

# MENTOR SELECTION

For many people in ministry, one of the most significant times of learning in their life was when they connected with a mentor. Selecting a mentor is not a quick decision. This person will affect the direction of your calling based on their advice and their spiritual guidance, so do not choose a mentor without first spending significant time in prayer. Make sure you are ready to learn and ready to ask questions that will help you grow as a person and as a minister. Below there is a guide for you and for your mentor. You and your mentor can adapt this process to best fit your needs, but consider beginning with the ideas and topics presented in this guide.

## Getting Started

1. When you are thinking about who could be a mentor remember this person will be a “wise and trusted teacher or counselor.” Try to think of someone who:
  - Is acceptable to the authorities in your life.
  - Is of the same gender as you.
  - Is considerably older than you.
  - Is reasonably accessible to you.
  - Is active and growing in his/her personal relationship with Jesus.
  - Is faithful in the spiritual disciplines.
  - Is currently serving the body in some capacity.

Your mentor does not have to be a paid church vocational staff member. A mentor can be someone else whom you know and feel comfortable confiding in. It would be great if your youth pastor/leader was or helped you find your mentor.

2. Once you have a person in mind, give him/her the Mentoring Guide for the Mentor and “Mentoring Accountability Form” off of this website so they can see the type of topics and time commitment you are requesting. You should also take time to sit down with them and explain what you hope to achieve during your time being mentored.
3. Work with your mentor to find meeting times that will accommodate both of you, remembering they are sacrificing their personal time to help you.
4. Arrive at meetings prepared and on time.
5. Complete any homework assignments given by your mentor. Before each meeting, complete the Mentoring Accountability Form. This form will help you prepare for your mentoring meeting and self-evaluate your spiritual and ministry growth.
6. Consider all advice given you by your mentor, checking it against scripture before using it in your own life.

## MENTOR INVITE

You have been selected by someone earnestly seeking God's direction in his/her life as a possible mentor. What is a mentor? Technically speaking, a "mentor" is "a wise and trusted counselor or teacher." Spiritually speaking, a mentor is someone who intentionally guides another believer into a deeper relationship with Christ and helps that believer to discern God's direction in his/her life, leading them toward a life of obedience to God. The apprentice who has approached you believes you are the person to guide him/her.

*Before accepting this responsibility, please prayerfully consider whether this mentor/apprentice relationship is something that you are able to commit to with dedication, enthusiasm, and spiritual clarity. If you are unsure whether you will be able to fill this role effectively and see it through to the end, please decline the opportunity so the apprentice will have the opportunity to make the most of a mentoring relationship with someone else at this critical time in his/her life. (If you are of a different gender than the apprentice who has approached you, please refer them to someone of the same gender whom you feel would be a good mentor.)*

### **What would my responsibilities be?**

The apprentice who has approached you is just beginning to explore God's call on his/her life. They are currently working through a Bible Study given to them following their surrender to God's call. The assignment God has in mind for this apprentice may be to carry out the ministry of Jesus Christ as a church vocational minister or to carry out the ministry of Jesus Christ in another arena. Either way, your responsibility as a mentor would be to assist the apprentice as he/she begins to formalize his/her thoughts about calling, ministry and God's direction for his/her life. You may want to familiarize yourself with the Bible Study.

Specifically, your responsibilities as a mentor would be as follows:

1. Commit to pray daily for your apprentice.
2. Commit to maintain your relationship with Christ in such a way God will be able to work powerfully through you in the life of your apprentice.
3. Commit to meet with your apprentice once a month for six months, choosing a time that is convenient for both of you, allowing at least an hour for discussion and prayer during each meeting and preparing for said meeting. (First meeting should happen within two weeks of agreement to become a mentor.)
4. Commit to help your apprentice answer any questions they may have about God's direction in his/her life, listening carefully and only giving advice that you believe to be Spirit-led.
5. Commit to challenge your apprentice to grow and mature spiritually, relationally, professionally, academically, etc., presenting scripture for study on suggested topics and sharing related personal testimony.
6. To hold your apprentice accountable for commitments they make.

**If you commit to become a Mentor, please ask your apprentice for all required materials.**

# MENTORING GUIDE FOR THE MENTOR

God bless you as you begin this journey as a mentor. Mentoring is an incredible privilege that carries with it great responsibility. Mentors are responsible for leading others into a deeper relationship with God, helping others to discern God's will for their lives and leading them into a life of obedience to God's call. The impact of a successful mentor may be felt for generations in the lives touched by his/her apprentice in the fulfillment of that apprentice's individual ministry assignment.

The Bible shows us that mentoring is an important function of the body of Christ. Paul, perhaps the best example of mentorship in the Bible, encourages his apprentice Timothy to carry on the mentorship process within the local body.

