

# Section 7:

## Discernment of Gifts

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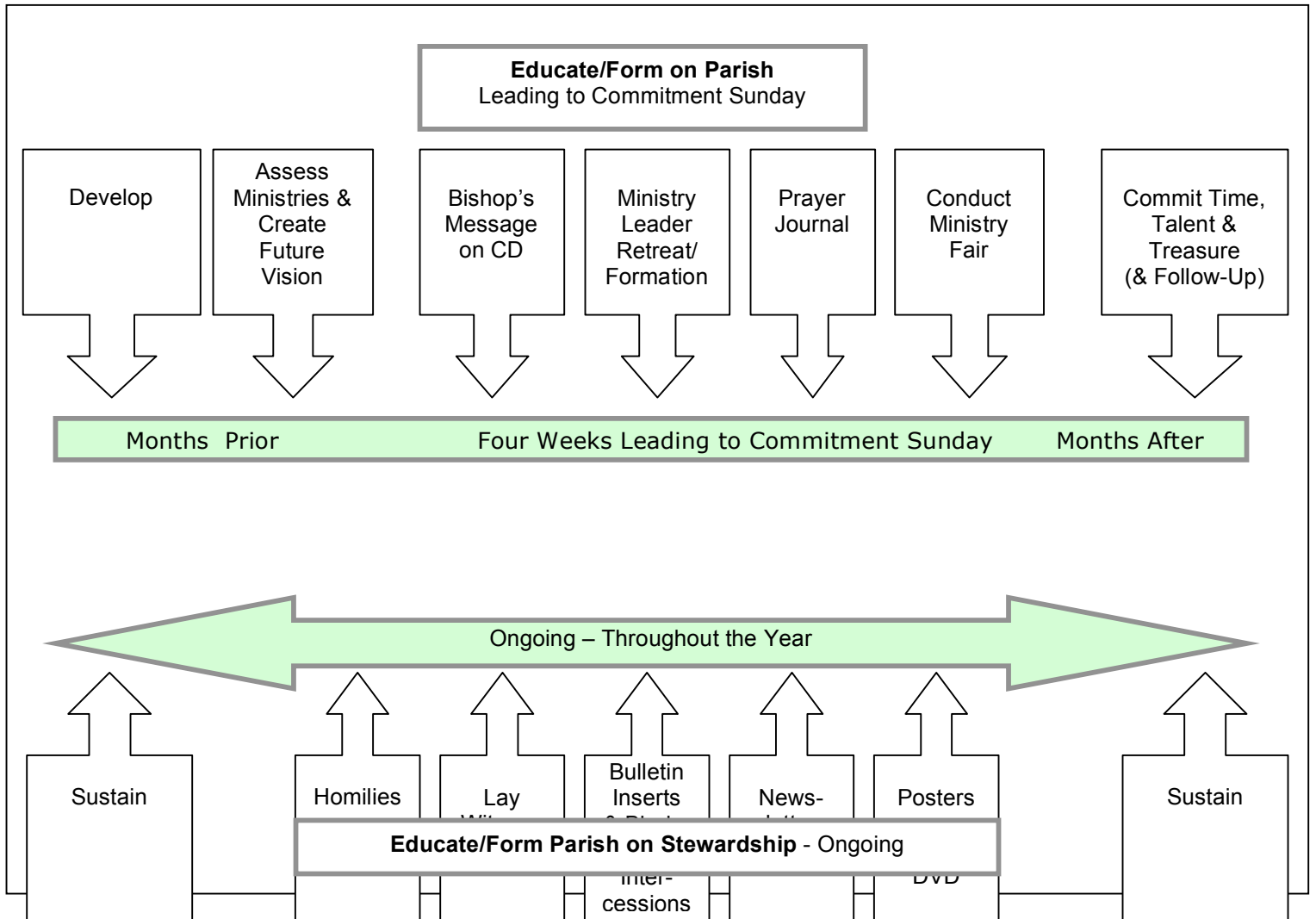
*“Do not be deceived...all good giving and every perfect gift is from above’ (Jas 1:16-17), and this is true above all where spiritual gifts are concerned. Various as they are, ‘one and the same Spirit produces all of these’ (1Cor 12:11)—including the gift of discernment itself, which leads men and women to say: ‘We have not received the spirit of the world but the Spirit that is from God, so that we may understand the things freely given us by God’ (1Cor 2:12).”*

*~Stewardship: A Disciple’s Response, U.S. Bishops’ Pastoral Letter on Stewardship*





## Stewardship Roadmap



The Stewardship Manual provides a roadmap to implementing and sustaining a successful Stewardship process in parish. The roadmap is divided into 6 sections:

1. Developing a Stewardship Committee
2. Assessing Ministries and Creating a Future Vision
3. Educating and Forming the Parish on Stewardship
4. Conducting the Ministry Fair
5. Committing Time, Talent, and Treasure
6. Sustaining Stewardship

The Manual contains 4 additional sections containing materials for:

7. Discernment of Gifts
8. Children's Stewardship
9. *A Steward's Prayer and Reflection Journal*
10. *Sunday Homilies – Forming Communities in the Spirit of Stewardship*

Each section provides an overview, suggested steps for implementation, lessons learned, tools, sample materials, and external resources that can be used to initiate and sustain Stewardship in a parish.



## Discernment of Gifts Overview

As the parish works on sustaining Stewardship as a way of life, it will be important to help those in the parish understand, recognize and name the Gifts they have received from God. Through Discernment of Gifts, all the people of the faith community can discover more deeply the Gifts they have received so that they in turn can offer them in love and service to their families, their church and their communities.

In order to know how to discern Spiritual Gifts, one needs to understand the distinction between a Talent and a Spiritual Gift. Once understood, Discernment of true Spiritual Gifts can take place.

