

## **Spiritual Gifts Assessment**

At our diocese's 2020 convention, Bishop Loya asked, "*Will you join the spirit in making your faith community a vital witness to the gospel?*"

St. John's has been a thriving community for 140 years; faithfully working, praying, and giving for the spread of the Kingdom of God. Two pandemics have not closed *The Church of the Open Door*. Even when we couldn't meet in person, we persisted in creating ways to commune, worship, and serve. Our collect (a short prayer gathering our intentions) is more than words we recite together every Sunday; it is our mission, and we live into it by *showing forth our service to God in our service to others*.

Each of us is created, unique, in God's image. Each of us came into this world with God-given specific gifts, passions, values, and skills. Each of us has developed skills and been called on to perform certain tasks repeatedly, simply because we are good at them.

The information you gather in this assessment is an important indicator of the path God might be encouraging you to pursue. Where do your passions, values, and that which you always do and are good at meet the world's needs?

When the Holy Spirit connects those things, you are experiencing transformation. For there, you are truly engaging God's mission, the Kingdom of God in the present moment.

# Self-Assessment Inventory

## Instructions:

For each of the 60 questions which follow, circle the number that corresponds with the response that most closely matches how you perceive yourself.

- 4, consistently true
- 3, frequently true
- 2, occasionally true
- 1, infrequently true
- 0, rarely true

You might also ask a person who is close to you to score the inventory with, and for, you. Their perception of your strengths may be useful in identifying the gifts with which you have been blessed. After responding to each question, turn to the scoring grid on page seven to analyze your results.

	Consistently True	Frequently True	Occasionally True	Infrequently True	Rarely True
1. When presented a goal, I immediately think of steps that need to be taken in order to achieve the desired results.	4	3	2	1	0
2. I express myself through creative means.	4	3	2	1	0
3. My faith calls me to look for God's presence in the circumstances that arise in my life.	4	3	2	1	0
4. I am able to convey the Gospel message to other people in ways that are easily understood.	4	3	2	1	0
5. I am moved by those who through conflict or sorrow are struggling with faith.	4	3	2	1	0
6. I am certain of the Holy Spirit's presence in my life and the lives of others.	4	3	2	1	0
7. I am blessed by God each day and respond generously with my time and money.	4	3	2	1	0
8. I enjoy meeting new people and becoming acquainted with them.	4	3	2	1	0

	Consistently True	Frequently True	Occasionally True	Infrequently True	Rarely True
9. I know that God hears and responds to my prayers.	4	3	2	1	0
10. I feel compelled to learn as much as I can about the Bible and faith.	4	3	2	1	0
11. I am a take charge person. When others follow my direction, the goal or task will be completed.	4	3	2	1	0
12. When I see a person in need, I am moved to help them.	4	3	2	1	0
13. I love to sing and enjoy inspiring others through song.	4	3	2	1	0
14. I find joy and express myself by playing a musical instrument.	4	3	2	1	0
15. I am motivated to provide spiritual leadership to those who are on a faith journey.	4	3	2	1	0
16. I like working behind the scenes to ensure projects are successful.	4	3	2	1	0
17. I enjoy working with my hands in a trade or skill that required considerable experience to perfect.	4	3	2	1	0
18. My great joy is to communicate the stories of the bible in such a way that they become real and understood by others.	4	3	2	1	0
19. When a challenge is presented, I am usually able to identify an appropriate solution.	4	3	2	1	0
20. I am able to take a thought or idea and put it into a clear and inspiring written form.	4	3	2	1	0
21. I enjoy organizing thoughts, ideas, hopes and dreams into a specific plan of action.	4	3	2	1	0
22. I can translate into artistic form what I first see in my imagination.	4	3	2	1	0

Consistently True      Frequently True      Occasionally True      Infrequently True      Rarely True

