



DISCOVER YOUR SPIRITUAL GIFTS

A Next Steps class at Lazarus Church

BEFORE CLASS

Complete the pre-class worksheet (next page).

Because of the individualized nature of this Next Step, you should plan to allow yourself 1-2 hours to complete the pre-class assignments (can be completed in several sittings).

QUESTIONS + PRE-CLASS WORKSHEET SUPPORT

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Why should I take this class?

It's worth your time to discover your strengths & spiritual gifts. Utilization of your unique giftedness is a stewardship matter. By identifying your strengths and spiritual gifts, you begin to understand God's purpose for you in his Kingdom work here on earth. Discovering your gifts is a matter of trust. Do you trust Jesus when He says that you are an essential member of the body of Christ? If you've ever wondered what your special role is, it's time to start the discovery process.

This class is intended for adults and youth (7th grade and up).

What if I've already done a strengths assessment?

You may confirm some of the things you learned about yourself when you did Strengths Finder, Enneagram, or other assessments... and you may discover something new! Additionally, this class will be looking specifically at how your giftedness fits into the body of Christ known as Lazarus Church.

One of the awesome things about spiritual gifts is that God gives these gifts to His Church (of which you are a part) for the specific work He has for a specific moment in time. This means, spiritual gifts can even come and go based on the Church's needs. It's not a bad idea to take this "Next Step" mini-course once a year or every other year.

What's the time commitment & delivery method?

This is a "flipped classroom" course. You will complete the pre-class worksheet ahead of time, allowing class time to be completely devoted to processing what you learned.



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PRE-CLASS WORKSHEET - Visit LazarusChurch.com/nextsteps for links

Read 1 Corinthians 12

- Key terms
 - Body of Christ = Jesus gives us a job: we are to be His hands and feet. By working together, we are complete. Every part has an essential role in His work on earth.
 - Spiritual gifts = special abilities the Holy Spirit gives to people for the purpose of completing God's work.
 - Stewardship = The job of supervising or taking care of something (especially something entrusted into one's care).
- For discussion on Sunday: [Adults] According to this passage of Scripture, why is using your gifts a matter of stewardship? [Youth] Why do you think God gives everyone a different job to do?

Read 1 Corinthians 13

- Key concepts
 - The gifts listed in the previous chapter are irrelevant without love. Love is the mark of God's people. Love makes our gifts useful within the Body of Christ.
 - We understand the ways of God "dimly" or "imperfectly" (vs 12) but one day He promises we will understand completely. This applies to gifts because we may never know why God chose to give us a gift (or to not give us a particular gift) until we reach heaven.

Complete the online Spiritual Gifts Assessment (free option): spiritualgiftstest.com

If you prefer to print and complete, the adult version and youth version are available on the website.

- My top three spiritual gifts are:
 - a. _____
 - b. _____
 - c. _____
- Read up on what your gifts mean: spiritualgiftstest.com/spiritual-gifts
- For discussion on Sunday: What did you find surprising or affirming about your results?

Watch video The Truth About You (23:43)

- "I feel strong when..." What do we do with our strengths?
 - Start by identifying them, being as specific as possible.
 - Be willing to share your strengths with others.
 - Continually seek to improve in your areas of strength (and develop others who have similar strengths).
- "I feel weak when..." What do we do about weaknesses?
 - Weaknesses aren't necessarily things you are bad at -- they're things that make you feel weaker (drained) after you do them.
 - Work on them just enough so that they don't detract from your strengths.
 - Surround yourself with people in the Body of Christ who have complementary strengths.



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PRE-CLASS WORKSHEET (CONTINUED)

Begin identifying your natural gifts & strengths by answering these questions

- How do I begin to identify my strengths as distinct from things I am simply “good at doing”?

Here are a few questions to ask yourself:

- Is this something I am good at and continually getting better at?
- Is this something I enjoy doing and gives me energy?
- Do I “feel strong” when I do it?
- Is this something that produces good results in the lives of others?
- Is this something that other people tell me that I am gifted in? Does it energize me?
- I feel strong when I:
 - _____
 - _____
 - _____
- For discussion on Sunday: Share a story of a time when you felt as though you were able to fully utilize your gifts/strengths.