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### ***Talent***

A Talent is the ability to do something very well. It is a God-given gift that one receives for his or her own use and benefit. It brings great joy and fulfillment in one's personal life or job. Perhaps someone has gone to school or workshops to become very good at it. An example would be a highly respected carpenter. He may be one of the best carpenters around. His work is exquisite. People come from all over the area to purchase his products. He loves creating masterpieces, but at the end of the work day he may not want to look at another piece of wood. He may not want to go to the parish and build bookcases for Father. He becomes crabby and deflated. The reason he is not willing to do carpentry at the parish or for the community is because this is not his Spiritual Gift. He was not spiritually gifted with this *Creative Gift* to build up the Body of Christ. It is a personal gift for oneself, not a communal gift.

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### ***Spiritual Gift***

A Spiritual Gift or Charism is a special *Baptismal Gift* given to Christians by the Holy Spirit to empower them to act as God's channels of love and redeeming presence to build up the Body of Christ, the Church. The Catechism of the Catholic Church teaches that the Holy Spirit "comes to meet us and kindles the faith in us. By virtue of our baptism...the Holy Spirit in the Church communicates to us, intimately and personally, the life that originates in the Father and is offered to us in the Son" (No. 683).

Each baptized Christian has at least one Spiritual Gift, a special grace-gift meant to be used for God's people. In the Catechism we learn, "Whether extraordinary or simple and humble, charisms are graces of the Holy Spirit which directly or indirectly benefit the Church, ordered as they are to her building up, to the good of men and to the needs of the world" (No. 799). "Charisms are to be accepted with gratitude by the person who receives them, and by all members of the Church as well. They are a wonderfully rich grace for the apostolic vitality and for the holiness of the entire Body of Christ, provided they really are genuine gifts of the Holy Spirit and are used in full conformity with authentic promptings of this same Spirit, that is, in keeping with charity, the true measure of all charisms" (No. 800).

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An example of a Spiritual Gift would be one that has the Gift of *Hospitality*. This person is always smiling, happy, inviting, giving and loving. She exudes Christ. Even if she is greeting or welcoming people all day, she still remains upbeat and energized. At the end of the day she is extremely tired, but if you asked her to do the same thing tomorrow, she would jump at the chance.

A person can however, have a Talent that is also his or her Spiritual Gift. If one cannot get enough of what he or she is good at and all the honor and glory go back to God, then that person needs to research this as his or her Spiritual Gift. If others are empowered when one uses his or her Spiritual Gift and God can be seen as working through that person, then the Talent and Spiritual Gift are probably the same.

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## Getting Started

### ***Foundational Components***

#### **What is Discernment of Gifts?**

Prayerful discernment is asking God to show the way to those who ask him. One does not depend solely on his or her own interpretation or knowledge. After days, months or even years, God's plan for one's life continues to unfold. It is good to know that there is a process one can follow to help with the journey. There are certain components of the Discernment of Gifts process that are the foundation of any approach to helping people discover and name their Gifts.

#### **Step One: Personal Reflection**

Prayerful and personal reflection is the first step. It is only through a relationship with Jesus, a relationship that one seeks to deepen over time that our acts of love will flow from the love of God through the promptings of the Holy Spirit. Through the humility of acknowledging God as the source of our giftedness, we come to realize our Gifts are meant to be used and shared with others. They are not primarily for us but rather, are meant to be given to those we serve. This step is the most important in discerning one's Gift or Gifts.

One can begin by praying, reflecting and looking at the patterns in his or her life. Focusing on what is enjoyed and what zaps life are clear clues to one's giftedness. Carefully listen to God's voice; He speaks to the heart. Psalm 37:4 says, "Delight yourself in the Lord and He will give you the desires of your heart." This takes time. Don't rush it. Persevere in prayer. Don't give up. To help facilitate this, a sample reflection has been included in this manual. See Example 7.1, page 11.

#### **Step Two: External Confirmation**

When one hears from others that they have felt lifted up and inspired by a person's words or actions, feel closer to God, or can see God working, this feedback is extremely important to help one affirm his or her Gift or Gifts. All people are needed for the Body of Christ to do God's work. Ministry is all



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of God's people working together to bring about the kingdom. It is important to remember that this comes only after one has taken time in personal prayer and reflection.

## Step Three: Practice

In this last process one actually works the Gift. One can see how it fits and feels. One can ask himself or herself: "How did I feel when I used my Gift for others? Did I thank God for my Gift? Am I energized and excited when I can participate in ministries that use my Gifts? Is it an all around positive and uplifting experience?"

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## Expanding the Process

Once the people in the parish have a good understanding of the term "discernment," and are comfortable with personal and prayerful reflection, a stewardship committee can help people go a step further by beginning to discern their Gifts. This can be done by offering a spiritual inventory or survey that can help people discover more fully their particular Gifts. A good inventory is included in this manual to help facilitate this process. See Example 7.2, page 12.

Another resource that may be helpful in discerning Spiritual Gifts is to ponder what makes someone feel joy or uplifted. A checklist has been included in this manual to help facilitate this process. See Example 7.3, page 24.

The resources mentioned for discovery of Gifts have been very personal up until this point. Taking it one step further helps people to connect their own giftedness and the need to share their Gifts with the community. By coming together as a faith community and engaging in a program that facilitates this expanded view of our giftedness, people will begin to understand better their baptismal call and their ability and responsibilities to share their Gifts.

Listed below are two of the many programs available and have been experienced in our diocese.

- *Spiritual Gifts Experience*  
Vicky Petro and Lee Palencar  
©2005  
Contact: Vicky Petro  
411 Stonehedge Drive  
Elyria OH 44035  
440-506-0811
  
- *Discovering God's Vision for Your Life: You and Your Spiritual Gifts*  
Kenneth C. Haugk  
©1998  
Contact: Tebunah Ministries  
7053 Lindell Blvd  
St. Louis MI 63130-4402



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## **Biblical References**

From the time of the early Christians, understanding the Gifts received at baptism has been central to the Christian identity. Below are some Biblical References to help a Stewardship Committee connect Scripture with this aspect of the Stewardship process.