23. I have assisted others as they sought to discern whether or not their personal decisions were life-giving for themselves and others.	4	3	2	1	0
24. I enjoy being with seekers and like having the opportunity to encourage them in their faith.	4	3	2	1	0
25. When I know someone is facing a crisis, I feel compelled to provide support and care.	4	3	2	1	0
26. My trust in the Holy Spirit's presence, when I encounter times of personal crisis, is a source of strength for others.	4	3	2	1	0
27. I manage my time and money so that I am able to give much of it to the work of the church or other organizations.	4	3	2	1	0
28. I am often asked to open my home for small group gatherings or social occasions.	4	3	2	1	0
29. I often become so absorbed in my prayer life that the door bell or phone can ring and I will not hear it.	4	3	2	1	0
30. Not one day would be complete without biblical study and thought.	4	3	2	1	0
31. When I am in a group, others will often look to me for direction.	4	3	2	1	0
32. I feel an urgency to provide housing for the homeless, food for the starving, and comfort for those in distress.	4	3	2	1	0
33. I have sung before groups and felt a real sense of God's presence.	4	3	2	1	0
34. My playing a musical instrument, has inspired both myself and others.	4	3	2	1	0
35. I have or have had responsibility for providing spiritual guidance to an individual believer or group of believers.	4	3	2	1	0

	Consistently True	Frequently True	Occasionally True	Infrequently True	Rarely True
36. People tell me that without my willingness to do the unnoticed jobs, their work would be more difficult.	4	3	2	1	0
37. I am good at building, repairing, or restoring things and find satisfaction in doing so.	4	3	2	1	0
38. I express my faith by assisting others in discovering the Bible.	4	3	2	1	0
39. People come to me for help in applying their faith and values to personal situations.	4	3	2	1	0
40. I often feel moved to write about my thoughts and feelings so others may benefit from them.	4	3	2	1	0
41. I have been successful in organizing, directing and motivating people to achieve a goal.	4	3	2	1	0
42. My artistic work has given spiritual strength to others.	4	3	2	1	0
43. In the congregation, I am often asked if a direction being discussed will help us live into God's mission.	4	3	2	1	0
44. I do not find it difficult to share what Jesus means to me with others.	4	3	2	1	0
45. Those who are struggling with life questions have come to me for guidance and help.	4	3	2	1	0
46. I can see great things happening in my congregation and am not derailed by the pessimism of others.	4	3	2	1	0
47. When I receive money unexpectedly, one of my first thoughts is to share this gift through the church.	4	3	2	1	0
48. I enjoy welcoming guests and helping them to feel at ease.	4	3	2	1	0

	Consistently True	Frequently True	Occasionally True	Infrequently True	Rarely True
49. I am called to pray for healing in the lives of others.	4	3	2	1	0
50. My study of faith has proven helpful to others in their spiritual journey.	4	3	2	1	0
51. People have said they like to work with me because the task will be successfully completed.	4	3	2	1	0
52. People have been surprised by how at ease I am while working with those who are suffering in mind, body or spirit.	4	3	2	1	0
53. I am grateful and humbled that my singing has provided inspiration and hope for others.	4	3	2	1	0
54. Others have told me they were moved by my playing a musical instrument.	4	3	2	1	0
55. People have come to me for spiritual help, and it has developed into a trusting relationship.	4	3	2	1	0
56. When I turn out the lights, take tables down, work in the kitchen, or put chairs away, I feel that I have served God.	4	3	2	1	0
57. My knowledge of building, maintenance, or repair has been a special value to the church and others.	4	3	2	1	0
58. Students have told me that I can take the most difficult idea or concept and make it understandable.	4	3	2	1	0
59. When direction is needed at work or in the congregation, I am generally asked for my opinion.	4	3	2	1	0
60. My written work has been helpful to others in understanding life's truths.	4	3	2	1	0

## SCORING GRID

For each set of three questions, fill in the number of blocks equal to your total score. Note that the longer the bar the stronger the corresponding gift.