*"The things which you have heard from me in the presence of many witnesses, entrust these to faithful men who will be able to teach others also." (2 Timothy 2:2)*

Understand that you have before you an opportunity to influence more than a single apprentice, but countless others who will benefit from your apprentice's spiritual growth, maturity and commitment to live in obedience to God, following His direction for that apprentice's life.

## THE RESPONSIBILITIES OF A MENTOR

1. Commit to pray daily for your apprentice.
2. Commit to maintain your relationship with Christ in such a way that God will be able to work powerfully through you in the life of your apprentice.
3. Commit to meet with your apprentice once a month for six months, choosing a time that is convenient for both of you, allowing at least an hour for each meeting. (The first meeting should happen within two weeks of agreement to become a mentor, if possible.)
4. Commit to help your apprentice answer any questions they may have about God's direction in his/her life, listening carefully and only giving advice you believe to be Spirit-led.
5. Commit to challenge your apprentice to grow and mature spiritually, relationally, professionally, academically, etc., presenting scripture for study on suggested topics and sharing related personal testimony.
6. To hold your apprentice accountable for commitments they make.
7. To direct mentorship meetings, making sure all steps are given the appropriate amount of attention and meetings occur at regular, consistent intervals.

## **SUGGESTED MEETING TOPICS**

Before your first meeting, go over this list of suggested topics with your apprentice. Together, choose the six that you and your apprentice feel are most important for you to cover in your time together. You may want to combine more than one topic per meeting, if you feel you will have time to cover more than one topic per meeting. If the apprentice shows an interest or need in another area, you may tailor your topic choice to fit his/her needs.

1. Personal evangelism
2. Accountability
3. Spiritual disciplines
4. Service within the local church body
5. Maintaining spiritual fervor and zeal
6. Challenges in pursuing personal ministry
7. Listening to the Holy Spirit
8. Finding the will of God
9. Professional growth
10. Achieving balance
11. Integrity
12. Humility
13. Overcoming doubt
14. Maintaining godly priorities

## **PREPARING FOR MEETINGS**

1. Research the topic you are going to cover. Try to use resources that your Apprentice can have access to.
2. Find scripture on the selected topic you can present to and study with your Apprentice.
3. Prepare a personal testimony on the selected topic to share with your apprentice.
4. Look over the list of suggested questions for each meeting.

## **MEETING OUTLINES**

Please use the provided discussion questions as much as possible while still allowing your apprentice to ask questions that may be weighing heavy on his/her heart. The questions provided parallel the Bible Study that your apprentice has been working through on the Discovery CD given to him/her following his/her decision to surrender to God's call. You may want to familiarize yourself with the Discovery.

## **THE ANATOMY OF A MEETING**

1. General discussion (catch up on life events, etc.)
2. Prayer
3. Review of any assignments given during a previous meeting and the Mentoring Accountability Form completed by your apprentice.
4. Presentation of the meeting topic, Bible study and testimony
5. Discussion of meeting questions (provided on The Discovery CD in the Mentor Section)
6. Assignment of homework (if any)
7. Prayer
8. Schedule next meeting

## INVITATION TO MENTOR

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*What would my responsibilities be?*

The apprentice who has approached you is just beginning to explore God's call on his/her life. They are currently working through the curriculum given to them following their surrender to God's call. The assignment God has in mind for this apprentice may be to carry out the ministry of Jesus Christ as a church vocational minister or to carry out the ministry of Jesus Christ in another arena.

Either way, your responsibility as a mentor would be to assist the apprentice as he/she begins to formalize his/her thoughts about calling, ministry and God's direction for his/her life. You may want to familiarize yourself with this website.

## SPECIFICALLY, YOUR RESPONSIBILITIES AS A MENTOR WOULD BE AS FOLLOWS:

1. Commit to pray daily for your apprentice.
2. Commit to maintain your relationship with Christ in such a way God will be able to work powerfully through you in the life of your apprentice.
3. Commit to meet with your apprentice once a month for six months, choosing a time that is convenient for both of you, allowing at least an hour for discussion and prayer during each meeting and preparing for said meeting. (First meeting should happen within two weeks of agreement to become a mentor.)
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**If you commit to become a Mentor, please ask your apprentice for all material that you need.**

# MENTORING ACCOUNTABILITY FORM

Date \_\_\_\_\_  
Scripture \_\_\_\_\_  
Topic Discussed \_\_\_\_\_

**What have you learned in your personal Bible study this week?**

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**What questions would you like to ask this week?**

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**Since the last mentorship meeting, how have you pursued God's call in your life?**