### **Biblical References to Spiritual Gifts**

<i>Spiritual Gifts</i>	1 Cor 12:4-11, 28-30
<i>Gifts that differ</i>	Rom 12:6-8 Eph 4:11-12, 16
<i>One body, many parts</i>	1 Cor 12:12-31
<i>Using our Gifts</i>	1 Pt 4:10
<i>“Do not neglect the Gift you have.....”</i>	1 Tm 4:11-16
<i>Not lacking in any Spiritual Gift</i>	1 Cor 1:7

### **Biblical References to Spiritual Growth**

<i>“Let us search out and examine our ways...”</i>	Lam 3:40
<i>“Now, the Lord of Hosts says this: ‘Think carefully about your ways.’”</i>	Hg 1:5
<i>“But each person should examine his own work, and then he will have a reason for boasting in himself alone, and not in respect to someone else.”</i>	Gal 6:4
<i>“Pay careful attention, then, to how you walk – not as unwise people, but as wise.”</i>	Eph 5:15

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## Web Resources

These sources are specific to Discernment of Gifts. For additional resources on Stewardship, see page 25 of this section.

We ask that caution be applied to information obtained through the internet. *Some sites are more beneficial than others. No site is complete. Prayerful Discernment and Community should follow whatever process is used.*

**Spiritual Growth Assessment Process** - LifeWay Christian Resources:

[http://www.lifeway.com/lwc/files/lwcF\\_MYCS\\_030526\\_Spiritual\\_Gifts\\_Survey.pdf](http://www.lifeway.com/lwc/files/lwcF_MYCS_030526_Spiritual_Gifts_Survey.pdf)

**Ministry Areas Using Your Spiritual Gifts**

<http://mintools.com/ministries.htm>

**Some Online and Offline tools for Discerning Spiritual Gifts:** “The following tools are available to individuals to explore, on their own, what their spiritual gift(s) might be.”

<http://rockhay.tripod.com/manygifts/>

**Excerpt from the Rule of the Order of the Legion of St. Michael, General Directory, nos. 146-162.** It contains a summary of Catholic thought about the Spiritual Gifts and gives a list of thirty Gifts listed or implied in Scripture.

[http://www.saint-mike.org/library/rule/excerpts/spiritual\\_gifts.asp](http://www.saint-mike.org/library/rule/excerpts/spiritual_gifts.asp)

**A Passion Discovery Self-Test**

<http://spirithome.com/passion.html>

**Gifts Of God For the People of God**

<http://spirithome.com/gifts-sp.html>

**Discernment – Peter Kreeft**

<http://www.peterkreeft.com/topics/discernment.htm>

**Spiritual Gifts Definitions**

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

**Spiritual Gifts Inventories**

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

<http://www.elca.org/evangelism/assessments/spiritgifts.html>

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## Lessons Learned (Tips and Tricks)

Lessons learned in the process of Discernment of Gifts include:

- **Setting the Focus** - At the heart of Discernment of Gifts is helping people deepen their relationships with Jesus. The focus of any program or process should come out of this reality. As such, Discernment of Gifts can be something that is done with ministry leaders early in the Stewardship process and then with the parish as a whole one to two years later—as work is done in sustaining Stewardship.
  - **Networking** - Through this whole process it is recommended that the Stewardship team contact the Diocesan Stewardship Office and those parishes that have had previous experience with Discernment of Gifts to gain insights.
  - **Using the Evaluation Tools** - This is also a good time to refer to the ministry booklet, to help people connect their Gifts with the ministries of the parish.
  - **Frequency** - One way to help sustain the Stewardship process as well as keep it fresh, is to alternate years offering a Discernment of Gifts workshop to parishioners with the ministry fair.
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## Examples and Templates

Included in this section are sample materials for use in the parish relating to the Discernment of Gifts. Included here are:

- 7.1 Sample Personal Reflection
- 7.2. Spiritual Gifts Inventory
- 7.3 What Brings You Joy Checklist



### **Example 7.1**



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## Personal Reflection

In order for Discernment of Gifts to work you must first believe that you are loved, called and gifted. Secondly, you must learn how to pray and then listen. When you learn to do this, your prayer becomes relational. A relationship develops between you and God. Talking and listening happens on both ends.

### Example of *Prayerful Discernment*

Begin by praying for guidance and help in discovering your Spiritual Gift or Gifts.

Ask God: "Guide me and direct me in the discovery of my Gifts." "What do you want me to do with the Gifts you have given me?" "How might I use these special, precious Gifts that You have entrusted to me?" "How might I serve your people, Lord?"

When you are finished praying sit back and listen. Listen to words, phrases, pictures, and thoughts that you might see or feel in your mind's eye or in your heart. Look at signs and proddings and pay attention to people, places and things that might be clues or answers to your prayer. Then act on it. Try it on and see how it fits. Does the ministry in which you are using your Gift benefit from you and do you feel excited and empowered when you use your Gift? If it feels good and you and the person or community receiving your Gift praise God for your giftedness, then you are on the right track.

Remember, this takes time and commitment on your part. Faithfully praying each day is central to an ever-deepening relationship with Jesus. It is an on-going journey.

The following prayer written by Cardinal Desire-Joseph Mercier of Belgium is a wonderful example of a meditation that you can use to pray to the Holy Spirit as you reflect on your Giftedness.

