

Study Guide for Discover Your Spiritual Gifts the Network Way

by Bev Marshall-Goodell

Grace United Methodist Church
300 W. Marengo Road
Tiffin, IA 52340
319-545-2281
graceumc@southslope.net
www.tiffingraceumc.org

© 2010 Bev Marshall-Goodell

Study Guide for Discover Your Spiritual Gifts the Network Way

by Bev Marshall-Goodell
Tiffin Grace United Methodist Church

Resource books: Discover Your Spiritual Gifts the Network Way by Bruce Bugbee
What You Do Best in the Body of Christ by Bruce Bugbee

Biblical Basis:

1 Corinthians 12:1-3

Now concerning spiritual gifts, brothers and sisters, I do not want you to be uninformed. You know that when you were pagans, you were enticed and led astray to idols that could not speak. Therefore I want you to understand that no one speaking by the Spirit of God ever says ‘Let Jesus be cursed!’ and no one can say ‘Jesus is Lord’ except by the Holy Spirit.

See also: Acts 2:1-4, 1 Corinthians 12:1-31, 1 Corinthians 14:1-12, Ephesians 4:11-13, Hebrews 2:4; 13:20-21

Overview

This study guide is designed to be used in conjunction with four distinctive spiritual gifts assessments developed by Bruce Bugbee that look at your experience, traits, convictions, and observations of you by others. The purpose of this study guide is to help you better understand what spiritual gifts are, and how identifying spiritual gifts will help people, including you, best serve God and the church according to their giftedness.

Spiritual gifts are special abilities distributed to every believer by the Holy Spirit for the common good of the body of Christ. The New Testament tells us over and over that every Christian has at least one spiritual gift, and every gift is important. The idea is that God has a purpose for your life, and you have a responsibility to discover that purpose. The church seeks to help people identify their spiritual gifts, so that they can learn how best to contribute to God’s mission and ministry.

You should not confuse natural talents, given at physical birth with spiritual gifts given at our spiritual birth. Natural talents may be transformed by the Holy Spirit and empowered as spiritual gifts, but they are not the same.

Don’t confuse spiritual gifts with the fruit of the Spirit from Galatians 5: love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control. The Fruit of the Spirit are qualities of being or attitudes that people develop as by-products of an abiding and obedient relationship with Jesus Christ. Spiritual gifts are qualities of doing that are manifested in actions, not attitudes.

Don’t confuse spiritual gifts with spiritual disciplines, those practice that strengthen our faith and develop devotion to God, such as prayer, Bible study, journaling, solitude, fasting, simplicity of lifestyle, and sacrificial giving. Spiritual gifts are capacities for doing things in response to faith in and devotion to God.

1. Experience

God has a purpose in mind for your life. This course will provide you with an opportunity to discover more about how you are specifically gifted to serve God. You may already have some idea of the areas in which you have special abilities, and the areas where you are definitely not blessed.

There can be a correlation between ministry or life experiences and spiritual gifts. Even though you may not have served in a specific area before, you may be able to identify some of your behaviors that are similar to those of people with certain gifts. Most people can identify a few behaviors they consistently exhibit that are related to a spiritual gift. For example, people with the gift of hospitality tend to enjoy meeting new people and helping them feel welcomed, and people with the gift of tend to demonstrate great compassion for hurting people.

Bruce Bugbee writes, *Once you know and use your spiritual gifts, you will know your spiritual job description.* Are you committed to doing God's will; for your life? If God has given you the spiritual gift of encouragement, he wants you to encourage. If God has given you the spiritual gift of teaching, he wants you to teach.

Understanding the areas where you are spiritually gifted will benefit you and the church. Personally, your work for God will be more focused and more fruitful. You will be less likely to experience burnout. As part of a community of faith, you will experience greater unity and harmony, because the work of each individual will be equally valued as part of a collaborative ministry. Finally, God will be glorified when each person in the church is using their spiritual gifts out of their love for God.

Bugbee has identified twenty three different spiritual gifts. These are described in more detail on page 13 of this study guide. To obtain a quick assessment of how your experience might reveal important information about your spiritual gifts, look at Bugbee's book or turn to the abbreviated **Experience Assessment** on page 9-10.

