



NAC-USA
DEVELOPMENT
INSTITUTE

Spiritual Gifts Small Group Series

FACILITATOR GUIDE

Dear facilitator,

Firstly, we would like to begin by saying thank you. Thank you for participating and volunteering to promote the discovery of spiritual gifts within your congregation. This important initiative has the potential of helping each member, and therefore the entire congregation, to grow in spiritual health and enrich relationships. In turn, it provides all the opportunity to grow more fully into the image of our Lord Jesus Christ!

The Holy Spirit is the bearer of all gifts. Therefore, when we are sealed with the Holy Spirit, the potential is there for any or all of the spiritual gifts to emerge throughout our lives, as they are needed. For this reason, discovering and developing your spiritual gifts is an ongoing process that cannot be accomplished in one small group series over a short duration of time. Rather, it needs to be revisited and renewed on an ongoing basis.

This Spiritual Gifts small group series is designed to help members see their life of faith from a fresh and enlightened perspective. As spiritual gifts are engaged, the congregation may experience somewhat of a culture shift. This initiative is designed to help lay the groundwork to create the most inclusive culture. A shift in culture can be challenging and it may take some time to establish momentum, so don't be discouraged. As you engage in this journey, you will want to look for continual support from congregational leaders.

This small group series may require you, as a facilitator, to make use of "teaching moments," more so than may usually be required during our "Midweek Experience" small groups. This material does require some additional study and development of thought. There are several assessments and exercises throughout, each designed to help us understand ourselves better. Introspection can be a new experience for some, and may even cause some discomfort. As a facilitator, it is important to establish and maintain an environment that is safe and sensitive to these concerns.

Prior to scheduling or announcing a Spiritual Gifts small group, please read this facilitator guide and the small group introduction in their entirety. Please also familiarize yourself with the content that will be covered over the eight small group sessions. This guide contains objectives and suggestions that you may want to consider while formulating your small group plan. Key points are highlighted for each session; as facilitator, please also become well versed in these key points prior to hosting each session.

We would like to thank you again for your interest and willingness to lead this small group journey. Our goal is to more deeply understand and engage the spiritual gifts that God has given to edify the body of Christ! If you need further assistance, please do not hesitate to ask for support by contacting a member of the Work of Ministry work group by emailing wgwom@nac-usa.org or calling 814-835-2833. We are here to assist you.

With love in Christ!

Work of Ministry Work Group

PURPOSE AND BENEFITS

The purpose of this Spiritual Gift small group series is to:

- Provide tools for us to discover and utilize our Spiritual Gifts.
- Equip us in working together to fulfill God's calling.
- Promote spiritual health, growth, and maturity.

This Spiritual Gifts small group series is designed to promote the following ongoing benefits:

- Finding your place in the Body of Christ.
- Aligning yourself to the purposes and good works that God has planned and prepared for you.
- New opportunities for Christian sharing, fellowship, and joy in serving others.
- A source of new joy, enthusiasm, ideas, and talent into your life and into your congregation.
- A new culture of shared congregational leadership based upon collaboration, inspiration, and respect for diversity.
- A sharing of congregational responsibilities, allowing members and ministers to focus on areas of passion and giftedness.

CONSIDERATIONS BEFORE YOU BEGIN

Where possible, begin with a small group of teachers, facilitators, and leaders. Once this core group has gone through the Spiritual Gifts small group series, some can then become facilitators to present it to the rest of the congregation. If you have more than one facilitator available, it is suggested to have a few small groups happening at the same time. Here are some of the benefits to holding simultaneous small groups in your congregation:

- generating greater enthusiasm, energy, and excitement
- enjoying the oneness of shared experience and new understandings
- having a larger pool of members to support common interests

Small groups can ideally be from 6-10 participants per group (can be adjusted as necessary).

There are 8 sessions to plan for your small group. Please ask your participants to begin preparing for each session early, so that they have time to contemplate and reflect on the material prior to each meeting. Preparation is a key component for the success of this small group. Keep in mind that people learn in different ways. Some may prefer to read the material, others may prefer to just watch the videos. Consider the people who make up your group and find ways to make the material accessible for them.