### *The Secret of Sanctity*

"I am going to reveal to you the secret of sanctity and happiness. Every day for five minutes control your imagination and close your eyes to the things of sense and your ears to all the noises of the world, in order to enter into yourself. Then in the sanctity of your baptized soul (which is the Temple of the Holy Spirit), speak to that Divine Spirit, saying to him: 'Oh, Holy Spirit, beloved of my soul...I adore You. Enlighten me, guide me, strengthen me, console me. Tell me what I should do...give me your orders. I promise to submit myself to all that you desire of me and to accept all that you permit to happen to me. Let me only know your will.'

"If you do this, your life will flow along happily, serenely and full of consolation, even in the midst of trials. Grace will be proportioned to the trial, giving you the strength to carry it and you will arrive at the gates of paradise laden with merit. This submission to the Holy Spirit is the secret of sanctity."

### **Example 7.2**



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## Spiritual Gifts Inventory

There are many Spiritual Gift Inventories, books and programs online or in stores. Most are *not* Catholic, so be sure to choose wisely and selectively. An effective online inventory which does complement Catholic teaching is taken from the Evangelical Lutheran Church in America. It is called, "Finding Your Spiritual Gifts Self-Assessment." see [www.elca.org/evangelism/assessments/spiritgifts.html](http://www.elca.org/evangelism/assessments/spiritgifts.html). The inventory that follows is an adaptation.

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A personal Spiritual Gifts inventory can be limiting, superficial and not communal. One might find out what his or her Spiritual Gifts are, but then what?

God is relational. People too, are relational. Every person is needed in order to best equip parish ministries. Knowing what ministries are needed or available in the parish or community can help on the journey. Also, each person knowing his or her Gifts certainly will help match giftedness to ministry, so using an inventory such as the one that follows can be beneficial.

### ***Finding Your Spiritual Gifts***

God has given each Christian two vitally important Gifts. The first is the Gift of faith in Jesus Christ, his work of redemption, and thus forgiveness of sin. The second is the Gift of one or more special abilities, which are to be used for the purpose of unifying the body of Christ and for the growth of God's Kingdom. These abilities are called Spiritual Gifts and they are received through our baptism.

Like other presents, it is impossible to fully appreciate and make use of our Spiritual Gifts until they have been opened. This tool will help you discover and begin to open and employ your Spiritual Gifts by guiding you through the following three activities: *Scripture References*, *Self Assessment* and *Exploration of Use*.

Highlighting *Scripture References* that both support the existence of Spiritual Gifts and identify those which are commonly found in service today gives a solid foundation for your discernment process.

The *Self Assessment* is a list of 60 questions which will help you identify which Gifts you have received in greatest measure.

*Exploration of Use* is suggestions for the various types of ministry you might be most effective in because of your Spiritual Gifts.

May the special abilities God has given you be deployed in areas of ministry where they will be most effective for the good of the entire Church Body. These Gifts should also be affirmed by the body and utilized by the one who is Gifted.

### ***Scripture References***



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**The Apostle Paul addresses the presence of Spiritual Gifts in three main sections of scripture: Romans 12, I Corinthians 12, and Ephesians 4.** Peter also verifies their existence in I Peter 4:10. Through these sections of scripture, we learn that all Christians have been given at least one Spiritual Gift. The purpose of Spiritual Gifts is twofold: (1) to unify Christians in their faith and (2) to produce growth within the church, both numerical and spiritual. These Gifts are to be used out of love for one another, and in service to one another.

**We do not choose which Gifts we will receive.** God bestows them upon us through the work of the Holy Spirit. Not all of the Gifts identified in scripture are used in this inventory. The spectacular Gifts (speaking in tongues, healing and miracles, prophecy, bold proclamation of God) and some of the non-spectacular Gifts (martyrdom, celibacy) have not been included. Although these Gifts exist, they are not commonly utilized in the mainstream of parish life. Since the objectives of Spiritual Gift deployment are to unify and produce growth through service, in today's church climate, only the service related Gifts have been included.

**Administration:** the Gift that enables a believer to formulate, direct, and carry out plans necessary to fulfill a purpose. Biblical References: I Corinthians 12:28, Acts 14:23.

**Artistry:** the Gift that gives the believer the skill of creating artistic expressions that produce a spiritual response of strength and inspiration. Biblical References: Exodus 31:1-11, Psalm 149:3a.

**Discernment:** the Gift that motivates a believer to seek God's will and purpose and apply that understanding to individual and congregational situations. Biblical References: John 16:6-15, Romans 9:1, I Corinthians 2:9-16.

**Evangelism:** the Gift that moves believers to reach nonbelievers in such a way that they are baptized and become active members of the Christian community. Biblical References: Matthew 28:16-20, Ephesians 4:11-16, Acts 2:36-40.

**Exhortation:** the Gift that moves the believer to reach out with Christian love and presence to people in personal conflict facing a spiritual void. Biblical References: John 14:1, II Timothy 1:16-18, III John 5-8.

**Faith:** the Gift that gives a believer the eyes to see the Spirit at work and the ability to trust the Spirit's leading without indication of where it all might lead. Biblical References: Genesis 12:1-4a, Mark 5:25-34, I Thessalonians 1:8-10.

**Giving:** the Gift that enables a believer to recognize God's blessings and to respond to those blessings by generously and sacrificially giving of one's resources (time, talent, and treasure). Biblical References: II Corinthians 9:6-15, Luke 21:1-4.

**Hospitality:** the Gift that causes a believer to joyfully welcome and receive guests and those in need of food and lodging. Biblical References: Romans 12:13, Romans 16:23a, Luke 10:38.

**Intercession:** the Gift that enables a believer to pray with the certainty that prayer is heard and when requests are made, answers will come. Biblical References: Matthew 6:6-15, Luke 11:1-10, Ephesians 6:18.

**Knowledge:** the Gift that drives a person to learn, analyze and uncover new insights with regard to the Bible and faith. Biblical References: I Corinthians 12:8; I Corinthians 14:6, Romans 12:2.