2. Personal Traits

A personal traits assessment will help you identify possible gifts by determining those traits that best characterize your typical attitudes, feelings and actions. Try this—cross your arms in front of you. Get comfortable. Now look down at your hands and arms, and notice which arm is on top. Now cross your arms with the other arm on top. Does it feel awkward or uncomfortable? Did you really have to think about it just to get your arms crossed that way? Neither way is right or wrong, good or bad, yet they may feel very different to you. We all have personal preferences, and these preferences affect how we might best serve God.

You can tell a lot about your personal style with answer to two questions. The first question is, **How are you energized?**

Do you find interactions with people to be energy producing? or
Do you get energy from the completion of a task?

Compare Greg and Sharon.

Every time Greg has to attend a church meeting, he arrives early. He likes to talk with people before the meeting to catch up on their lives. When Greg is not able to arrive early, he feels frustrated and unconnected. The details of the agenda do not hold his attention or provide him with enthusiasm the same way being able to touch base with people does.

Sharon comes to the church each Monday morning to sort through the week's prayer requests. She knows where to find them, takes them directly to the computer, enters the data, prints out a report and distributes the report to the church staff. She is energized by getting the job done.

We would describe Greg as people-oriented and Sharon as task-oriented. Which one are you?

You could say that people function like they are equipped with a battery. Before they can work, the battery needs to be charged up. Once the battery is drained it must be recharged. Greg's battery would be drained if he sat in a cubicle all day. He needs to interact with people to stay charged up. Sharon would be drained if she sat around talking with staff after she finished her work. She needs to accomplish some tasks to stay charged up. Neither style is right or wrong, good or bad, they are just different.

The second question is, **How are you organized?**

Compare Terry and Karl.

Terry and Karl are making plans for a vacation together driving from Chicago to Dallas. Terry wants to pack a bag, throw it in the trunk and head south. Karl wants to get maps and tour books, and then plan where to stay and what to see. They organize their lives quite differently. Terry is unstructured, Karl is structured.

Compare Leigh and Wayne.

Leigh has been asked to speak at a women's retreat. Two days before the event, her secretary asked how the preparation is going. Leigh says she is taking several previous speeches with her, and will decide which to use when she gets there. Wayne, on the other hand, likes to carefully plan his week. He has a list of all the projects he needs to complete, and he starts to work on the one with the closest deadline. Leigh likes options; Wayne likes priorities.

Which style best describes you?

Most of us can work both ways, but we usually have a preferred style. Sometimes we are required to act in ways that are inconsistent with our natural tendencies. For example, you may have a school assignment that requires you to submit a big project in smaller steps (note cards, thesis, draft) so you have to commit to topic early. Or, you may have a job assignment that requires you to adapt a presentation to the audience, after you meet them for the first time. In order to feel loved and accepted, you may have tried to conform to the style required by parents, teachers, or supervisors.

Each of the four gospels was written to appeal to a different type of personal style. Luke was a systematic thinker who offered what he called “an orderly account of the events.” John relied more on poetry and feeling than on logic and reason, because he wanted to comfort us with God’s presence, love, and grace.

If you are energized through people, you will place a higher value and emphasis on themes like love, forgiveness, fellowship, community, and grace than on a strict sequential account of the events in Jesus’ life.

If you are task oriented, you may focus on such themes as making disciples, praying, and putting on the whole armor of God, because obeying, committing and serving are concepts that energize you.

Structured people gravitate toward teachings on judgment, law, order, and justice. Unstructured people gravitate toward walking by faith, being filled with the Holy Spirit and trusting that God will give the words we need at the appointed time.

In his book, Bugbee provides an assessment of personal traits that asks you to rate how much a series of adjectives associated with each spiritual gift describe you. For example, **people with the gift of teaching tend to describe themselves as:**

disciplined, perceptive, teachable, authoritative, practical, analytical and articulate, **while those with the gift of mercy are more likely to describe themselves as:** empathetic, caring, responsive, kind, compassionate, comforting, and burden-bearing.

If you want to know more about your personal traits and how they are linked to your spiritual gifts, look at Bugbee’s book or the quick **Personal Trait Assessment** on pages 11-12 of this study guide.

It is always important for us to remember that God wired us to be different. If the Body of Christ, the church, is to be balanced, we need members who are people-oriented and ones who are task-oriented, just as we need those who tend to be structured and those who tend to be unstructured. Your personal style is not a mistake, it is part of God’s plan.

