coffee hour.
- Membership process: used to include a spiritual gift assessments called SHAPE.
- An ongoing spiritual gifts workshop (such as that one led by Brad and Debbie Darling).
- Leadership retreats
- Significant Relationships
- Website, Social Media
- Entrance to service in ministry.

Other Items

- There needs to be an emphasis on relational instead of functional aspect to SG discovery and application.
- 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 prevent against real/perceived betrayal and abandonment, unnecessary remorse and guilt, and burnout 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.

Q&A Discussion

Q: How often should we take the assessment?

A: We don't really know the answer to that yet.

Q: Are all the assessments self-assessments because those can be tricky? Or are there options?

A: We are experimenting with that. We have different ways of taking them. Some are with a small group where you get feedback. We're looking at a tiered approach. Some new who doesn't know

anyone yet might take a self-assessment. Next tier might happen within a group. If you are going from participating to leading an activity, you might want to have a more intensive assessment like what we had at the retreat.

Q: How will SG assessment be used? How will the SG assessment integrate with ministry? How will the SG help members grow?

A: The question will be what has God called you to. The first accountability will be to what God is called you to, not what is the gift. We should be working smarter, not harder. We should know the gifts in our flock. We need to have opportunities to help people grow their gifts. It's a tool for growth. We operate best when we operate doing what we were created to do, but that doesn't mean that we can't occasionally use our foot to turn off the light.

Xavier asked us to create a narrative about what God has called you to over the years and whether you've been obedient to it or not.

Then we took a spiritual gifts assessment on <http://www.giftstest.com/>

He asked us to email the results to sgtresults@gmail.com