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## **RATE THE FOLLOWING:**

Spiritual enthusiasm	1	2	3	4	5
Pursuit of knowledge/wisdom	1	2	3	4	5
Time alone with God	1	2	3	4	5
Prayer life	1	2	3	4	5
Sharing of faith	1	2	3	4	5
Relationship with friends	1	2	3	4	5
Relationship with family	1	2	3	4	5
Relationship with the lost	1	2	3	4	5
Leadership within the church	1	2	3	4	5
Leadership outside the church	1	2	3	4	5
Moral purity	1	2	3	4	5
Serving people	1	2	3	4	5

**What do you need to do to see these “scores” improve?**

**What do you need to accomplish before the next meeting?**

**Notes over Bible study and Testimony presented by your mentor:**

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# MEETING GUIDES

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## MEETING ONE

### DISCUSSION GUIDE

1. Describe your decision to be obedient to God's call. What led you to that point? How did others react to your decision?
2. What type of progress have you made personally since your decision?
3. What has God been teaching you about God's call in general?
4. What has God been teaching you about ministry in general?
5. How are you trying to follow Jesus' example in ministry?
6. Are there any areas of your life that don't live up to Jesus' example? (The answer to this question, for any of us, is "yes." Encourage your apprentice to dig deep and be honest.)

### HOMEWORK ASSIGNMENT

Encourage your apprentice to step up their efforts in one of the following areas: daily time with God, journaling, prayer, involvement in the local church or any other area that they have expressed having had difficulty or challenge.



# MEETING TWO

## DISCUSSION GUIDE

1. What have you learned about following Jesus' example in ministry?
2. Explain the function of the body of Christ and your importance as a member?
3. So far, what do you think that your role is in the church as a whole? How about in the church the apprentice belongs to?
4. What are your responsibilities within the body of Christ? Are you living up to those responsibilities?
5. How are you dealing with issues of pride and/or jealousy within the church?
6. What has God been teaching you about your individual ministry assignment? Describe the ways in which God has spoken to you.
7. Are there any areas of your life which you have not surrendered to God that might be hindering you in discovering God's will for your life?

## HOMEWORK ASSIGNMENT

Make sure your apprentice completes the Spiritual Gifts survey on the CD and ask them to bring the results to the next meeting.

Encourage your apprentice to find a place to serve within their local church. If possible, that point of service should be in an area where the apprentice feels a God-given interest. You may need to assist them in finding this point of service.

# MEETING THREE

## DISCUSSION GUIDE

1. Describe the direction that you feel God is leading you.
2. Do you have any nagging doubts, fears, etc.? Where are they coming from?
3. Discuss your passion areas. How might they relate to your ministry assignment?
4. Are you upholding your responsibility to and within the body?
5. How might your present point of service prepare you for future assignments?
6. Are you able to find contentment in where you are for now? Explain.

## HOMEWORK ASSIGNMENT

Encourage your apprentice to follow the Accountability Guide on their Discovery CD, if they have not already formed a peer accountability group.

# MEETING FOUR

## DISCUSSION GUIDE

1. Are you taking responsibility for your own spiritual growth? Give examples.
2. How is your prayer life?
3. What scripture have you recently studied on your own? What did you learn from it?
4. Have you been sharing your faith? Give specific examples.
5. Are the relationships in your life God-honoring? (Family, friends, church members, authority figures, the lost, etc.)
6. What opportunities are you taking to grow spiritually, relationally, professionally, experientially and educationally?

## HOMEWORK ASSIGNMENT

Ask your apprentice whether or not he/she has completed the Bible study. If not, encourage him/her to complete the Bible study.

Check on continued progress of earlier homework assignments.

# MEETING FIVE

## DISCUSSION GUIDE

1. Generally speaking, have you been pursuing God's direction for your life with all appropriate enthusiasm and effort lately?
2. Is your life a God-honoring platform on which to build ministry?
3. How have you attempted to grow spiritually, relationally, professionally, experientially and educationally?
4. What has God taught you through your personal time with Him? (Not something that came through another person)
5. How has God redirected or confirmed what you first believed to be His direction for your life?
6. Have you been sharing your faith regularly?

## HOMEWORK ASSIGNMENT

Encourage your apprentice to share his/her faith regularly. Encourage him/her to verbally share the plan of salvation at least once before your next meeting.

Encourage your apprentice to ask at least five believers about their own assignments in God's kingdom. These believers do not necessarily have to be vocational ministers. Encourage your apprentice to accompany one or two of those believers as they carry out the assignment that God has given them.

# MEETING SIX

## DISCUSSION GUIDE

1. Looking back over the last six months, what progress have you made in pursuing God's call on your life?
2. How have you grown and matured the most?
3. What questions do you still have?
4. Are you practicing the spiritual disciplines regularly? Explain.
5. How do you intend to maintain accountability in your spiritual/vocational growth?
6. How are you functioning as a member of the church?
7. What do you feel the future holds for you?