- Sessions can be scheduled either weekly or every two weeks, which should be determined on how much time your group will need to prepare and their preference.
- We suggest that this material replace the small group experience for the duration of the series. This will make it easier for the participants to focus on what they are learning and have time to complete all the preparation work.

As you progress with your small groups, your congregation will benefit when leadership is aware of the importance of spiritual gifts and how they impact congregational life. Eventually, a spreadsheet may be created incorporating God's design for all the members within the congregation. This spreadsheet would include members' names, top three gifts, personal approach, passion, and equipping/serving. Feel free to use the Spiritual Gifts spreadsheet that we've provided, or create your own.

Have the Spiritual Gift spreadsheet ready at each session to record the results of your participants.

PRESENTING SPIRITUAL GIFTS WITHIN A SMALL GROUP

Encourage participants to read the session material beforehand and use a highlighter to mark any key points of interest. Their highlighted material can be discussed and even become teaching points. In addition, all of the workbook material should be completed at home, prior to each session. The assessments and exercises lay a cumulative foundation for the entire program.

Workbook Material

1. Session material (video, script, and accompanying questions)
2. Groundwork (assessments and materials that challenge us and create relevance)
3. Going Deeper (supplemental information and worksheets to prompt deeper thoughts and help us better understand the principles)
4. Spiritual Gift Worksheets (SG Worksheets)

The suggested format is to divide each session into three equal segments:

Segment 1: 25 – 30 minutes

- You will want to play the video at the beginning of each session to renew and refresh the ideas.
- Discuss the session material as well as the Groundwork exercises.
- Take advantage of this segment as an ideal teaching opportunity.

Segment 2: 25 – 30 minutes

- Review and discuss the Going Deeper exercises from the session. It is not necessary to discuss and answer all questions. Choose the ones you feel are appropriate for your group.
- In this segment, you will find facilitating works best – look to include each participant's thoughts.

- For some discussions, it may be advantageous to divide a larger group into smaller ones, and then bring the group back together to share.
- Watch that no one dominates or provides information that intimidates other participants.

Segment 3: 25 – 30 minutes

- Review and discuss the Spiritual Gift worksheets.
- As facilitator, encourage participants in relating to or appreciating each gift.
- When someone strongly relates to a gift, it is an ideal opportunity to encourage them to develop that gift. If someone does not seem to strongly relate to a gift, encourage them to admire this gift in someone else.

Be prepared that you may not get to everything that is in each Session. Make sure to layout your discussion so that the most important things are covered in the beginning. At the end of this packet are session plans for each session. They will help you organize how you will cover the three segments and provide sections where you can write down thoughts and notes you had about each session.

Introduction

Preparation will be the key to lively discussions and this small groups' success. If participants are not completing their assessments or not completing the reading / highlighting, it is important to meet with them separately to help them keep up with the group.

The introduction should be read and watched by each participant before the beginning of the small group sessions. Touch on a few of the points during your Session 1 review.

Session 1: What are Spiritual Gifts?

The Session 1 material could be sent ahead of the small group. When you meet, then you would play the introduction video, reiterate what Spiritual Gifts are, review what Spiritual Gifts are not, and then go to the Session 1 video.

Please note that the parable of the talents is a key teaching element for this session. However, it is not included in the video/script. Please ask the participants to read the Bible verses (Matthew 25:14-30) at home in preparation for discussion in the first segment (this is reinforced in the workbook).

You can find more information about Health, Growth, and Completion on www.nac-usa.org under the WELCOME menu item – Vision and Mission and the Strategic Planning Overview.

For the assessment, emphasize these five points:

1. Don't feel uncomfortable with marking a "1" as your answer if it reflects who you truly are.
2. Don't overthink your answers.

3. Respond naturally.
4. Don't mark your answers based on how you want to be or how others think you should be. Your answers should reflect how you are now.
5. Do the test in one sitting.

Key Points:

- Recognizing and using our spiritual gifts is an integral part of our spiritual health. Our spiritual gifts are not only concepts for church, but are to be utilized in every part of our life, including helping others.
- If we engage these gifts in the mind and spirit of the gospel, they will serve to our own joy as well as to the joy of our loved ones.

Have copies of the *Spiritual Gift Assessment* available in case someone would like a larger copy than what is provided in the book.

