

**Metropolitan Community
Church of Toronto**

Presents

Spiritual Gifts Discovery



Do not neglect the gift that is in you, ... Put these things into practice, devote yourself to them, so that all may see your progress.
1 Timothy 4:14-15

**METROPOLITAN COMMUNITY CHURCH OF
TORONTO**

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Like good stewards of the manifold grace of God, serve one another with whatever gift each of you has received.

Do not neglect the gift that is in you, . . . Put these things into practice, devote yourself to them, so that all may see your progress.

1 Timothy 4:14-15

But the fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self control. Against such things there is no law.

Galatians 5:22-23

MCC Toronto Spiritual Gifts Analysis

The MCC Toronto Spiritual Gifts Analysis is an exercise to help give you a handle on what your spiritual gift(s) might be. It is adapted from the Trenton questionnaire that was originally designed by Richard F. Houts (Eternity, May 1976, pp. 18-21) and later revised by C. Peter Wagner of the Fuller Evangelistic Association.

MCC Toronto's Program Goal:

To have everyone attending MCC Toronto on a regular basis complete a questionnaire and meet with a Volunteer Placement Counselor on a one-to-one basis. To help congregants discover their special Gifts and to guide them to placement in ministry areas which will enable them to enjoy the Fruits of the Spirit.

If a congregant is actively involved in ministry programs at the church, he/she should complete a questionnaire but may choose whether or not to have an interview with a Volunteer Placement Counselor. However, a Spiritual Gifts Advisor should contact people in this group to confirm the person's top 3 gifts for input into the Volunteer Placement database.

“For just as we have many members in one body and all the members do not have the same function, so we, who are many, are one body in Christ, and individually we are members one of another. And since we have the gifts that differ according to the grace given to us, let us exercise them accordingly . . .”
(Rom. 12:4-6)

The New Testament assures us that we have all been given gifts that we may contribute to God's work. By identifying and then exercising our gifts, as individuals and as a church, we will find enrichment and blessings.

The goal of this program is to help you identify you God-given gifts. With this knowledge, you will be equipped to make a well-informed decision about what ministry areas interest you. It is our personal experience that when we move from an “observer” of MCC Toronto to a more active role, the depth of our full experience increases dramatically. We want you to find your own effective and meaningful role here at MCC Toronto.

- 5) WHAT DO YOU EXPECT FROM THE VOLUNTEER AGENCY?

- 6) WHAT LEISURE ACTIVITIES DO YOU ENJOY?

- 7) WOULD YOU PREFER TO WORK ON A TIME-LIMITED PROJECT?
 YES NO

- 8) WOULD YOU PREFER TO WORK AT A CONSISTENT JOB FOR A FEW HOURS REGULARLY OVER A PERIOD OF TIME? YES NO

- 9) HOW MUCH TIME DO YOU HAVE TO VOLUNTEER PER WEEK OR PER MONTH?

- 10) HAVE YOU EVER LED A VOLUNTEER GROUP OR FACILITATED GROUP WORK IN YOUR JOB SETTING? (If yes, please explain)

Please List your 3 Primary Gifts	Please List your 3 Secondary Gifts

VOLUNTEER PLACEMENT APPLICATION

NAME: _____

ADDRESS: _____

CITY/PROVINCE: _____ POSTAL CODE: _____

PHONE NO.(HOME) _____ (WORK) _____

PLEASE CHECK APPROPRIATE BOXES: FEMALE MALE

AGE: 18-25 26-35 36-50 51-60 61-74 75-UP

OCCUPATION: _____

- 1) WHY DO YOU WANT TO VOLUNTEER?

- 2) WHAT THREE QUALITIES DO YOU THINK ARE IMPORTANT WHEN VOLUNTEERING?

- 3) HAVE YOU VOLUNTEERED IN THE PAST? IF YES, FOR WHOM?

- 4) WHAT KIND OF EXPERIENCE WAS THAT?

How To Use the MCC Toronto Spiritual Gifts Questionnaire

1. Go through the list of 76 statements and for each one, say to yourself; **“In my life I have experienced. . .”**
And check the appropriate box: MUCH (worth 3 points);
SOME (worth 2 points);
LITTLE (worth 1 point);
NOT AT ALL (worth 0 points).