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**Leadership:** the Gift that gives a believer the confidence to step forward, give direction and provide motivation to fulfill a dream or complete a task. Biblical References: Romans 12:8, John 21:15-17, II Timothy 4:1-5.

**Mercy:** the Gift that motivates a believer to feel deeply for those in physical, spiritual, or emotional need and then act to meet that need. Biblical References: Luke 7:12-15, Luke 10:30-37, Matthew 25:34-36.

**Music--Vocal:** the Gift that gives a believer the capability and opportunity to present personal witness and inspiration to others through singing. Biblical References: Psalm 96:1-9, Psalm 100:1-2, Psalm 149:1-2.

**Music--Instrumental:** the Gift that inspires a believer to express personal faith and provide inspiration and comfort through the playing of a musical instrument. Biblical References: Psalm 33:1-5, Psalm 150, I Samuel 16:14-23.

**Pastoring (Shepherding):** the Gift that gives a believer the confidence, capability and compassion to provide spiritual leadership and direction for individuals or groups of believers. Biblical References: I Timothy 4:12-16, I Timothy 3:1-13, II Timothy 4:1-2.

**Service (Helps):** the Gift that enables a believer to work gladly behind the scenes in order that God's work is fulfilled. Biblical References: Luke 23:50-54, Romans 16:1-16, Philippians 2:19-23.

**Skilled Craft:** the Gift that enables a believer to create, build, maintain or repair items used within the church. Biblical References: Exodus 30:1-6, Exodus 31:3-5, Ezekiel 27:4-11.

**Teaching:** the Gift that enables a believer to communicate a personal understanding of the Bible and faith 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.

**Wisdom:** the Gift that allows the believer to sort through opinions, facts and thoughts in order to determine what solution would be best for the individual believer or the community of believers. Biblical References: I Corinthians 2:6-13, James 3:13-18, II Chronicles 1:7-11.

**Writing:** the Gift that gives a believer the ability to express truth in a written form; a form that can edify, instruct and strengthen the community of believers. Biblical References: I John 2:1-6, 12-14, I Timothy 3:14-15, Jude 3.

## Self-Assessment Inventory



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## 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 truly blessed. After responding to each question, turn to the scoring grid on page 18 to analyze your results.

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 artistic means. 4 3 2 1 0
3. My faith requires me to seek out God's will and purpose in all circumstances that arise in my life. 4 3 2 1 0
4. I am able to convey the Gospel message to non-believers in ways that they are able to easily understand. 4 3 2 1 0
5. I am moved by those who through conflict or sorrow are wavering in faith. 4 3 2 1 0
6. I am certain of the 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 gladly respond to these blessings by giving liberally of 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
9. I know that God hears and responds to my daily 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 assist 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



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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 requires considerable experience to perfect. 4 3 2 1 0
18. My great joy is to communicate biblical truth in such a way that it becomes 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
23. I have assisted others as they sought to discern whether or not their personal decisions were helpful and in accord with God's will for their lives. 4 3 2 1 0
24. I enjoy being with non-believers and like having the opportunity to encourage them to faith and commitment. 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 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, 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. By my playing a musical instrument, inspiration has been provided for both myself and others. 4 3 2 1 0





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35. I have responsibility for providing spiritual guidance to an individual believer or group of believers. 4 3 2 1 0

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 want to express my faith by assisting others to discover the truths contained in the Bible. 4 3 2 1 0

39. People come to me for help in applying Christian 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 both believer and non-believer. 4 3 2 1 0

43. In the parish, I am often asked if a direction being discussed is in accord with God's will and purpose. 4 3 2 1 0

44. I do not find it difficult to share what Jesus means to me with non-believers. 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 parish 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

49. Believers have asked me to pray for healing in their lives, and have evidenced God's healing power. 4 3 2 1 0

50. My study of the Bible has proven helpful to others in their faith 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 on their faith journey. 4 3 2 1 0



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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 long-term 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 the Lord. 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 parish, 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 on the lines below, either 1, 2, 3, 4 or 0 that you answered for each then add them together and fill in that number on the last line. For example, in the category of Administration, if you circled 2, 4, and 3 for questions 1, 21 and 41, write those numbers on the lines and add 2+4+3 which totals 9; write 9 on the last line.

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 complement and support another. The Gifts within the cluster will need to be further explored to determine with which ones you have been truly blessed.

This inventory is designed to begin your journey toward Spiritual Gifts discovery. 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

Questions 1, 21, 41

\_\_\_\_\_ = \_\_\_\_\_

### Artistry

Questions 2, 22, 42

\_\_\_\_\_ = \_\_\_\_\_

### Discernment

Questions 3, 23, 43

\_\_\_\_\_ = \_\_\_\_\_

### Evangelism

Questions 4, 24, 44

\_\_\_\_\_ = \_\_\_\_\_

### Exhortation

Questions 5, 25, 45

\_\_\_\_\_ = \_\_\_\_\_



# Discernment of Gifts

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**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

\_\_\_\_\_ = \_\_\_\_\_

Now circle the top five totals above (those with a total score of 7 or more). List the Spiritual Gifts on the lines below, listing the Gifts with higher totals first. In the event of a tie, select the Gift you feel you have used effectively in the past, or the one you think you might be most effective.



# Discernment of Gifts

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This group of Gifts is your Gift cluster.

**With which Gifts have you been truly blessed? Discovering the answer to that question requires the following:**

**Prayer:**

Seek the Holy Spirit's guidance while evaluating your Gifts.

**Study:**

Become familiar with the scripture references, definitions, and how each Gift functions within the Body of Christ. This will provide you with a solid foundation from which to further evaluate your Gifts.