Session 2: A Calling to use our Gifts

You may want to begin this session by sharing each person's Spiritual Gift Assessment results – their most predominant gifts. Members' most predominant spiritual gifts are an important piece of this small group series. Please spend time on both sharing each member's findings and their reactions (surprise, concern, etc.). One way to open this conversation and help the small group to know each other's spiritual gifts is to create "Spiritual Gift Name Tags" to complete at the beginning and wear throughout this session (see below):

Hello! My Spiritual Gifts Are:
1. _____
2. _____
3. _____

Key Points:

- God gives each of us spiritual gifts so we can make our unique contribution in the Body of Christ.
- To better understand our calling, it is necessary to be prayerful and introspective.
- It is God's loves that calls us, and it is our love for Him that motivates us to respond.

Have at least 3 copies of the *Peer Observation Assessment* available per participant. The peer observation assessment can provide a fresh understanding of the participant's proficiencies from an outside view. It is a tool

designed to help see themselves from someone else's perspective. We recommend the participant asks for the input of three (3) individuals who know them well - preferably from a variety of areas in their life.

Session 3: Growing in our Spiritual Gifts

It may be difficult for some to analyze the growth and development of their spiritual gifts. Some members may have difficulty getting past the stage of identifying their spiritual gifts.

Help with GOING DEEPER – Growing in our Spiritual Gifts:

To help others meet the challenge of developing their gifts, they must first see a vision of what a 'full expression' of what their gift can look like, so that goals for growth can be established. Envisioning specific examples for each stage of development may be difficult, so please review the example found in the book. This will help clarify the growth process. Explain to the participant what a prayer board is. A prayer board is a bulletin board where people can post prayer requests.

Key Points:

- Appropriate positive adjustments help to ensure ongoing fulfillment and fruitfulness, and prepare the way for future growth.
- Be sure to cover and discuss the example at the bottom of page 68. (For gift definitions, refer to page 6 of the book.) It is important that people explore how they can use their gifts where they are currently positioned before they decide they need to take on a different role.

Have copies of the *Personal Approach Assessment* available in case someone would like a larger copy than what is provided in the book.

Session 4: Our Personal Approach and Passions

After the Personal Approach Assessment has been completed, a graph is introduced to help members visualize their results. Some members may have difficulty with this step. Assistance from someone with strong math skills may be helpful.

Passion can be very difficult for some to discover and/or identify. For this reason, we will be using both sessions 4 and 5 to cover passion more thoroughly.

Key Points:

- Emphasize that it's ok if you cannot come up with your passions. It sometimes takes people months or years to figure out what their passions are. Encourage them to explore the Passion Categories in more detail. Be aware that some people may become frustrated, and may even want to quit because they cannot identify their passions. Prepare them for this and offer to work with people individually. Allow the

group to explore passions together and offer different perspectives and insights. Think outside the box! Some passions may not seem relevant right away, but let the group brainstorm on how the passion can serve a spiritual purpose. (Ex. Someone might be passionate about classic cars. It might be possible to set up a car show in the church parking lot, which would help bring the community to the church.)

- Someone in your group might come out basically neutral in the Personal Approach chart. This is not a problem – they are energized and able to work in both situations.
-

The DISC assessment is a second personality assessment, which is available as an option to use after this small group series. DISC is for groups that may want to focus on working together with more effective communication. It is designed to help us interact as a team. DISC is an acronym that stands for the four core personality traits that it tests: Driving, Influential, Steady, and Conscientious.

Session 5: Understanding and Anchoring our Passions

We can benefit from the use of passion categories in three ways:

1. They provide a simple way of defining passions; helping some to identify their passion
2. They help us to categorize our passions in a faith-based way
3. They also allow us to identify common motivations within the congregation

Be sure to emphasize that passions might be found outside of what happens in the church. Be sure that your participants don't limit themselves to only what is usually done with the congregation.

Key Points:

- Reiterate the passion categories for people struggling to identify their passions.
- Passion answers the question of WHERE to serve.
- Suggest that people label their passions specifically, so as not to confuse them with gifts. (For example: Passion for encouraging would be passion for uplifting people on an individual basis. Passion for evangelism would be more specifically a passion for bringing people to a service for the first time.)