Administration = Questions 1 + 21 + 41

Artistry = Questions 2 + 22 + 42

Discernment = Questions 3 + 23 + 43

Evangelism = Questions 4 + 24 + 44

Exhortation = Questions 5 + 25 + 45

Faith = Questions 6 + 26 + 46

Giving = Questions 7 + 27 + 47

Hospitality = Questions 8 + 28 + 48

Intercession = Questions 9 + 29 + 49

Knowledge = Questions 10 + 30 + 50

Leadership = Questions 11 + 31 + 51

Mercy = Questions 12 + 32 + 52

Music-vocal = Questions 13 + 33 + 53

Music-instrumental = Questions 14 + 34 + 54

Pastoring = Questions 15 + 35 + 55

Service = Questions 16 + 36 + 56

Skilled Craft = Questions 17 + 37 + 57

Teaching = Questions 18 + 38 + 58

Wisdom = Questions 19 + 39 + 59

Writing = Questions 20 + 40 + 60

1	2	3	4	5	6	7	8	9	10	11	12
1	2	3	4	5	6	7	8	9	10	11	12
1	2	3	4	5	6	7	8	9	10	11	12
1	2	3	4	5	6	7	8	9	10	11	12
1	2	3	4	5	6	7	8	9	10	11	12
1	2	3	4	5	6	7	8	9	10	11	12
1	2	3	4	5	6	7	8	9	10	11	12
1	2	3	4	5	6	7	8	9	10	11	12
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1	2	3	4	5	6	7	8	9	10	11	12
1	2	3	4	5	6	7	8	9	10	11	12
1	2	3	4	5	6	7	8	9	10	11	12
1	2	3	4	5	6	7	8	9	10	11	12

The strongest gift(s) will generally have a total score of "7" or more. If you have more than one gift with a total of seven or more, then all of these gifts can be referred to as your "gift cluster." Notice how each gift within the cluster has the potential to compliment and support another. The gifts within the cluster will need to be further explored to determine which ones you are most called to use.

## Putting Your Gifts To Use

This inventory is designed to begin your journey. Identify your spiritual gift cluster by placing a check next to your strongest scores, then review the descriptions and suggested ministries.

Keep in mind that it is not a scientific instrument. Your perceptions will be validated by others and confirmed through prayer and by their use over time.

\_\_ **Administration:** the gift of organizing people and resources for greater efficiency and effectiveness. Biblical References: I Corinthians 12:28, Acts 14:23. Suggested Ministries: Finance Committee, Personnel Committee, Children Youth and Family Team, Office Help, Assist on all committees.

\_\_ **Artistry:** the gift of creative expression. Biblical References: Exodus 31:1-11, Psalm 149:3a. Suggested Ministries: Liturgy, Photography, Prayer Shawls, Acolyte Ministry, Altar Guild, Verger Ministry, Worship Reader Ministry.

\_\_ **Discernment:** the gift of intuition and insight. Biblical References: John 16:6-15, Romans 9:1, I Corinthians 2:9-16. Suggested Ministries: Faith in Action Commission, Individual Discernment Committees.

\_\_ **Evangelism:** the gift of sharing our faith and proclaiming the gospel to all we meet. Biblical References: Matthew 28:16-20, Ephesians 4:11-16, Acts 2:36-40. Suggested Ministries: New Member Ministry, Greeter, Usher, Communications, Livestreaming Media Team.

\_\_ **Exhortation:** the gift of offering faithful encouragement, counsel, and empowering words. Biblical References: John 14:1, II Timothy 1:16-18, III John 5-8. Suggested Ministries: House Group Leader, Pastoral Care Team, Confirmation Mentor.

\_\_ **Faith:** the gift of confidence in God's work in the world in all ways. Biblical References: Genesis 12:1-4a, Mark 5:25-34, I Thessalonians 1:8-10. Suggested Ministries: Stewardship Committee, Teacher/Bible Study Leader, Youth Leader, Acolyte Ministry.

\_\_ **Giving:** the gift of generously and sacrificially giving of one's resources (time, talent, and treasure). Biblical References: II Corinthians 9:6-15, Luke 21:1-4. Suggested Ministries: Capital Campaign Steering Team, Stewardship Committee, Volunteer Coordination, Kayoro Clinic Committee, Nursery, Farmers' Market.

\_\_ **Hospitality:** the gift of joyfully welcoming and caring for others. Biblical References: Romans 12:13, Romans 16:23a, Luke 10:38. Suggested Ministries: Greeter, Usher, New Member Ministry, Fellowship Team, Coffee Hour Host, Altar Guild, Nursery, Farmers' Market.

\_\_ **Intercession:** the gift of faithful prayer. Biblical References: Matthew 6:6-15, Luke 11:1-10, Ephesians 6:18. Suggested Ministries: Prayer Chain, Pastoral Care Team, House Group / Small Group Leader, Spiritual Support for all committees.

\_\_ **Knowledge:** the gift of learning that leads to uncovering new insights. Biblical References: I Corinthians 12:8; I Corinthians 14:6, Romans 12:2. Suggested Ministries: Parish Resource/Library Coordinator, Bible Study Leader, Social Justice Faith-in-Action ministries.



\_\_\_ **Leadership:** the gift of guiding others in focusing on where God is leading us. Biblical References: Romans 12:8, John 21:15-17, II Timothy 4:1-5. Suggested Ministries: Committee Chairperson, Verger Ministry, Creation Care Ministry.