3. Convictions

A conviction is a strong persuasion or belief. We sometimes hear such convictions referred to as passions. I'm not talking about just an emotion or a feeling. I'm not talking about something sensual or romantic. I'm talking about a strong, extravagant, fondness, enthusiasm, or desire for something.

Passion is an intense emotion that involves a great devotion and intense conviction which fuels or motivates us toward compelling action. As a church, our passion for God is expected to fuel our convictions for ministry. John Wesley, founder of the Methodist movement, was once asked the secret about his ministry. He said, "*I ask God to set me on fire and let people watch me burn.*"

The pollster George Gallop once did a survey of 13000 people in 130 countries. It is the only time he has taken a survey that could be considered more or less worldwide. The target was people who used to go to church but no longer do. One of the questions asked, "What would need to happen for you to return to church?" The number one answer was, "Passion in the lives of the members and leaders."

What people wanted to see was a fire-an enthusiasm among Christians that made going to church meaningful. Do you have passion in your life? What is your heart's desire? Is it related to your faith or to the temporal things of this world? The fact is, we can't care about everything equally. Where would you like to see your life make a difference? Passion is the God-driven desire to make a kingdom difference somewhere.

If everyone cared about the same things, many needs in the world would go unmet. God has put a divine magnet inside each one of us that attracts us to the people, functions and causes where we are to be in ministry. There is a relationship between our trusting and delighting in God and the fulfillment of our heart's desire. Your heart is flowing with emotional energy that draws you to the focus of your ministry.

- Edison is remembered for the light bulb.
- Ford is remembered for the car.
- Martin Luther is remembered for the Reformation.

For what will you be remembered? What do you find most meaningful?

- Do you care about the family like James Dobson?
- Do you about reaching lost people like Billy Graham?
- Do you care about being merciful like Mother Teresa?

Some have a passion for the homeless, or those in need of food. Some have a passion for youth ministry. Some have a passion for mission or evangelism or social justice issues. How would you prefer to invest your time, energy and resources so that at the end of you life you will have a deep sense of fulfillment?

To better assess your passions and convictions, see the Bugbee or the quick **Convictions/Passions Assessment** on pages 13-14.

Observations/Observation Assessment Forms

Often times other people can better assess your spiritual gifts than you can. For this reason, Bugbee recommends that you ask at least three other people who know you reasonably well to rate how well a description of each of the twenty-three spiritual gifts reflects your current tendencies and behaviors. These letters correspond to the spiritual gift categories described on page 15.

Observers are asked to use the following rating scale:

- 3 = consistently / definitely true
- 2 = most of the time / usually true
- 1 = some of the time / once in a while
- 0 = not at all / don't know / haven't observed

- A. Develops strategies or plans to reach identified goals; organizes people, tasks, and events; helps organizations or groups become more efficient; creates order out of organizational chaos.
- B. Works creatively with wood, cloth, metal, paints, glass, etc.; works with different kinds of tools; makes things for practical uses; designs and builds things; works with his/her hands.
- C. Communicates with variety and creativity; develops and uses particular artistic skills (art, drama, music, photography); finds new and fresh ways to communicate ideas to others.
- D. Strengthens and reassures trouble people; encourages or challenges them; motivates others to grow; supports those who seem to be stuck and need to take action.
- E. Trusts God to answer prayer and encourages others to do the same' has confidence in God's continuing presence and ability to help, even in difficult times; moves forward in spite of difficulties or opposition.
- F. Gives liberally and joyfully to people in financial need; give generously to projects requiring substantial support; manages his or her money well in order to free more of it for other people and causes.
- G. Works behind the scenes to support the work of others; finds small things that need to be done and does them without being asked; helps wherever needed, even with routine or mundane tasks.
- H. Meets new people and helps them to feel welcome; entertains guests; opens his/her home to others who need a safe, supportive environment; puts people at ease in unfamiliar surroundings.
- I. Continually offers to pray for others; has confidence in the Lord's protection; spends a lot of time praying; is convinced that God moves in direct response to prayer.
- J. Takes responsibility for directing groups; motivates and guides others to reach important goals, manages people and resources well; influences others to perform to the best of their abilities.
- K. Empathizes with hurting people; patiently and compassionately walks with people through painful experiences; helps those generally regarded as undeserving or beyond help.
- L. Pioneers new undertakings (such as a new church or ministry); serves in another country or community; adapts to different cultures and surroundings; demonstrates cultural awareness and sensitivity.
- M. Speaks with conviction to bring change in the lives of others; exposes cultural trends, teaching or events that are morally wrong or harmful; boldly speaks truth even in places

where it may be unpopular.