2. When you have finished responding to all 76 statements, record the number that was assigned to each statement in the grid referred to as the “Value of Answers”. An example is provided.

3. When you have recorded your point value for each question, add the four numbers ACROSS each ROW on the “Value of Answers” form and enter the sum in the column called “Total”.

4. Each statement supports at least one of the Spiritual Gifts. Record your three highest “Totals” from the “Values of Answers” form in the “Primary Gifts” section on page 21 (list your highest score first, next highest score second, etc.).

5. List your next three highest scores (i.e. 4th, 5th, and 6th highest scores) in the “Secondary Gifts” section on page 21.

6. Learn more about the various Gifts by referring to the “Review of Gift Definitions with Scripture references”.

7. Start the five-step process of validating your own unique gifts. The five-steps are identified in the section called “Discover Your Spiritual Gifts”.

Remember: God will walk with you and help you to discover your gifts.

In my life I have experienced . . .	(3) MUCH	(2) SOME	(1) LITTLE	(0) NOT AT ALL
1. Knowing when, how and to whom to delegate important tasks				
2. Encouraging and comforting others				
3. Finding joy in doing crafts				
4. Recognizing the difference between good and evil				
5. Leading others to follow Jesus				
6. Believing in God's promises during difficult circumstances				
7. Managing my finances well so that I can give liberally to God's work				
8. Being able, in the name of God, to bring healing to physical afflictions				
9. Graciously providing food and/or lodging to others				
10. Praying for other people				
11. Encouraging other people to accomplish goals				
12. Working with people who have been marginalized				
13. Adapting to another culture in order to spread the Good News				
14. Singing or performing music				
15. Helping others, facilitating them to better perform their work				

Social Justice – The gift of Social Justice is the special ability God gives to certain members of the body of Christ to act for justice for the oppressed, to confront unjust situations and work towards peace & equality for all. (see Lk. 4:18, 2 Cor. 1:14, Phil. 2:4-5, Ams 5:14-15,24)

Teaching – The gift of Teaching is the special ability God gives to certain members of the body of Christ to communicate information relevant to the health and ministry of the body and its members in such a way that others will learn. (see 1 Cor. 12:28, Eph. 9:11-14, Rom. 12:7, Acts 18:24-28)

Wisdom – The gift of Wisdom is the special ability God gives to certain members of the body of Christ to discover, gather and clarify information and ideas and to be spiritually guided in determining how given knowledge may be best applied to specific needs. (see 1 Cor. 2:1-13, 1 Cor. 12:8, 2 Cor. 11:6, Acts 6:3,10, James 1:5-6, 2 Peter 3:15)

In my life I have experienced . . .	(3) MUCH	(2) SOME	(1) LITTLE	(0) NOT AT ALL
16. Nurturing the spiritual growth of a group of Christians				
17. Urging others to challenge commonly accepted views				
18. Helping others to learn				
19. Recognizing and applying truth in my daily life				
20. Organizing people, ideas and time				
21. Other people seek my insights and suggestions about emotional issues				
22. Bringing pleasure to others through my artistic ability				
23. Having insights into others and recognizing their motives				
24. Sharing stories of my spiritual walk with others				
25. Having a conviction of the vital role God plays in my life and the life of my church				
26. Cheerfully giving so that God’s work may be accomplished				
27. Bringing healing to the emotionally disabled				
28. Enjoyment hosting social functions				
29. Finding myself praying when I “should” be doing other things				

In my life I have experienced . . .	(3) MUCH	(2) SOME	(1) LITTLE	(0) NOT AT ALL
30. Leading people in a clear direction				
31. Enjoying visiting the ill and the elderly				
32. Learning another language to facilitate bringing the Good News to those who speak another language				
33. Leading or joining others in song				
34. Helping behind the scenes				
35. Working with a group of people over an extended period of time, sharing their successes and failures				
36. Working with others to fight for the under-privileged				
37. Enjoying sharing my knowledge with others				
38. Being able to reach good solutions to complex problems				
39. Planning and administering programs				
40. Effectively advising those who are confused, perplexed, or despairing				
41. Receiving joy from my work with my hands at various arts and crafts				