## HOMEWORK ASSIGNMENT

Encourage your apprentice to record his/her thoughts, feelings and emotions at this stage of his/her spiritual journey so that they will be able to look back on this point in time as a spiritual marker of sorts by which to measure future growth and by which to celebrate God's faithfulness.

## NOTE TO THE MENTOR:

*Following this meeting, consider writing a personal letter of encouragement to your apprentice that they can keep and reread in future years.*

# SCRIPTURE MEMORY PACK

## SCRIPTURE MEMORY STARTER PACK

Getting scripture into your heart and mind is a key discipline for anyone wanting to live a life with God, recognize truth, fight temptation and be effectively used in the body of Christ. Scripture memory is not just a good thing for children, this is a discipline for any believer of any age.

### Tips for Scripture Memory

1. Select a verse and underline/highlight it in your Bible.
2. Write out the verse(s) on a note card or on several note cards that you can put them in key places in your home or car. (For example: on your lamp, bathroom mirror, closet door, refrigerator, above your light switch, in a book, your purse, etc.)
3. Read the scripture aloud several times, including the verse reference before and after the verse.
4. Break the verse down into smaller parts. Practice saying each part aloud without looking, adding a part each time that you are successful, until you are able to say the entire verse.
5. Practice your verse aloud several times a day for a couple of days, then begin a new verse.
6. As your list of memorized verses grows, review daily the five or so most recent verses that you have learned. Once a week, review ALL the verses that you know.

### Memory Verses:

#### WORSHIP

Isaiah 26:8  
Mark 12:30-31  
John 15:5  
Colossians 1:15-20  
Colossians 3:17

#### SACRIFICE

Romans 12:1-2  
1 Corinthians 13:1-13  
Galatians 2:20  
Philippians 2:1-11

#### GROWTH

Luke 2:52  
2 Timothy 2:15  
2 Timothy 2:22  
2 Timothy 3:16-17  
1 Peter 1:13-17

#### INTEGRITY

Proverbs 4:23  
Philippians 4:8  
1 Timothy 4:12  
Jeremiah 17:5-10

#### MISSION

Psalms 46:10  
Matthew 5:13-16  
Romans 6:23  
Romans 10:9-10  
John 3:16  
Matthew 28:18-20

# PEER ACCOUNTABILITY GUIDE

## WHAT IS "PEER ACCOUNTABILITY?"

Simply stated it is allowing another person, that you know walks with God, into your private life to help you walk with God. You voluntarily ask someone to hold you accountable to walk with God and stay consistent in your spiritual disciplines. This is not an exercise in legalism where two people hold each other to a strict code to look and sound spiritual. It is a relationship where scripture, grace and trust are primary motivators toward a disciplined life with God.

You may allow yourself to skip days or weeks without having a time with God, but when you know that you will have to tell someone else that you are skipping your daily Bible study or when someone calls you and reminds you, it motivates you to pick up your Bible and spend time with God. Accountability will be very important to you in the areas where you want to grow and develop. In areas where you are strong, you do not need an outside motivation, but in areas that you are weak, outside motivation is good. Proverbs 27:17 – "As iron sharpens iron, so one man sharpens another."

Forming a peer accountability relationship/group will better your chances of following through with any spiritual commitments that you make.

*"Two are better than one because they have a good reward for their efforts. For if either falls, his companion can lift him up; but pity the one who falls without another to lift him up. Also, if two lie down together, they can keep warm; but how can one person alone keep warm? And if somebody overpowers one person, two can resist him. A cord of three strands is not easily broken." Ecclesiastes 4:9-12*

Entering into and maintaining an accountability relationship can be exciting and beneficial, but it can also be a little uncomfortable at times. Never enter into such a relationship lightly, but stay focused on the goal of pushing one another farther in your relationships to God.

## WHAT TO DO FIRST

1. Find an accountability partner(s) that you can trust. They should be in roughly the same stage of life as you so that you can keep one another strong as you find your way through similar experiences. They must be of the same gender so that feelings of spiritual connection are not misread as romantic interest.
2. Find a time to meet on a consistent, regular weekly basis. Try to find a time that is unlikely to change.
3. Agree to a topical meeting outline of areas in which you want/need to be held accountable. A possible outline is included below.
4. Agree to the corrective measures to be taken when one of you becomes spiritually lazy or complacent. The discipline should have "bite" to it so that you don't get into the habit of accepting sin.

## IF A SIN PROBLEM CONTINUES, YOU MAY CONSIDER DOING ANY OF THE FOLLOWING:

- A. Bring in another, older source of accountability on a regular basis to provide new perspective and a deeper level of accountability on a consistent basis and keep family informed. Protecting a friend in their sin is not friendship. (Proverbs 27:6, Proverbs 15:5)
- B. Go to someone who is older in the faith and older than you or your peer accountability partner in age to get involved on a "as needed only" basis to correct specific sin issues.