- N. Looks for opportunities to build relationships with unbelievers; communicates openly and effectively about his/her faith; talks about spiritual matters with those who don't believe.
- O. Faithfully provides long-term support and nurture for a group of people; provides guidance for the whole person; patiently but firmly nurtures others in their development as believers.
- P. Studies, understands, and communicates biblical truth; develops appropriate teaching material and presents it effectively; communicates in ways that motivate others to change.
- Q. Distinguishes between truth and error, good and evil; accurately judges character; sees through phoniness and deceit; helps others to see rightness or wrongness in life situations.
- R. Carefully studies and researches subjects he/she want to understand better; shares his/her knowledge and insights with others when asked; sometimes gains information that is not attained by natural observation or means.
- S. See simple, practical solutions in the midst of conflict or confusion; give helpful advice to others facing complicated life situations; helps people take practical action to solve real problems.
- T. Demonstrates the power of God by bringing restoration to the sick and diseased by laying hands on them and praying; miraculously heals a person's body, soul or spirit.
- U. Communicates God's message to others when someone speaks in tongues; responds to people who have spoken in a different and unknown language and tells the group what God is saying.
- V. Speaks God's truth and has it authenticated by an accompanying miracle; communicates the ministry and message of Jesus Christ with demonstrations of power over nature and claims God to be the source of the miracle.
- W. Speaks in a language I do not understand, and when she/he does, someone speaks out to interpret what they just said; worships God and seems to spontaneously pray using words I have not heard before.

Review any items you marked with a "3" and choice the top three that most seems to describe this person.

Are there any other observations or insights you have that would help this person better understand what they do best?

Experience Assessment

Read each statement and indicate how true of you using the following scale:

- 3 = consistently / definitely true
- 3 = most of the time / usually true
- 2 = some of the time / once in a while
- 1 = never / not at all

1. I can coordinate people, tasks and events to meet a need.
2. I enjoy working creatively with wood, cloth, paints, metal, glass or other materials.
3. I enjoy developing and using my artistic skills (art, drama, music, photography, etc.)
4. When I see spiritual complacency, I am willing to challenge it.
5. I have confidence that God not only can, but he will.
6. I give liberally and joyfully to people in financial need or to projects requiring support.
7. I enjoy working behind the scenes to support the work of others.
8. I view my home as a safe and caring place to minister to people.
9. When it comes to my attention, I am honored to regularly pray for someone or for a concern.
10. I am motivated to set goals and influence others to achieve a vision in order to advance God's work on earth.
11. I empathize with hurting people and desire to help in their healing process.
12. I am attracted to the idea of serving in another country or an ethnic community.
13. I have spoken a timely and important prophetic word to others that I felt came to me directly from God while in prayer.
14. I have the ability to communicate the gospel with clarity and conviction.
15. I establish trust and confidence through long-term relationships.
16. I am able to communicate God's Word effectively.
17. I can readily distinguish between spiritual truth and error, good or evil.
18. I research and am persistent in my pursuit of knowing the truth.
19. Others often seek me out for advice about personal and spiritual matters.
20. I am careful, thorough, and skilled at managing details.
21. I am skilled in working with different kinds of tools.
22. I help people better understand themselves, their relationships, and God through artistic expression.
23. I enjoy reassuring and strengthening those who are discouraged.
24. I have confidence in God's continuing provision and help, even in difficult times.
25. I give more than a tithe so that kingdom work can be accomplished.
26. I enjoy routine tasks that support the needs of ministry.
27. I enjoy meeting new people and helping them feel welcomed.
28. I enjoy praying for long periods of time and receive leadings as to what God wants me to pray for.
29. It is quite natural for me to lead, and it is more comfortable for me to lead than not to lead.
30. I can patiently support those going through painful experiences as they are seeking stability in their lives.
31. I am willing to take an active part in starting a new church.
32. By God's revelation to me, I have been able to shed light on current realities in someone's life that helps them see God's desire for their future.

33. After I have shared the story of Jesus, people pray with me for salvation.
34. I can faithfully provide long-term emotional and spiritual support and concern for others.
35. I simply and practically explain and clarify the Word for those who are confused or just don't know.
36. I have a "sixth sense" and frequently am able to identify a person's character based on first impressions.
37. I receive information from the Spirit that I did not acquire through natural means.
38. I can often find simple, practical solutions in the midst of conflict and confusion.