Hospitality – The gift of Hospitality is the special ability God gives to certain members of the body of Christ to provide a welcoming atmosphere for people who come to their home or church. (see 1 Pet. 4:9, Rom. 12:9-13, Rom. 16:23, Acts 16:14-15, Heb. 13:1-2)

Intercession – The gift of Intercession is the special ability God gives to certain members of the body of Christ to pray for extended periods on a regular basis & see frequent & specific answers to their prayers to a degree much greater than that which is expected of the average Christian. (see James 5:14-16, 1 Tim. 2:1-2, Colos. 1:9-12, Colos. 4:12-13, Acts 12:12, Lk. 22:41-44)

Leadership – The gift of Leadership is the special ability God gives to certain members of the body of Christ to set goals in accordance with God’s purpose for the future & to communicate these goals to others in such a way that they voluntarily & harmoniously work together to accomplish them. (see 1 Tim. 5:17, Acts 7:10, Acts 15:7-11, Rom. 12:8, Heb. 13:17, Lk. 9:51)

Mercy – The gift of Mercy is the special ability God gives to certain members of the body of Christ to feel genuine empathy & compassion for individuals suffering distressing physical, mental or emotional problems & to translate that compassion into cheerfully done deeds which reflect Christ’s love & alleviate suffering. (see Rom. 12:8, Mk. 9:41, Acts 16:33-34, Lk. 10:33-35, Mat. 20:29-34, Mat. 25:35-40, Acts 11:28-30)

Missionary – The gift of Missionary is the special ability God gives to certain members of the body of Christ to minister whatever other spiritual gifts they have in a second culture. (see 1 Cor. 9:19-23, Acts 8:4, Acts 13:2-3, Acts 22:21, Rom. 10:15)

Music – The gift of Music is the special ability God gives to certain members of the body of Christ to use music in a joyful and uplifting manner and, by so doing, praise & worship God. (see Ps. 33:1-3, Ps. 100:1-2, Eph. 5:18-20)

Service – The gift of Service is the special ability God gives to certain members of the body of Christ to willingly help with tasks, whether up front or behind the scenes, in order that the church might be more effective in its ministry. (see 2 Tim. 1:16-18, Rom. 12:7, Acts 6:1-7, Titus 3:14, Gal. 6:2,10)

Shepherding – The gift of Shepherding is the special ability God gives to certain members of the body of Christ to support, encourage and nourish people’s spiritual development. (see Eph. 4:11-14, 1 Tim. 3:1-7, Jn. 10:1-18, 1 Peter 5:1-3)

Review of Gift Definitions with Scripture References

The following pages contain suggested definitions of the Spiritual Gifts. While not meant to be dogmatic or final, these definitions and supporting scriptures do correspond to characteristics of the gifts as expressed in the MCC Toronto Spiritual Gifts Questionnaire.

Administration – The gift of Administration is the special ability God gives to certain members of the body of Christ to understand clearly the immediate & long range goals of a particular unit of the body of Christ and to devise & execute plans to accomplish them. (see 1 Cor. 12:28, Acts 6:1-7, Acts 27:11, Luke 14:28-30)

Counseling – The gift of counseling is the special ability God gives to certain members of the body of Christ to minister words of comfort, consolation, encouragement & counsel to other members of the body in such a way that they feel helped and healed. (see Rom. 12:8, 1 Tim. 4:13, Heb. 100:25, Acts 14:22)

Crafting – The gift of Crafting is the special ability God gives to certain members of the body of Christ to use one’s hands and ideas in an artistic and creative way. (see 2 Chron. 34:9-13, Ex. 30:22-25, Ex. 31:3-11, Acts 16:14, Acts 18:3)

Discernment – The gift of Discernment is the special ability God gives to certain members of the body of Christ to sense whether a certain behaviour purportedly to be of God is in reality divine. (see 1 Cor. 12:10, Acts 16:16-18, 1 John 4:1-6, Mat. 16:21-23)

Evangelism – The gift of Evangelism is the special ability God gives to certain members of the body of Christ to share the gospel with others in such a way that they come to know God’s love & recognize that we are a welcoming community. (see Eph. 4:11-14, 2 Tim. 4:5, Acts 8:5-6, Acts 8:26-40, Acts 14:21, Acts 21:8)