- C. Develop a plan to dissolve the accountability relationship if the problem continues.

Always seek help from a qualified spiritual leader when addressing serious issues that may require more formalized help. (For instance: addictions, eating disorders, destructive habits, legal issues, etc...)

### **PEER ACCOUNTABILITY MEETING OUTLINE**

1. Pray that God would guide you in your accountability time and that He would sharpen both of you through your time together.
2. Go through a regular list of questions that you have compiled together. A possible list of questions is included below.
3. Pray through "hitch points" or specific, reoccurring spiritual difficulties that you may be experiencing. (For example, specific situations in your lives, areas of morality (purity), spiritual disciplines, initiative (self-starting), scripture memory, service, your personal "witness," or relationship issues.)

#### **Possible Schedule of a Meeting**

5 Minutes – Catch up on last week

15 Minutes – Talk through reading materials and accountability questions

5 Minutes – Memory verse

5 Minutes – Prayer requests / Pray

It is important to remain flexible in order to meet the needs of each accountability partners. The schedule is simply an example of how a meeting might occur.

### **HELPFUL TIPS FOR MEETINGS**

- Keep meetings short. If possible, less than thirty minutes.
- Point each other to scripture, not just your opinions.
- Speak truth in love.
- Be reliable.
- Be honest.
- Maintain confidences.
- Be consistent.
- Be encouraging.
- Make the most of your meeting time, saving "chit chat" for another time. =



## POSSIBLE LIST OF MEETING QUESTIONS

Decide which questions below are the most essential, then plan to ask those questions each week. You may select other questions to ask only occasionally. Of course, you may also add any other questions you create, depending on the needs and issues that one of you face. Try to simplify your list to around ten questions for each person.

1. Have you been engaged this week in the basic spiritual disciplines like daily time in God's Word and in prayer? Describe.  
Example Questions:
  - Have you memorized any scripture this week?
  - How many days this week have you had a daily time with God?
  - What is something you have learned in church, Bible study, or your private worship time this week?
  - How have you made your faith known this week?
  - What are you praying about currently?
2. Have you given your time and resources to God as you should?
3. Do you have any unconfessed sin in your life?
4. Have you had any flirtatious actions, lustful attitudes or exposed yourself to any explicit materials such as internet, television, movies, music, etc. that would not glorify God?
5. Have you struggled with lust, envy or gossip (or other common hitch points)?
6. What is a high risk sin area in your life? How are you staying safe in that area?
7. Are you holding onto a relationship that is interfering with your relationship with God?
8. Have you been respectful to and obeyed authority?
9. Have you spent quality time in your relationships this week?
  - Have you honored your mother and father?
  - Have you been a good friend?
  - Have you remained pure in your dating relationships?
10. Have you allowed any person or circumstances to rob you of your joy or have you been angry or arrogant with anyone this week?
11. What are you doing to pursue God's call on your life?
12. Have you done your 100% best in your job, school, etc?
13. Have you told any half-truths or outright lies, putting yourself in a better light to those around you?
14. Have you modeled lifestyle evangelism this week?
15. Have you kept your tongue in check this week? (i.e. cussing, gossip, making fun of someone, etc.)
16. What do you need to change before our next meeting?
17. Is there anything that you want me to ask you at our next meeting?
18. Have you answered every question I asked you today completely and honestly?

## SPIRITUAL GIFTS SURVEY

### DIRECTIONS

This is not a test, so there are no wrong answers. The ***Spiritual Gifts Survey*** consists of 80 statements. Some items reflect concrete actions; other items are descriptive traits; and still others are statements of belief.

- Select the one response you feel best characterizes yourself and place that number in the blank provided. Record your answer in the blank beside each item.
- Do not spend too much time on any one item. Remember, it is not a test. Usually, your immediate response is best.
- Please give an answer for each item. Do not skip any items.
- Do not ask others how they are answering or how they think you should answer.
- Work at your own pace.