If you have repeatedly had any of the following experiences, indicate that with a check mark.

- T. I have repeatedly seen an instant healing as I laid hands on someone and prayed
- U. When I hear people speak in tongues, I feel the Spirit revealing his message to me, and I speak it aloud, interpreting it for the church.
- V. I have experienced the power of god within me to cast our demons, have healed the sick, and have seen his supernatural intervention in nature.
- W. I have spoken in a language I did not learn and do not understand, and someone has spoken out to interpret what I have just said.

Add your score for questions 1 and 20 for A below, then 2 and 21 for B and so on through 19 and 38. Then transfer any check marks to T through W. Review the gifts with the highest scores, and mark those that you believe particularly describe you.

- ___A administration (1, 20)
- ___B craftsmanship (2, 21)
- ___C creative communication (3, 22)
- ___D encouragement (4, 23)
- ___E faith (5, 24)
- ___F giving (6, 25)
- ___G helps (7, 26)
- ___H hospitality (8, 27)
- ___I intercession (9, 28)
- ___J leadership (10, 29)
- ___K mercy (11, 30)
- ___L apostleship (12, 31)
- ___M prophecy (13, 32)
- ___N evangelism (14, 33)
- ___O shepherding (15, 34)
- ___P teaching (16, 35)
- ___Q discernment (17, 36)
- ___R knowledge (18, 37)
- ___S wisdom (19, 38)
- ___T healing (T)
- ___U interpretation (U)
- ___V miracles (V)
- ___W tongues (W)

Personal Traits Assessment-1

Circle the adjectives that best describe you. Choose at least 20. Then turn to the next page to assess your results.

Adaptable-L	Entrepreneurial-L	Positive-D,E
Adventurous-L	Fair-S	Practical-B,G,P,S
Advocate-I	Friendly-H	Prayerful-I,T,W
Affirming-D	Full of truth-T	Protective-O
Analytical-P	Generous-F	Reassuring-D
Articulate-N,P	Goal-oriented-A	Receptive-W
Artistic-C	Goal-setter-J	Reflective-R
Assured-E	God-fearing-V	Relational-O
Authoritative-M,P,V	Gracious-H	Reliable-G
Available-G	Guiding-O	Resourceful-B,f
Benevolent-F	Handy-B	Respected-J,N
Big picture person-L	Healer-T	Responsible-AU,K
Bold-V	Helpful-B,G	Risk-taking-L
Builder-B	Humble-T	Secure-U
Burden-bearing-I,K	Idea-oriented-C	Sensible-S,C,W
Candid-N	Imaginative-C	Sincere-R
Caring-H,I,K	Influential-O,J,N	Spiritually passionate-N
Challenging-D,Q	Inquisitive-R	Spiritually sensitive-I,Q,U
Charitable-F	Insightful-Q,R,S	Spontaneous-W
Comforting-K	Inspiring-E	Steady-E
Commitment-oriented-N	Intuitive-Q	Stewardship-oriented-F
Common sense-S	Inviting-H	Studious-R
Compassionate-K,T	Kindhearted-H	Supportive-D,O
Compelling-M	Kind-K	Teachable-P
Confident-E,N	Listener-U	Thorough-A
Confronting-M	Loyal-G	Trusting-E,H,W
Convincing-V	Motivating-D,J	Trustworthy-I
Creative-B,C	Nurturing-O	Truthful-Q,R
Culturally sensitive-L	Obedient-T,U	Truth-telling-V,M
Decisive-Q	Objective-A	Uncompromising-M
Dependable-D,G	Observant-R,S	Unconventional-C
Designer-B	Optimistic-E	Unwavering-V
Devoted-U,W	Organized-A	Venturesome-V
Diligent-F,J	Outspoken-M	Visionary-J
Discerning-M,U	Passionate-C	Warm-H
Disciple-making-O	Peacemaker-I	Willing-G
Disciplined-F,P	Perceptive-P,Q	Wise-S
Effective-A	Persevering-L	Yielding-W
Efficient-A	Persistent-T	
Empathetic-K	Persuasive-J	

Personal Traits Assessment-2

Count the number of adjectives you have with each letter after it. Some adjectives in the list on the previous page are followed by more than one letter, and will count for more than one spiritual gift. The letter(s) with the highest number of adjectives chosen to describe you indicate(s) the spiritual gift(s) that you most likely possess.