Faith – The gift of Faith is the special ability God gives to certain members of the body of Christ to discern with extraordinary confidence the will & purpose of God. (see 1 Cor. 12:9, Acts 11:22-24, Acts 27:21-25, Heb. 11, Rom. 4:18-21)

Giving – The gift of Giving is the special ability God gives to certain members of the body of Christ to contribute their financial resources to God’s work with liberality & cheerfulness. (see Rom. 12:8, 2 Cor. 8:1-7, 2 Cor. 9:2-8, Mk. 12:41-44)

Healing – The gift of Healing is the special ability God gives to certain members of the body of Christ to serve as human intermediaries through whom God works to restore emotional, physical & spiritual well being. (see 1 Cor. 12:9,28, Acts 3:1-10, Acts 5:12-16, Acts 9:32-35, Acts 28:7-10)

In my life I have experienced . . .	(3) MUCH	(2) SOME	(1) LITTLE	(0) NOT AT ALL
42. Being able to identify those ideas/plans/activities that are not life enhancing				
43. Sharing with others the joy and peace that I have experienced as a result of my relationship with Jesus				
44. Trusting in the presence and power of God during difficult times				
45. Responding generously when confronted with urgent financial needs of an organization that I can believe in				
46. Being an instrument for healing				
47. Welcoming guests and making them feel comfortable				
48. Taking prayer requests seriously and praying until the answer comes				
49. Inspiring others to follow my example				
50. Visiting the ill, knowing that I have brought them comfort				
51. Being able to relate to people of a different race, language or culture				
52. Being involved in a choir, band or other musical group				

In my life I have experienced . . .	(3) MUCH	(2) SOME	(1) LITTLE	(0) NOT AT ALL
53. Feeling satisfaction in performing all sorts of tasks – even if some might think they are routine				
54. Guiding other people to make healthy choices				
55. Satisfaction working with an advocacy group				
56. Making difficult truths more easily understood to others				
57. Choosing from alternatives the option which usually works best				
58. Establishing goals and objectives and a plan for accomplishing them				
59. Comforting another who is in distress or suffering				
60. Enjoyment and satisfaction when I work creatively with my hands				
61. Being recognized for my ability to recognize motives				
62. Fulfillment in sharing with others my understanding of God				
63. Having a deep faith in the presence of God's confidence when important decisions are required				
64. Being ready to surrender certain privileges in order to financially support God's work				
65. Praying for others so that healing may occur				

And remember, in all of these five steps, the key is prayer. GOD will lead you to accurate discoveries of your gift(s).

- | | | |
|----------------|--------------|----------------|
| Administration | Giving | Missionary |
| Counseling | Healing | Music |
| Crafting | Hospitality | Service |
| Discernment | Intercession | Shepherding |
| Evangelism | Leadership | Social Justice |
| Faith | Mercy | Teaching |
| | | Wisdom |

LIST OF SPIRITUAL GIFTS:

How to use the Gifts of the Spirit Questionnaire

Follow these steps . . .

- 1 Go through the list of 76 statements (pages 6-11). For each one, mark to what extent the statement is true of your life: MUCH, SOME LITTLE, or NOT AT ALL.

Warning! Do not score according to what you *think* should be true or hope might be true in the future. Be honest with yourself and score on the basis of past experience.

- 2 When you are finished, score the questionnaire by means of the chart on page 13.
- 3 After filling in your scores, refer to pages 16-18. The order in which the gifts appear is identical to their order on the chart. You will want to study the gift definitions and scripture references.
- 4 Contact the Church Office. Give your name and phone number to the volunteer so that they might place it on the Volunteer Placement Counselor's List. You will be contacted within the week by a Volunteer Placement Counselor.

Discover Your Spiritual Gifts

You have now just begun a process of discovering your spiritual gifts. As you reflect on the gifts you have tentatively identified through the MCC Toronto Spiritual Gifts Questionnaire, try to discern which ones truly are, or are not, your gifts. To do so, following this five-step approach:

1. **Explore the Possibilities.** Read through the three key chapters in Holy Scripture dealing with spiritual gifts (1 Corinthians 12; Romans 12; Ephesians 4). Learn what the gifts are, what characterizes them, and how they function in the Body of Christ, so that you can have something concrete to look for as you move ahead.
2. **Experiment With As Many Gifts As Possible.** The spiritual gifts analysis which you have just completed has helped you identify various gifts. Your feelings, reactions and general outlook on the gifts were measured as you worked through the statements on pages 6-11. Unless you try the gifts this analysis has revealed, you will have a hard time knowing whether you really have them or not. Get involved in a ministry activity that will let you try out these gifts.
3. **Examine Your Feelings.** Since God has put the body together, you will feel fulfilled when functioning in the proper area. Thus, if you enjoy your attempts to use a particular gift, that is a good sign that you possess it. If, however, you dislike the service activities associated with a certain gift, that is a fairly good sign that you do not have it.
4. **Evaluate Your Effectiveness.** Since spiritual gifts are designed to benefit others, you should see positive results as you use your gift(s). If you see no results when you experiment with a particular gift, you probably do not have that gift. But it could be that you did not give it a fair try, or that it will simply take time for you to learn to use the gift effectively. As you evaluate, pray for the courage to be honest with yourself and with your Lord.
5. **Expect Confirmation From the Body.** You cannot discover, develop and use a gift on your own. Gifts are given to build up other members of the Body. If you have a gift, other Christians will recognize it and confirm it. If you feel that you have a particular gift but no one else agrees with you, then you should take a closer look at yourself and re-evaluate.

These five steps are more fully explained in C. Peter Wagner's book, Your Spiritual Gifts Can Help Your Church Grow, which can be ordered from the Charles E. Fuller Institute of Evangelism and Church Growth, P.O. Box 91990 Pasadena, CA 91109-1990.

In my life I have experienced . . .	(3) MUCH	(2) SOME	(1) LITTLE	(0) NOT AT ALL
66. Enjoying entertaining guests				
67. Knowing that my prayers for other people had tangible results				
68. Being able to facilitate groups and lead them to a consensus				
69. Helping others without expecting anything from them in return				
70. Going to where the "unbelievers" are in order to spread the Good News				
71. Enjoyment performing music for others				
72. Being able to respond to requests instead of initiating requests				
73. Bringing those who have wandered away back to the fold				
74. A need to raise people's awareness of injustice				
75. Sharing my knowledge in an effective manner				
76. Others often asking my advice about options and alternatives				

EXAMPLE										
ROW	VALUES OF ANSWERS								TOTA	GIFT
A	1	3	20	2	39	3	58	3	11*	Administration
B	2	2	21	3	40	2	59	2	9	Counseling
C	3	0	22	0	41	0	60	0	0	Crafting
D	4	3	23	3	42	3	61	3	12*	Discernment
E	5	1	24	1	43	2	62	1	5	Evangelism
F	6	3	25	3	44	3	63	3	12*	Faith
G	7	2	26	2	45	2	64	1	7	Giving
H	8	0	27	0	46	0	65	1	1	Healing
I	9	1	28	1	47	1	66	1	4	Hospitality
J	10	1	29	0	48	0	67	1	2	Intercession
K	11	2	30	2	49	3	68	2	9*	Leadership
L	12	0	31	1	50	1	69	2	4	Mercy
M	13	0	32	0	51	1	70	0	1	Missionary
N	14	0	33	0	52	0	71	0	0	Music
O	15	2	34	1	53	1	72	2	6	Service
P	16	1	35	2	54	3	73	1	7	Shepherding
Q	17	3	36	1	55	2	74	2	8	Social Justice
R	18	2	37	2	56	3	75	3	10*	Teaching
S	19	3	38	3	57	3	76	3	12*	Wisdom

ROW	VALUES OF ANSWERS								TOTA	GIFT
A	1		20		39		58			Administration
B	2		21		40		59			Counseling
C	3		22		41		60			Crafting
D	4		23		42		61			Discernment
E	5		24		43		62			Evangelism
F	6		25		44		63			Faith
G	7		26		45		64			Giving
H	8		27		46		65			Healing
I	9		28		47		66			Hospitality
J	10		29		48		67			Intercession
K	11		30		49		68			Leadership
L	12		31		50		69			Mercy
M	13		32		51		70			Missionary
N	14		33		52		71			Music
O	15		34		53		72			Service
P	16		35		54		73			Shepherding
Q	17		36		55		74			Social Justice
R	18		37		56		75			Teaching
S	19		38		57		76			Wisdom