Have copies of the *Equipping and Serving Assessment* available, as well as the *Christ-like Love Assessment*, in case someone would like a larger copy than what is provided in the book.

Session 6: Building up the Body of Christ

The purpose of this GOING DEEPER - Christ-like Love exercise is to encourage love as the primary motivation of our serving. More and more, we want to engage motivated out of love for God and love for others. Don't feel bad about not being able to say "always" – the idea is that we always have room for improvement.

Key Points:

- We bring glory to God when we use our gifts to edify others.
- Discuss the differences between those who serve and those who equip, but stress the importance of both. One is not better than the other and they are both needed.
- When God calls us it is an expression of His love for us, and when we respond and engage it is an expression of our love for Him.

Have copies of the **Personal Action Statements** available in case someone would like a larger copy than what is provided in the book.

Session 7: A Mission with Purpose

The purpose of this session is to ensure that our activity within the congregation is spiritually meaningful by being aligned with our mission statement.

GOING DEEPER – Living by God's Design: Some individual assistance may be needed in helping members brainstorm possibilities based upon their results from "God's Design, My Stewardship".

GROUNDWORK - Personal Action Statements: These statements help us begin the process of brainstorming on individual's cumulative assessments and discover creative outlets for the expression of their gifts. They also encourage us in our self-responsibility. They were designed to help members see fresh perspectives and provide possible future direction relative to each person's specific interests and abilities.

Key Points:

- Notes on the action statements: this exercise is to explore possibilities and to brainstorm. Don't necessarily take your action statement literally.
- Discuss how your group's gifts and passions fit in with our Mission statement.
- As the facilitator, be sure to read page 148 before the session in case one of the participants asks a question about it.

Session 8: The Bigger Picture

As we venture into new areas, we want to be careful that our activity does not become solely based on personal needs. Serving and maturing in Christ is bigger than simply addressing personal growth. We can grow personally in our serving when we focus on our spiritual gifts and their development, but the focus on our gifts is ultimately the use of them for the benefit of others, in the church and outside the church. Please reinforce these concepts to keep them in the forefront.

Review the idea of a “sweet spot.” Remember that the questions in this section are meant to inspire conversation – don’t get bogged down in answering every single one!

Note that congregational leaders (your rector and/or shared leadership team) are encouraged to participate in Session 8. Consider talking to your group about inviting them, or perhaps consider having a more informal get-together with them once the small group is completed to discuss your findings. Work with leadership to determine what activities should become ongoing for the congregation and what activities may be more effective outside the church. Work on developing some structure for these activities.

Ideas may include:

- establishing a WOM leader to facilitate the WOM cycle (consider opportunities for re-evaluation)
- creating teams / groups based on passion
- selecting team / group leaders
- establishing meeting dates / times
- determining best modes of communication

Key Points:

- Gifts are what we contribute, passions are where we serve, needs make us aware of opportunities.
- Keep in the mind that the “sweet spot” is not literal, but rather a bringing together of ideas.
- Review the discussion questions ahead of time and pick a few from the list that you feel are applicable for your group.
- Consider reviewing the ideas of a cycle and re-evaluation before you start the brainstorming, since it may be hard to stop the brainstorming activity once you start it.

TIPS FOR FACILITATORS

Refer to the Small Group Resource Packet for facilitator tips.

Plan out each session with the following session plans.

SESSION PLAN | SESSION 1 - What are Spiritual Gifts?

DATE: _____

SEGMENT 1

Time

Play video	_____	_____
Discussion of material	_____	_____
Groundwork exercises	_____	_____
	_____	_____
	_____	_____

SEGMENT 2

Time

Going Deeper exercises	_____	_____
	_____	_____
	_____	_____
	_____	_____
	_____	_____

SEGMENT 3

Time

Spiritual Gift worksheets	_____	_____
	_____	_____
	_____	_____
	_____	_____

The Session 1 material could be sent ahead of the small group. When you meet, then you would play the introduction video, reiterate what Spiritual Gifts are, review what Spiritual Gifts are not, and then go to the Session 1 video.

Please note that the parable of the talents is a key teaching element for this session. However, it is not included in the video/script. Please ask the participants to read the Bible verses (Matthew 25:14-30) at home in preparation for discussion in the first segment (this is reinforced in the workbook).