- A administration
- B craftsmanship
- C creative communication
- D encouragement
- E faith
- F giving
- G helps
- H hospitality
- I intercession
- J leadership
- K mercy
- L apostleship
- M prophecy
- N evangelism
- O shepherding
- P teaching
- Q discernment
- R knowledge
- S wisdom
- T healing
- U interpretation
- V miracles
- W tongues

For more information on this list of spiritual gifts, and for a more in-depth assessment of your personal traits that contribute to spiritual gifts, see Bruce Bugbee's book:
Discover Your Spiritual Gifts the Network Way, Copyright © 2005, Zondervan.

Convictions/Passions Assessment-1

Identifying your God-given passion is not an exact science, it is a process. Bruce Bugbee suggests 7 different things to consider:

1. What subject could you talk about all night, one that would make you jump out of bed early?
2. Do you ever wonder, “What if...?” and visualize something that heightens your feelings and enlarges your capacity for action?
3. What are your greatest accomplishments involving things you truly enjoy? Are there any themes or similarities among those achievements?
4. What kinds of things do you like doing in which you lose track of time?
5. Where do you feel you are making a purposeful difference, and you experience an assurance that you are where God wants you?
6. What energizes you, and makes you feel more alive emotionally?
7. Does your passion glorify God and edify others?

Convictions/Passions Assessment-2

There is often a relationship between our giftedness and our convictions. Convictions often emerge through people or events God uses in our lives to give us direction, such as role models, vows or promises we make, what captures our attention and senses of calling. Bruce Bugbee suggests these 4 things to consider:

1. List the three Christians you admire the most and would want to be like. What gifts do they seem to have?
2. Have you ever made a promise or vow to God to do something specific? What gifts would you need to keep that vow or promise?
3. What problems, needs, or people repeatedly catch your attention and cause you to want to change something?
4. What do you feel God is calling you to do? What gifts would be most needed to do them?

Categories of Spiritual Gifts Defined by Bruce Bugbee

administration – to understand what makes an organization function, including the ability to plan and accomplish ministry goals.

apostleship – to start and oversee churches and ministry structures

craftsmanship – to creatively design/construct items used in ministry

creative communication – to communicate God’s truth through art forms

discernment – to distinguish between truth and error, good and evil

encouragement – to present truth so as to strengthen and comfort those who are discouraged

evangelism – to effectively communicate the gospel to unbelievers so that they move toward discipleship

faith – to act on God’s promises with confidence in God’s ability to fulfill God’s purposes

giving – to contribute money and resources to God’s work with cheerfulness and liberality

healing – to be God’s means for restoring people to wholeness

helps – to attach spiritual value to accomplishing practical and necessary tasks that support the work of others

hospitality – to care for people by providing fellowship, food and shelter

intercession- to consistently pray on behalf of and for others, seeing frequent and specific results

interpretation – to make known to others the message of one who is speaking in tongues

knowledge – to bring truth to others through a revelation or biblical insight

leadership – to cast vision and to motivate people to harmoniously accomplish the purposes of God

mercy – to cheerfully and practically help those who are suffering or in need with compassion that is moved to action

miracles – to authenticate the ministry and message of God through supernatural interventions that glorify God

prophecy – to reveal truth and proclaim it in a timely and relevant manner for understanding, correction, and repentance

shepherding – to nurture, care for, and guide people toward spiritual maturity and becoming like Christ

teaching – to understand, clearly explain, and apply the Word of God, causing greater Christlikeness in the lives of listeners

tongues – to receive a spontaneous message from God and to speak in an unknown language that is interpreted by another believer

wisdom – to effectively apply spiritual truth to meet a need in a specific situation

Web sites for gifts assessment

http://www.umc.org/site/c.lwL4KnN1LtH/b.1355371/k.9501/Spiritual_Gifts.htm

<http://buildingchurch.net/g2s.htm>

<http://www2.ecla.org/evangelizingchurch/assessments/spiritgifts/html>

<http://www.kodachrome.org/spiritgift/>

<http://www.churchgrowth.org/cgi-cg/gifts.cgi?intro=1>

<http://mintool.com/spiritual-gifts-test.htm>

<http://www.christianet.com/bible/spiritualgiftstest.htm>



Part of the Passport to Discipleship Program
at Grace United Methodist Church
Tiffin, Iowa