**Self-Examination:**

Explore your feelings about each of the Spiritual Gifts in your cluster. Examples of how each Gift may be utilized in the church are provided below. As you read these examples, ask yourself how you feel about the types of ministry activity identified for the Gifts in your cluster. You may expect to feel fulfilled through the use of your Gifts.

**Track Your Results:**

As you use your Spiritual Gifts, pay close attention to the results produced through your efforts. You can expect to experience positive results from the use of your Gifts.

**Listen For Affirmation:**

As you use your Spiritual Gifts, listen for affirmation from other Christians. They will recognize and confirm your Spiritual Gifts, through genuine expressions of approval and thankfulness for a job well done!

**Putting Your Gifts To Use:**

All Christians are to work together, supporting one another. However, our Gifts make us better prepared and equipped to perform in some areas of ministry over others. A person who is working within a ministry area in which he or she is Gifted for, will be more effective in that ministry than one for which he or she is not Gifted.

In what types of ministry will you be most effective? A brief list of ministry examples follows. These examples have been provided merely as thought starters and should not be considered an exhaustive list. Use them as a starting point in exploring the possibilities for putting your Gifts to use within your parish and in your community.



# *Discernment of Gifts*

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**Administration:**

Parish Council, Finance Council, Catechetical Leader, Vacation Bible School Coordinator, Business Manager

**Artistry:**

Banner Making, Drama Club/Clown Ministry/Puppetry, Film/Photography Work, Crafts/Handicrafts, Decorating Team, Set/Props Design Team

**Discernment:**

Parish Council, Long Range Planning Team, Social Ministry Team, Peer Counseling, Support Group Facilitator

**Evangelism:**

New Parishioner Visitation, Evangelization Commission, Advertising and Marketing, Community Visitation

**Exhortation:**

Mutual Ministry Team, Hospital/Home/Institution Visitation, Telecare Ministry, Peer Counseling, Small Group Leader

**Faith:**

Parish Council President, Stewardship Committee, Long Range Planning Team, Teacher/Bible study leader

**Giving:**

Capital Campaign Steering Team, Stewardship Team, Volunteer Coordination, Giving Personal Testimony

**Hospitality:**

Greeter/Usher, New Parishioner Sponsor, In-Home Bible Study Host, Visitor Welcome/Information Center, Banquet Server, Fellowship Hour Host/Server

**Intercession:**

Prayer Chain, Prayer Partner, Prayer Families/Prayer Circles

**Knowledge:**

Parish Resource-Library Coordinator, Nominating Team, Long Range Planning Team, Parish Council

**Leadership:**

Catechetical Leader, Committee Chairperson (all types), Fellowship Activity Coordinator, Vacation Bible School Coordinator, Parish Council President, Speaker-Special Events

**Mercy:**

Home/Hospital/Institution Visitation, Transportation to Worship/Bible Study, Social Ministry Team, Support Group Leader, Telecare Minister

**Music-Instrumental:**

Band Leader/Member, Choir Pianist, Special Event Music, Substitute Organist, Vacation Bible School-Music Program



# Discernment of Gifts

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**Music-Vocal:**

Church Choir, Vocal Ensemble, Sunday School Song Leader, Vacation Bible School Song Leader

**Pastoring (Shepherding):**

Adult In-Home Bible Study Leader, New Parishioner Sponsor, Young-Adult Counselor, Small Group Leader, Telecare Minister

**Service (Helps):**

Computer Programmer/Data Entry, Newsletter Collation, P.A./Sound System Technician, Tape Recording Worship Services, Child Care, Building/Grounds Upkeep, Kitchen Cleaning Team, Providing Transportation

**Skilled Crafts:**

Building Maintenance/Upkeep, Electrical/Masonry/Plumbing/Roofing, Mechanical Repair/Maintenance, Audio/Visual Operator and Repair, Computer Maintenance, Web-Page Developer

**Teaching:**

Adult Bible Class Teacher, Sunday School Teacher, Teen Bible Class Teacher, Vacation Bible School Teacher, Conference/Seminar Leader

**Wisdom:**

Long Range Planning Team, Parish Council, Peer Counselor, Support Group Leader, Mutual Ministry Team

**Writing:**

Newsletter Article Writer, Newsletter Editor, Public Relations/Publicity Committee, Letter Writing

**Exploration of Use**

Your Spiritual Gifts do not appear and disappear as you pass through the doors of your church! The special Gifts God has given you are with you always. They are meant to also be used in your daily life to bring glory to God and serve the needs of others. In the spaces below, identify some of the ways your Gifts may be used for these purposes. Specific contexts have been provided as thought starters.

**At home, with family.**

- (1) \_\_\_\_\_
- (2) \_\_\_\_\_
- (3) \_\_\_\_\_
- (4) \_\_\_\_\_
- (5) \_\_\_\_\_



# *Discernment of Gifts*

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## **At work, with colleagues.**

- (1) \_\_\_\_\_
- (2) \_\_\_\_\_
- (3) \_\_\_\_\_
- (4) \_\_\_\_\_
- (5) \_\_\_\_\_

## **Within your community.**

- (1) \_\_\_\_\_
- (2) \_\_\_\_\_
- (3) \_\_\_\_\_
- (4) \_\_\_\_\_
- (5) \_\_\_\_\_

Based on the inventory written by Neal Boese and Patricia Haller, Produced by the Division for Congregational Ministries, ELCA.



# Discernment of Gifts

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## Example 7.3

### What Brings You Joy Checklist

Where do you feel God is calling you to serve Him? What gives you joy or brings you life?

Bible Study  
Caring for the sick and elderly  
Carpentry or Building  
Cooking  
Computers  
Decorating  
Education  
Finance  
Music  
Public Speaking  
Social Activities  
Social Justice  
Visiting with people  
Working with children

Listed below are the ministries of \_\_\_\_\_ Parish. Check any that interest you.