Your response choices are:

- 5—Highly characteristic of me/definitely true for me
  - 4—Most of the time this would describe me/be true for me
  - 3—Frequently characteristic of me/true for me—about 50 percent of the time
  - 2—Occasionally characteristic of me/true for me—about 25 percent of the time
  - 1—Not at all characteristics of me/definitely untrue for me
- 

- \_\_\_\_\_ 1. I have the ability to organize ideas, resources, time, and people effectively.
- \_\_\_\_\_ 2. I am willing to study and prepare for the task of teaching.
- \_\_\_\_\_ 3. I am able to relate the truths of God to specific situations.
- \_\_\_\_\_ 4. I have a God-given ability to help others grow in their faith.
- \_\_\_\_\_ 5. I possess a special ability to communicate the truth of salvation.
- \_\_\_\_\_ 6. I have the ability to make critical decisions when necessary.
- \_\_\_\_\_ 7. I am sensitive to the hurts of people.
- \_\_\_\_\_ 8. I experience joy in meeting needs through sharing possessions.
- \_\_\_\_\_ 9. I enjoy studying.
- \_\_\_\_\_ 10. I have delivered God's message of warning and judgment.
- \_\_\_\_\_ 11. I am able to sense the true motivation of persons and movements.
- \_\_\_\_\_ 12. I have a special ability to trust God in difficult situations.
- \_\_\_\_\_ 13. I have a strong desire to contribute to the establishment of new churches.
- \_\_\_\_\_ 14. I take action to meet physical and practical needs rather than merely talking about or planning to help.
- \_\_\_\_\_ 15. I enjoy entertaining guests in my home.
- \_\_\_\_\_ 16. I can adapt my guidance to fit the maturity of those working with me.
- \_\_\_\_\_ 17. I can delegate and assign meaningful work.

- \_\_\_\_\_ 18. I have an ability and desire to teach.
- \_\_\_\_\_ 19. I am usually able to analyze a situation correctly.
- \_\_\_\_\_ 20. I have a natural tendency to encourage others.
- \_\_\_\_\_ 21. I am willing to take the initiative in helping other Christians grow in their faith.
- \_\_\_\_\_ 22. I have an acute awareness of the emotions of other people, such as loneliness, pain, fear, and anger.
- \_\_\_\_\_ 23. I am a cheerful giver.
- \_\_\_\_\_ 24. I spend time digging into facts.
- \_\_\_\_\_ 25. I feel that I have a message from God to deliver to others.
- \_\_\_\_\_ 26. I can recognize when a person is genuine/honest.
- \_\_\_\_\_ 27. I am a person of vision (a clear mental portrait of a preferable future given by God). I am able to communicate vision in such a way that others commit to making the vision a reality.
- \_\_\_\_\_ 28. I am willing to yield to God's will rather than question and waver.
- \_\_\_\_\_ 29. I would like to be more active in getting the gospel to people in other lands.
- \_\_\_\_\_ 30. It makes me happy to do things for people in need.
- \_\_\_\_\_ 31. I am successful in getting a group to do its work joyfully.
- \_\_\_\_\_ 32. I am able to make strangers feel at ease.
- \_\_\_\_\_ 33. I have the ability to plan learning approaches.
- \_\_\_\_\_ 34. I can identify those who need encouragement.
- \_\_\_\_\_ 35. I have trained Christians to be more obedient disciples of Christ.
- \_\_\_\_\_ 36. I am willing to do whatever it takes to see others come to Christ.
- \_\_\_\_\_ 37. I am attracted to people who are hurting.
- \_\_\_\_\_ 38. I am a generous giver.
- \_\_\_\_\_ 39. I am able to discover new truths.
- \_\_\_\_\_ 40. I have spiritual insights from Scripture concerning issues and people that compel me to speak out.
- \_\_\_\_\_ 41. I can sense when a person is acting in accord with God's will.
- \_\_\_\_\_ 42. I can trust in God even when things look dark.
- \_\_\_\_\_ 43. I can determine where God wants a group to go and help it get there.
- \_\_\_\_\_ 44. I have a strong desire to take the gospel to places where it has never been heard.
- \_\_\_\_\_ 45. I enjoy reaching out to new people in my church and community.
- \_\_\_\_\_ 46. I am sensitive to the needs of people.
- \_\_\_\_\_ 47. I have been able to make effective and efficient plans for accomplishing the goals of a group.
- \_\_\_\_\_ 48. I often am consulted when fellow Christians are struggling to make difficult decisions.