\_\_\_ **Mercy:** the gift of empathizing with those in physical, spiritual, or emotional need and acting to meet that need. Biblical References: Luke 7:12-15, Luke 10:30-37, Matthew 25:34-36. Suggested Ministries: Pastoral Care Visitation, Prayer Chain, Prayer Shawl, Project Home, First Nations Kitchen, Hallie Q. Brown Community Center.

\_\_\_ **Music:** the gift of personal witness and inspiration through singing or playing a musical instrument. Biblical References: Psalm 96:1-9, Psalm 100:1-2, Psalm 149:1-2. Suggested Ministries: Church Choir, Guest Musician in Worship.

\_\_\_ **Pastoring** (Shepherding): the gift of mentoring and providing spiritual leadership and direction to others to help them grow in faith. Biblical References: I Timothy 4:12-16, I Timothy 3:1-13, II Timothy 4:1-2. Suggested Ministries: Pastoral Care Team, House Group / Small Group Leader, Youth Leader.

\_\_\_ **Service** (Helps): the gift of doing for others in order that God's work is fulfilled. Biblical References: Luke 23:50-54, Romans 16:1-16, Philippians 2:19-23. Suggested Ministries: Office Help, Mailing Collation, Kitchen Cleaning Team, Nursery, Garden Circle, Hallie Q. Brown Community Center.

\_\_\_ **Skilled Craft:** the gift of creating, building, maintaining, and repairing items. Biblical References: Exodus 30:1-6, Exodus 31:3-5, Ezekiel 27:4-11. Suggested Ministries: Property Committee, Livestream Media Team, Website Maintenance, IT Support.

\_\_\_ **Teaching:** the gift of communicating information in such a way that it becomes clear and understood by others. Biblical References: I Corinthians 12:28, Matthew 5:1-12, Acts 18:24-48. Suggested Ministries: Bible Study Leader, Faith Formation Committee, Godly Play Teacher, Youth Leader, Worship Reader Ministry.

\_\_\_ **Wisdom:** the gift of understanding a deeper meaning and applying it to every day situations. Biblical References: I Corinthians 2:6-13, James 3:13-18, II Chronicles 1:7-11. Suggested Ministries: Pastoral Care Team, Stewardship Committee, Social Justice Faith-in-Action ministries.

\_\_\_ **Writing:** the gift of expressing truth in a written form. Biblical References: I John 2:1-6, 12-14, I Timothy 3:14-15, Jude 3. Suggested Ministries: Magazine Article or Blog Post Writer, Communications.

For further discernment contact a member of the clergy:

The Reverend Jered Weber-Johnson, [jered.weberjohnson@stjohnsstpaul.org](mailto:jered.weberjohnson@stjohnsstpaul.org) or 651-228-1172 x11

The Reverend Craig Lemming, [craig.lemming@stjohnsstpaul.org](mailto:craig.lemming@stjohnsstpaul.org) or 651-228-1172 x18

The Reverend Chelsea Stanton, [chelsea.stanton@stjohnsstpaul.org](mailto:chelsea.stanton@stjohnsstpaul.org) or 612-444-6290

To connect with a ministry check the ministry list below or contact Kat Lewis at [getconnected@stjohnsstpaul.org](mailto:getconnected@stjohnsstpaul.org) or 571-420-7114.

## **Ministry Contacts**

Acolyte Ministry, Katie Madsen (Coordinator) 651-228-1172 x14

Altar Guild, Jered Weber-Johnson (Temporary Coordinator) 651-228-1172 x11

Bible Study Leader, Judy Stack (Faith Formation Chair) 612-868-2068

Children, Youth, & Family Team, Katie Madsen (Director) 651-228-1172 x14

Coffee Hour Host, Paige Hagstrom (Coordinator) 651-454-0016

Communications, Sarah Dull (Executive Administrator) 651-228-1172 x23

Confirmation Mentor, Katie Madsen (Children, Youth, and Family Director) 651-228-1172 x14

Creation Care Ministry, Johannah Frisby (Coordinator) 612-281-3744

Data Entry, Sarah Dull (Executive Administrator) 651-228-1172 x23

Faith in Action Commission, The Rev. Chelsea Stanton (Coordinator) 612-444-6290

Farmers Market, Sally Sand or Barbara Lindeke (Coordinators) 651-587-1032 or 612-558-2277