Distinguish your skills & abilities apart from your strengths

- Skills are developed (not inborn like strengths) but you enjoy doing them. What are some of those things you have worked hard to become better at doing (and/or continue to learn)?
 - _____
 - _____
 - _____
 - _____
- Abilities are things you are capable of doing but don’t necessarily enjoy (they may even make you feel weaker after doing them). List a few of your abilities here:
 - _____
 - _____
 - _____
 - _____
- * As far as the church goes, we want to avoid overusing one another’s *abilities* because this can often lead to burnout.

That's it! Be sure to have this sheet with you during class for reference!



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IN-CLASS WORKSHEET

Calling Cards Activity

- As you go through the deck of cards, ask yourself, "Do I love doing this?" Quickly sort into three piles: YES / NOT SURE or MAYBE / NO
- My top 5 calling cards are:
 - a. _____
 - b. _____
 - c. _____
 - d. _____
 - e. _____
- Are you surprised by any of these? If so, which ones?

Core Competencies

- A study by [Lifeway Research](#) found that 60-70% of ministry leadership is transferable from one role to another.
- "[There] are the six core competencies for any and every leader within the church. Now based on the specific ministry area that a leader is serving in, there are also ministry-specific competencies, like rhythm for a musician, or the ability to ask questions for small group leaders. However, regardless of the ministry area that you're serving in, these six shared core competencies will guide you in your growth and development as a leader."
 - Discipleship: Theological and spiritual development
 - Vision: Preferred future
 - Strategy: Plan or method for the preferred future
 - Collaboration: Ability to work with others
 - People Development: Contributing to the growth of others
 - Stewardship: Overseeing resources within one's care
- Our giftedness will be uniquely expressed in each of these six essential leadership competencies. So what about the other 30% (ministry-specific competencies)? This is where your strengths can really shine!



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POST-CLASS RECAP

Name: _____

Keep this sheet somewhere visible so that you're reminded to reflect on how God may want you to use your gifts, strengths, and skills to do His work on earth. When you determine what He is calling you to do, let us know! We love hearing these stories!

My top three spiritual gifts:

- _____
- _____
- _____

My top five strengths (from "calling cards" exercise) are:

1. _____
2. _____
3. _____
4. _____
5. _____

My top three skills (things I enjoy doing) are:

1. _____
2. _____
3. _____

My top three abilities (things I can do but don't necessarily enjoy) are:

1. _____
2. _____
3. _____

TIP: Share these with your spouse or your family members. Oftentimes, households run more smoothly when we recognize the unique wiring of the other people living with us.



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Now it's time to begin "interpreting" your giftedness into the church body!

See the list below. Circle the areas of leadership that you believe would utilize your strengths & spiritual gifts. Put an X through any roles that would be draining to you. If you're not sure about a role or don't have strong feelings one way or another, leave that role blank. (Something missing? Add it to the list!) If you're willing, please share this sheet with me.

| | | |
|---|---|--|
| Starting & facilitating conversation (adults) | Running sound | Social media strategy/design |
| Researching & writing Bible studies (adults) | Running video | Coordinating Sunday refreshments |
| Asking good questions | Organizing volunteers | Connecting with new people |
| Working with children | Training volunteers | Making others feel included |
| Leading crafts/activities for children | Welcoming people | Helping people find meaningful ways to serve |
| Working with teens | Hospitality (home) | Overseeing Sunday setup and tear down |
| Nursery care (0-3) | Hospitality (Sunday "guest experience") | Developing others |
| Prayer team | Caring for the physical needs of others | Creating budgets |
| Prayer walking | Caring for the emotional needs of others | Tracking finances |
| Evangelistic outreach | Perceiving unvoiced needs in people's lives | Planning for the future |
| Music (vocal) | Hosting people in my home | Vision casting |
| Music (instrumental) | Creating welcoming environments | Following up with new people (phone) |
| Music selection & administration | Facilities management | Following up with new people (written) |
| Worship media (screens) | Graphic design | Finding opportunities to serve others |
| Encouragement | Web design/maintenance | |
| Strategic thinking | Photography | |