- \_\_\_\_\_ 49. I think about how I can comfort and encourage others in my congregation.
- \_\_\_\_\_ 50. I am able to give spiritual direction to others.
- \_\_\_\_\_ 51. I am able to present the gospel to lost persons in such a way that they accept the Lord and His salvation.
- \_\_\_\_\_ 52. I possess an unusual capacity to understand the feelings of those in distress.
- \_\_\_\_\_ 53. I have a strong sense of stewardship based on the recognition that God owns all things.
- \_\_\_\_\_ 54. I have delivered to other persons messages that have come directly from God.
- \_\_\_\_\_ 55. I can sense when a person is acting under God's leadership.
- \_\_\_\_\_ 56. I try to be in God's will continually and be available for His use.
- \_\_\_\_\_ 57. I feel that I should take the gospel to people who have different beliefs from me.
- \_\_\_\_\_ 58. I have an acute awareness of the physical needs of others.
- \_\_\_\_\_ 59. I am skilled in setting forth positive and precise steps of action.
- \_\_\_\_\_ 60. I like to meet visitors at church and make them feel welcome.
- \_\_\_\_\_ 61. I explain Scripture in such a way that others understand it.
- \_\_\_\_\_ 62. I can usually see spiritual solutions to problems.
- \_\_\_\_\_ 63. I welcome opportunities to help people who need comfort, consolation, encouragement, and counseling.
- \_\_\_\_\_ 64. I feel at ease in sharing Christ with nonbelievers.
- \_\_\_\_\_ 65. I can influence others to perform to their highest God-given potential.
- \_\_\_\_\_ 66. I recognize the signs of stress and distress in others.
- \_\_\_\_\_ 67. I desire to give generously and unpretentiously to worthwhile projects and ministries.
- \_\_\_\_\_ 68. I can organize facts into meaningful relationships.
- \_\_\_\_\_ 69. God gives me messages to deliver to His people.
- \_\_\_\_\_ 70. I am able to sense whether people are being honest when they tell of their religious experiences.
- \_\_\_\_\_ 71. I enjoy presenting the gospel to persons of other cultures and backgrounds.
- \_\_\_\_\_ 72. I enjoy doing little things that help people.
- \_\_\_\_\_ 73. I can give a clear, uncomplicated presentation.
- \_\_\_\_\_ 74. I have been able to apply biblical truth to the specific needs of my church.
- \_\_\_\_\_ 75. God has used me to encourage others to live Christ-like lives.
- \_\_\_\_\_ 76. I have sensed the need to help other people become more effective in their ministries.
- \_\_\_\_\_ 77. I like to talk about Jesus to those who do not know Him.
- \_\_\_\_\_ 78. I have the ability to make strangers feel comfortable in my home.
- \_\_\_\_\_ 79. I have a wide range of study resources and know how to secure information.

\_\_\_\_\_ 80. I feel assured that a situation will change for the glory of God even when the situation seems impossible.

## SCORING YOUR SURVEY

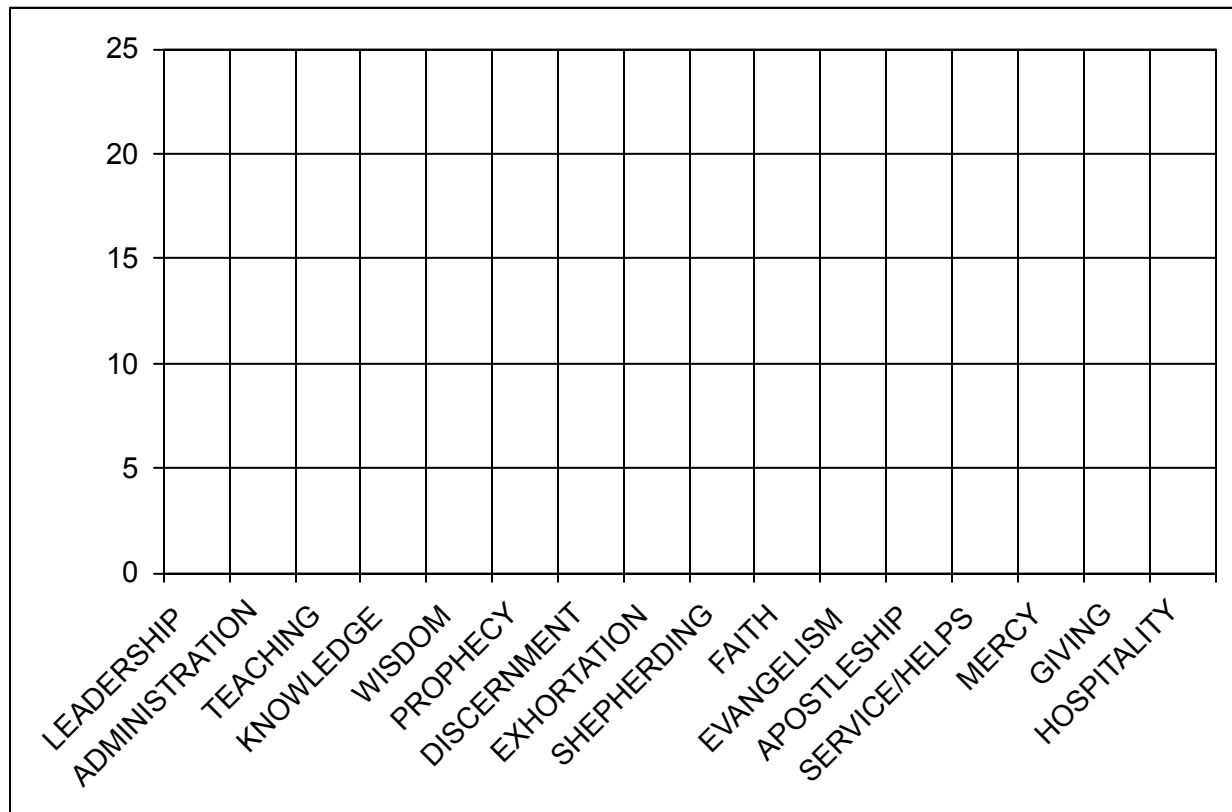
Follow these directions to figure your score for each spiritual gift.