Altar Server	Lector
Collection Counters	Liturgy Commission
Consolation	Liturgy of the Word for children
Education	Meal Ministry
Electronic Prayer Line	Men's Bible Study
Environment	Music/Choir
Eucharist to Homebound	RCIA
Eucharistic Adoration	St. Vincent de Paul Society
Eucharistic Minister	Stewardship Committee
Evangelization	Ushers
Greeters	Welcome Committee
Home Church	Women's Bible Study

Are there other things not listed here that you very much enjoy?

\_\_\_\_\_





# Discernment of Gifts

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## ADDITIONAL RESOURCES AND WEB SITES ON STEWARDSHIP

[http://dioceseofcleveland.org/index.php?option=com\\_content&task=view&id=129&Itemid=255](http://dioceseofcleveland.org/index.php?option=com_content&task=view&id=129&Itemid=255)

Link to the Catholic Diocese of Cleveland Stewardship Office. OR go to <http://www.dioceseofcleveland.org/> and click on the Stewardship Office link.

<http://www.catholicstewardship.org/en/index.html>

Link to the International Catholic Stewardship Council.

<http://www.cruzblanca.org/hermanoleon/>

Link to a Catholic free clip art web site.

[www.diometuchen.org/stewardshipoffice/prayer\\_treasures.htm](http://www.diometuchen.org/stewardshipoffice/prayer_treasures.htm)

Link to Diocese of Metuchen --resources for weekly scripture selections based on stewardship themes.

<http://www.stewardshipli.org/>

Link to Diocese of Rockville stewardship page, with many free downloadable resources.

[www.nccbuscc.org](http://www.nccbuscc.org)

Link for a variety of resources on stewardship and other topics from the US Bishops Conference.

<http://www.archstl.org/stewardship/whatis/inserts.html>

Link to the Archdiocese of St. Louis, and in particular, their bulletin inserts regarding weekly stewardship themes.

[http://www.cdowk.org/stewardship\\_development/about\\_stewardship.shtml](http://www.cdowk.org/stewardship_development/about_stewardship.shtml)

Link to the Diocese of Wichita stewardship page with free downloadable resources.

<http://kingdomassignment.com/welcome/#>

Link to learning more about this incredible journey of parishioners sharing gifts. St. Barnabas Parish in Northfield has had a remarkable experience with this approach.

<http://livingfaithatwork.org>

Link to a Catholic perspective and suggestions for fostering faith at work.

### Useful Web sites for personal prayer/study:

[www.activeparishioner.com/](http://www.activeparishioner.com/)

[www.centeringspace.org/](http://www.centeringspace.org/)

[www.creativecommunications.com](http://www.creativecommunications.com)



# Discernment of Gifts

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This link leads to publications for use in parishes, particularly products to enhance the liturgical worship and personal devotional life for Catholic parishes. Their catalogs include hundreds of Christian print and electronic media products.

[www.creighton.edu/CollaborativeMinistry/online.htm](http://www.creighton.edu/CollaborativeMinistry/online.htm)

[dioceseofcleveland.org/index.php?option=com\\_content&task=blogcategory&id=25&Itemid=107](http://dioceseofcleveland.org/index.php?option=com_content&task=blogcategory&id=25&Itemid=107)  
[www.henrinouwen.org/home/free\\_eletters/](http://www.henrinouwen.org/home/free_eletters/)

[www.nccbusscc.org/nab/index.htm](http://www.nccbusscc.org/nab/index.htm)

[www.jesuit.ie/prayer/index.htm](http://www.jesuit.ie/prayer/index.htm)

[www.praythenews.com](http://www.praythenews.com)

[www.sacredspace.ie/](http://www.sacredspace.ie/)

[www.universalis.com](http://www.universalis.com)

[www.vatican.va](http://www.vatican.va)

## **Related DVDs available to borrow from the Catholic Diocese of Cleveland Stewardship Office (call 216-696-6525 and ask for the Stewardship Office)**

NOOMA, *“Rich”*, an engaging 10 minute DVD about the need to share our gifts with the larger world.

RSI Catholic Services Group, *“Reflections on the Pastoral Letter”*, an enlightening DVD featuring the late Archbishop Thomas J. Murphy who shares his experiences of chairing the Bishops’ committee that wrote the USCCB Pastoral Letter – Stewardship – A Disciple’s Response.

## **Books, articles and other links related to Stewardship**

Binz, Stephen J. Stewardship of the Earth, New Haven, CT: Twenty-Third Publications, 2007.

Buckingham, Marcus and Donald O. Clifton, Now, Discover Your Strengths, New York: Free Press, 2001.

Buckingham, Marcus, First, Break All the Rules (see [www.gallup.com](http://www.gallup.com) ).

Catholic Diocese of Cleveland, Evangelization Office, 1404 E. Ninth Street, Cleveland, OH, 44114 or call 216-696-6525. All Are Welcome – A Manual for Parish Hospitality.



## *Discernment of Gifts*

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Champlin, Joseph, M, *A Way of Life*, Collegeville, Minnesota: Liturgical Press, 2004 or go to <http://www.litpress.org/Detail.aspx?ISBN=0814630065>.

Clements, Justin C., *Stewardship – A Parish Handbook*, Liguori, Missouri: Liguori Publications, 2000 or go to [www.liguori.org](http://www.liguori.org).

Conway, Daniel, *Stewardship in America – A Countercultural Way of Life*, Indianapolis, Indiana: Saint Catherine of Siena Press, 2006 or go to [www.saintcatherineofsienapress.com](http://www.saintcatherineofsienapress.com).

Conway, Daniel, *What Do I Own and What Owns Me?*, Mystic, CT: Twenty-Third Publications, 2005 or go to [www.twentythirdpublications.com](http://www.twentythirdpublications.com).