Fellowship Team, Sarah Dull (Executive Administrator) 651-228-1172 x23

Finance Committee, Rick Rinkoff (Treasurer) 651-222-3772

Garden Circle, Julia Ferguson (Co-chair) 651-222-3772

Godly Play Teacher, Katie Madsen (Children, Youth, and Family Director) 651-228-1172 x14

Greeter Ministry, Kat Lewis (Access and Connection Coordinator) 571-420-7114

Hallie Q. Brown Community Center, Patty Byrne Pfalz (Coordinator) 651-224-7784

House Group / Small Group Leader, Jered Weber-Johnson (Coordinator) 651-228-1172 x11

IT Support, Sarah Dull (Executive Administrator) 651-228-1172 x23

Kayoro Clinic Committee, Sue MacIntosh (Chair) 612-720-9260

Kitchen Cleaning Team, Chris Tegeler (Building Manager) 651-278-6018

Liturgy Team, Craig Lemming (Associate Rector) 651-228-1172 x18

Livestream Media Team, Kat Lewis (Access and Connection Coordinator) 571-420-7114

Music Ministry, Richard Gray (Director of Music) 651-228-1172 x36

New Member Committee, Kat Lewis (Access and Connection Coordinator) 571-420-7114

Magazine Article / Blog Post Writer, Sarah Dull (Executive Administrator) 651-228-1172 x23

Mailing Collation, Sarah Dull (Executive Administrator) 651-228-1172 x23  
Nursery, Katie Madsen 651-228-1172 x14  
Office Help, Sarah Dull (Executive Administrator) 651-228-1172 x23  
Parish Resource-Library Coordinator, Sarah Dull (Executive Administrator) 651-228-1172 x23  
Pastoral Care Team, Craig Lemming (Associate Rector) 651-228-1172 x18  
Personnel Committee, Lynn Hertz (Chair) 651-696-6330  
Photography, Sarah Dull (Executive Administrator) 651-228-1172 x23  
Prayer Chain, Craig Lemming (Associate Rector) 651-228-1172 x18  
Prayer Shawls, Karen Mosso (Coordinator) 651-340-0503  
Project Home Ministry, Kevin and Kelly Russ (Coordinators) 757-439-3787  
Property Committee, Brad Smith (Chair) 651-647-1025  
Social Justice Faith-in-Action, The Rev. Chelsea Stanton (Coordinator) 612-444-6290  
Stewardship Committee, Sarah Dull (Executive Administrator) 651-228-1172 x23  
Usher Ministry, Jeff Olsen (Head Usher) 651-208-8265  
Verger Ministry, Bob Linehan (Coordinator) 530-902-3727  
Website Maintenance, Sarah Dull (Executive Administrator) 651-228-1172 x23  
Worship Reader Ministry, Bob Linehan (Coordinator) 530-902-3727  
Youth Leader, Katie Madsen (Children, Youth, and Family Director) 651-228-1172 x14

*For as in one body we have many members, and not all the members have the same function, so we, who are many, are one body in Christ, and individually we are members one of another. We have gifts that differ according to the grace given to us: prophecy, in proportion to faith; ministry, in ministering; the teacher, in teaching; the exhorter, in exhortation; the giver, in generosity; the leader, in diligence; the compassionate, in cheerfulness.*

*Let love be genuine; hate what is evil, hold fast to what is good; love one another with mutual affection; outdo one another in showing honour. Do not lag in zeal, be ardent in spirit, serve the Lord. Rejoice in hope, be patient in suffering, persevere in prayer. Contribute to the needs of the saints; extend hospitality to strangers.*

*- Romans 12:4-13*

# THE DISCERNMENT WHEEL

*What should I do? Who should I be?  
How can I integrate my faith and my understanding  
of what God wants of me with what I do?*

Each of us is created, unique, in God's image. Each of us came into this world with God-given specific gifts, passions, values, and skills. Each of us has developed skills and has been called on to perform certain tasks repeatedly, simply because we are good at them.