1. Place in each box your numerical response (1-5) to the item number which is indicated below the box.
2. For each gift, add the numbers in the boxes and put the total in the TOTAL box.

<b>LEADERSHIP</b>	_____	+	_____	+	_____	+	_____	+	_____	<b>TOTAL</b>
	Item 6		Item		Item		Item		Item 65	
		16		27		43				
<b>ADMINISTRATION</b>	_____	+	_____	+	_____	+	_____	+	_____	<b>TOTAL</b>
	Item 1		Item		Item		Item		Item 59	
		17		31		47				
<b>TEACHING</b>	_____	+	_____	+	_____	+	_____	+	_____	<b>TOTAL</b>
	Item 2		Item		Item		Item		Item 73	
		18		33		61				
<b>KNOWLEDGE</b>	_____	+	_____	+	_____	+	_____	+	_____	<b>TOTAL</b>
	Item 9		Item		Item		Item		Item 79	
		24		39		68				
<b>WISDOM</b>	_____	+	_____	+	_____	+	_____	+	_____	<b>TOTAL</b>
	Item 3		Item		Item		Item		Item 74	
		19		48		62				
<b>PROPHECY</b>	_____	+	_____	+	_____	+	_____	+	_____	<b>TOTAL</b>
	Item		Item		Item		Item		Item 69	
10		25		40		54				
<b>DISCERNMENT</b>	_____	+	_____	+	_____	+	_____	+	_____	<b>TOTAL</b>
	Item		Item		Item		Item		Item 70	
11		26		41		55				
<b>EXHORTATION</b>	_____	+	_____	+	_____	+	_____	+	_____	<b>TOTAL</b>
	Item		Item		Item		Item		Item 75	
20		34		49		63				

<b>SHEPHERDING</b>		+		+		+		+		
	_____		_____		_____		_____	=	_____	<b>TOTAL</b>
	Item 4	21	Item	35	Item	50	Item		Item 76	
<b>FAITH</b>		+		+		+		+		
	_____		_____		_____		_____	=	_____	<b>TOTAL</b>
12	Item	28	Item	42	Item	56	Item		Item 80	
<b>EVANGELISM</b>		+		+		+		+		
	_____		_____		_____		_____	=	_____	<b>TOTAL</b>
	Item 5	36	Item	51	Item	64	Item		Item 77	
<b>APOSTLESHIP</b>		+		+		+		+		
	_____		_____		_____		_____	=	_____	<b>TOTAL</b>
13	Item	29	Item	44	Item	57	Item		Item 71	
<b>SERVICE/HELPS</b>		+		+		+		+		
	_____		_____		_____		_____	=	_____	<b>TOTAL</b>
14	Item	30	Item	46	Item	58	Item		Item 72	
<b>MERCY</b>		+		+		+		+		
	_____		_____		_____		_____	=	_____	<b>TOTAL</b>
	Item 7	22	Item	37	Item	52	Item		Item 66	
<b>GIVING</b>		+		+		+		+		
	_____		_____		_____		_____	=	_____	<b>TOTAL</b>
	Item 8	23	Item	38	Item	53	Item		Item 67	
<b>HOSPITALITY</b>		+		+		+		+		
	_____		_____		_____		_____	=	_____	<b>TOTAL</b>
15	Item	32	Item	45	Item	60	Item		Item 78	

## GRAPHING YOUR PROFILE



1. For each gift place a mark across the bar at the point that corresponds to your TOTAL for that gift.
2. For each gift shade the bar below the mark that you have drawn.
3. The resultant graph gives a picture of your gifts. Gifts for which the bars are tall are the ones in which you appear to be strongest. Gifts for which the bars are very short are the ones in which you appear not to be strong.

***Now that you have completed the survey, thoughtfully answer the following questions.***

The gifts I have begun to discover in my life are:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

- After prayer and worship, I am beginning to sense that God wants me to use my spiritual gifts to serve Christ's body by \_\_\_\_\_.

- I am not sure yet how God wants me to use my gifts to serve others. But I am committed to prayer and worship, seeking wisdom and opportunities to use the gifts I have received from God.

Ask God to help you know how He has gifted you for service and how you can begin to use this gift in ministry to others.