Diocese of Wichita, 424 N. Broadway, Wichita, KS 67202; *Four Pillars of Stewardship*, invites parishioners to experience, witness and live the stewardship way of life in response to their baptismal call to discipleship or go to [http://www.cdowk.org/stewardship\\_development/stewardship\\_pillars.shtml](http://www.cdowk.org/stewardship_development/stewardship_pillars.shtml).

Diocese of Saginaw, 5800 Weiss St., Saginaw, MI 48603; <http://www.saginaw.org>/  
*Little Burgundy Book on Stewardship* – scriptural reflections on stewardship.

Heart to Heart Communications, 40 University Avenue, Akron, OH 44308, 330-434-3278 or go to [www.H2HC.org](http://www.H2HC.org) (good resource for information on applying faith to work issues).

Hendricks, Kathy, *Everything About Parish Ministry I Wish I Had Known*, Mystic, CT: Twenty-Third Publications, 2002 or go to [www.twentythirdpublications.com](http://www.twentythirdpublications.com).

Hueckel, Sharon, *Stewardship by the Book* (Bulletin bits based on the Sunday readings), Huntington, IN: Our Sunday Visitor, 2004 or go to [www.osv.com](http://www.osv.com).

International Catholic Stewardship Council, 1275 K Street, N.W., Suite 980, Washington, DC 20005-4006, call 1-202-289-1093 or go to [www.catholicstewardship.org](http://www.catholicstewardship.org).

Leider, Richard J. and Shapiro, David, *Whistle While You Work: Heeding Your Life's Calling*, San Francisco: Berrett-Koehler Publishers, Inc.

Lenahan, Phil, *7 Steps to Becoming Financially Free*, Huntington, Indiana: Our Sunday Visitor, 2007 or go to [www.osv.com](http://www.osv.com).

Mahan, Daniel J., *More Than Silver or Gold – Homilies of a Stewardship Priest*, Indianapolis, Indiana: Saint Catherine of Siena Press, 2005 or go to [www.morethansilverorgold.com](http://www.morethansilverorgold.com).

McSwain, Stephen B. *The Giving Myths*, Macon, Georgia: Smyth & Helwys Publishing, 2007.

Morris, Danny, and Olsen, Charles, M., *Discerning God's will Together: A Spiritual Practice for the Church* Nashville: Upper Room Books, 1997.

Nouwen, Henri J.M., *The Spirituality of Fundraising*, New York: Estate of Henri J.M. Nouwen Society, 2004 or go to <http://www.henrinouwen.org/home/booklet/> for a free booklet.



## *Discernment of Gifts*

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Our Sunday Visitor publishes many different resources on Catholic Stewardship. Go to <http://www.osv.com/MiscNav/AdvancedSearch/SearchResults/tabid/97/Default.aspx?Search=Stewardship&Scope=B>.

Paprocki, You Give them Something to Eat, Notre Dame, Indiana: Ave Maria Press, 1998.

Petro, Vicky and Palencar, Lee, Spiritual Gifts Experience is a Gifts Discernment workshop and workbook that is foundational to living and grooming exceptional stewardship. Call Vicky Petro for details and to schedule a presentation for your parish or group. at 440-506-0811.

U.S. Catholic Bishops, Office of Publishing and Promotion Services.

Call 1-800-235-8722 or go to [www.nccbuscc.org](http://www.nccbuscc.org) Numerous resources including: Stewardship – A Disciple’s Response (A Pastoral Letter on Stewardship); Called and Gifted for the Third Millennium, reflections of the U.S. Catholic Bishops on the Thirtieth Anniversary of the Decree on the Apostolate of the Laity, and Global Climate Change, a religious and moral perspective on the need for environmental protection.

USCCB Publishing offers the following books on Stewardship (go to [www.usccbpublishing.org](http://www.usccbpublishing.org)):

Faithful Stewards of God’s Creation

Global Climate Change

Stewardship: A Disciple’s Response (also available in Spanish)

Warren, Rick, The Purpose Driven Life, Grand Rapids, Michigan: Zondervan, 2002 or go to [www.zondervan.com](http://www.zondervan.com).

Wells, Elizabeth and Trout, Lisa, All is Gift: Catholic Stewardship – Primary Level, and All is Gift: Catholic Stewardship – Intermediate Level, Tucson, AZ: E.T. Nedder Publishing Company, 2007.

Wilkes, Paul, Excellent Catholic Parishes, Mahwah, New Jersey: Paulist Press, 2001 or go to [www.paulistpress.com](http://www.paulistpress.com)

Winesman, Albert L., Clifton, Donald, O., and Liesveld, Curt, Living your Strengths, New York: Gallup Press, 2003-2004.

Zech, Charles E., Best Practices in Parish Stewardship, Huntington, Indiana: Our Sunday Visitor, 2008.

Zech, Charles E., Why Catholics Don’t Give...And What Can Be Done About It, Huntington, Indiana: Our Sunday Visitor, 2006.

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# Notes

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## Stewardship Logo of the Catholic Diocese of Cleveland

Our logo is designed to encompass elements of the Catholic Christian's Stewardship journey. The three colored spheres signify the most common themes of Stewardship practice — time, talent, and treasure. The loop encircling the top of the cross represents the Church, where we are enabled and encouraged to live out our gifts in the hope of building God's Kingdom on earth. This hope is rooted in the cross, the most basic tenet of our faith. In the death and resurrection of Jesus we are offered salvation and our place in the Kingdom. Living a life of Stewardship is living fully in the knowledge that God will supply all our needs through the gift we are to each other. The beautiful font, colors, and general design combine contemporary and traditional styles which reinforce the awareness that Stewardship is an age-old but ongoing process within our Catholic lives.



**GOD'S GIFTS *for* GOD'S PEOPLE**  
| *time, talent and treasure* |