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4. Don't mark your answers based on how you want to be or how others think you should be. Your answers should reflect how you are now.
5. Do the test in one sitting.

KEY POINTS TO COVER

- Recognizing and using our spiritual gifts is an integral part of our spiritual health. Our spiritual gifts are not only concepts for church, but are to be utilized in every part of our life, including helping others.
- If we engage these gifts in the mind and spirit of the gospel, they will serve to our own joy as well as to the joy of our loved ones.

MY THOUGHTS AND EXAMPLES

NOTES FROM THE SESSION

IN PREPARATION FOR NEXT SESSION

1. Confirm the date for the next session.
2. Have copies of the *Spiritual Gift Assessment* available in case someone would like a larger copy than what is provided in the book.
3. _____

SESSION PLAN | SESSION 2 - A Calling to Use our Gifts

DATE: _____

SEGMENT 1

Time

Play video	_____	_____
Discussion of material	_____	_____
Groundwork exercises	_____	_____
	_____	_____
	_____	_____

SEGMENT 2

Time

Going Deeper exercises	_____	_____
	_____	_____
	_____	_____
	_____	_____
	_____	_____

SEGMENT 3

Time

Spiritual Gift worksheets	_____	_____
	_____	_____
	_____	_____
	_____	_____

You may want to begin this session by sharing each person’s Spiritual Gift Assessment results – their most predominant gifts. Members’ most predominant spiritual gifts are an important piece of this small group series. Please spend time on both sharing each member’s findings and their reactions (surprise, concern, etc.). One way to open this conversation and help the small group to know each other’s spiritual gifts is to create “Spiritual Gift Name Tags” to complete at the beginning and wear throughout this session (see below):

Hello! My Spiritual Gifts Are:

1. _____

2. _____

3. _____

KEY POINTS TO COVER

- God gives each of us spiritual gifts so we can make our unique contribution in the Body of Christ.
- To better understand our calling, it is necessary to be prayerful and introspective.
- It is God’s loves that calls us, and it is our love for Him that motivates us to respond.

MY THOUGHTS AND EXAMPLES

NOTES FROM THE SESSION

IN PREPARATION FOR NEXT SESSION

1. Confirm the date for the next session.
2. Have at least 3 copies of the *Peer Observation Assessment* available per participant. The peer observation assessment can provide a fresh understanding of the participant’s proficiencies from an outside view. It is a tool designed to help see themselves from someone else’s perspective. We recommend the participant asks for the input of three (3) individuals who know them well - preferably from a variety of areas in their life.
3. _____

SESSION PLAN | SESSION 3 - Growing in our Spiritual Gifts

DATE: _____

SEGMENT 1

Time

Play video	_____	_____
Discussion of material	_____	_____
Groundwork exercises	_____	_____
	_____	_____
	_____	_____

SEGMENT 2

Time

Going Deeper exercises	_____	_____
	_____	_____
	_____	_____
	_____	_____
	_____	_____

SEGMENT 3

Time

Spiritual Gift worksheets	_____	_____
	_____	_____
	_____	_____
	_____	_____

It may be difficult for some to analyze the growth and development of their spiritual gifts. Some members may have difficulty getting past the stage of identifying their spiritual gifts.

Help with GOING DEEPER – Growing in our Spiritual Gifts:

To help others meet the challenge of developing their gifts, they must first see a vision of what a ‘full expression’ of what their gift can look like, so that goals for growth can be established. Envisioning specific examples for each stage of development may be difficult, so please review the example found in the book. This will help clarify the growth process. Explain to the participant what a prayer board is. A prayer board is a bulletin board where people can post prayer requests.

KEY POINTS TO COVER

- Appropriate positive adjustments help to ensure ongoing fulfillment and fruitfulness, and prepare the way for future growth.
- Be sure to cover and discuss the example at the bottom of page 68. (For gift definitions, refer to page 6 of the book.) It is important that people explore how they can use their gifts where they are currently positioned before they decide they need to take on a different role.