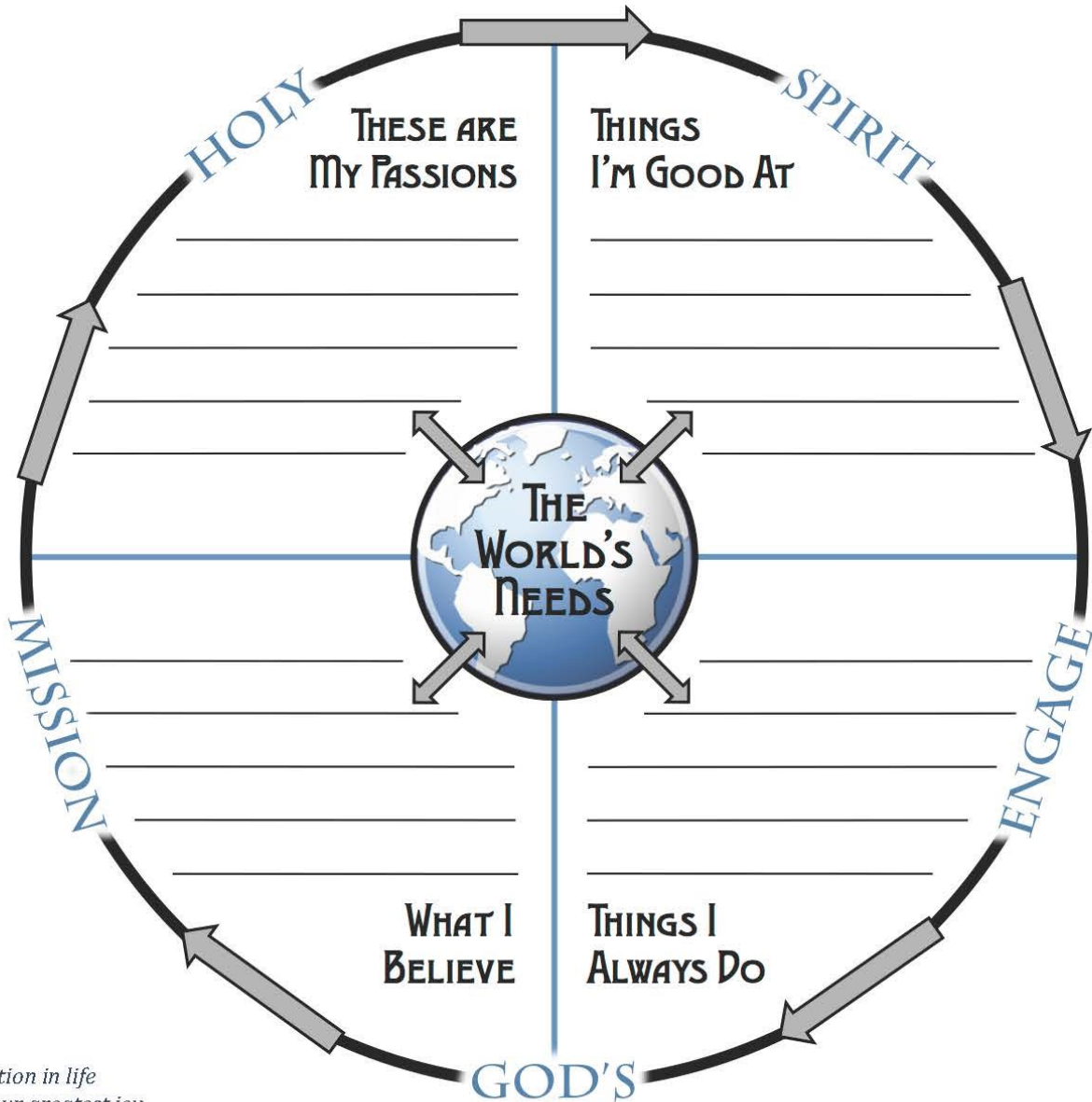
Four simple lenses help to answer the big question:

*"What does God want to do with me?"*

Ask yourself or others close to you what they observe about you:

- What are you really passionate about? What do you love to do and never tire doing?
- What are you really good at doing? What feels effortless to you?
- What do you find yourself always doing? What do others always ask you to do?
- What do you believe *in your heart of hearts*? What do you truly value in yourself and in others?

The information you gather in this process is an important indicator of the path God might be encouraging you to pursue. Where do your passions, values and that which you always do and are good at meet the world's needs? When the Holy Spirit connects those things, you are experiencing **transformation**. For there, you are truly engaging God's Mission. For there, the Kingdom of God is in the present.



*"Your vocation in life  
is where your greatest joy  
meets the world's greatest need."  
—Frederick Buechner, theologian*