MY THOUGHTS AND EXAMPLES

NOTES FROM THE SESSION

IN PREPARATION FOR NEXT SESSION

1. Confirm the date for the next session.
2. Have copies of the *Personal Approach Assessment* available in case someone would like a larger copy than what is provided in the book.
3. _____

SESSION PLAN | SESSION 4 - Our Personal Approach and Passions

DATE: _____

SEGMENT 1

Time

Play video	_____	_____
Discussion of material	_____	_____
Groundwork exercises	_____	_____
	_____	_____
	_____	_____

SEGMENT 2

Time

Going Deeper exercises	_____	_____
	_____	_____
	_____	_____
	_____	_____
	_____	_____

SEGMENT 3

Time

Spiritual Gift worksheets	_____	_____
	_____	_____
	_____	_____
	_____	_____

After the Personal Approach Assessment has been completed, a graph is introduced to help members visualize their results. Some members may have difficulty with this step. Assistance from someone with strong math skills may be helpful.

Passion can be very difficult for some to discover and/or identify. For this reason, we will be using both sessions 4 and 5 to cover passion more thoroughly.

The DISC assessment is a second personality assessment, which is available as an option to use after this small group series. DISC is for groups that may want to focus on working together with more effective communication. It is designed to help us interact as a team. DISC is an acronym that stands for the four core personality traits that it tests: Driving, Influential, Steady, and Conscientious.

KEY POINTS TO COVER

- Emphasize that it's ok if you cannot come up with your passions. It sometimes takes people months or years to figure out what their passions are. Encourage them to explore the Passion Categories in more detail. Be aware that some people may become frustrated, and may even want to quit because they cannot identify their passions. Prepare them for this and offer to work with people individually. Allow the group to explore passions together and offer different perspectives and insights. Think outside the box! Some passions may not seem relevant right away, but let the group brainstorm on how the passion can serve a spiritual purpose. (Ex. Someone might be passionate about classic cars. It might be possible to set up a car show in the church parking lot, which would help bring the community to the church.)
- Someone in your group might come out basically neutral in the Personal Approach chart. This is not a problem – they are energized and able to work in both situations.

MY THOUGHTS AND EXAMPLES

NOTES FROM THE SESSION

IN PREPARATION FOR NEXT SESSION

1. Confirm the date for the next session.
2. _____

SESSION PLAN | SESSION 5 - Understanding and Anchoring our Passions

DATE: _____

SEGMENT 1

Time

Play video	_____	_____
Discussion of material	_____	_____
Groundwork exercises	_____	_____
	_____	_____
	_____	_____

SEGMENT 2

Time

Going Deeper exercises	_____	_____
	_____	_____
	_____	_____
	_____	_____
	_____	_____

SEGMENT 3

Time

Spiritual Gift worksheets	_____	_____
	_____	_____
	_____	_____
	_____	_____

We can benefit from the use of passion categories in three ways:

1. They provide a simple way of defining passions; helping some to identify their passion
2. They help us to categorize our passions in a faith-based way
3. They also allow us to identify common motivations within the congregation

Be sure to emphasize that passions might be found outside of what happens in the church. Be sure that your participants don't limit themselves to only what is usually done with the congregation.

KEY POINTS TO COVER

- Reiterate the passion categories for people struggling to identify their passions.
- Passion answers the question of WHERE to serve.
- Suggest that people label their passions specifically, so as not to confuse them with gifts. (For example: Passion for encouraging would be passion for uplifting people on an individual basis. Passion for evangelism would be more specifically a passion for bringing people to a service for the first time.)

MY THOUGHTS AND EXAMPLES

NOTES FROM THE SESSION

IN PREPARATION FOR NEXT SESSION

1. Confirm the date for the next session.
2. Have copies of the *Equipping and Serving Assessment* available, as well as the *Christ-like Love Assessment*, in case someone would like a larger copy than what is provided in the book.
3. _____

SESSION PLAN | SESSION 6 - Building up the Body of Christ

DATE: _____

SEGMENT 1

Time

Play video	_____	_____
Discussion of material	_____	_____
Groundwork exercises	_____	_____
	_____	_____
	_____	_____

SEGMENT 2

Time

Going Deeper exercises	_____	_____
	_____	_____
	_____	_____
	_____	_____
	_____	_____

SEGMENT 3

Time

Spiritual Gift worksheets	_____	_____
	_____	_____
	_____	_____
	_____	_____

The purpose of this GOING DEEPER - Christ-like Love exercise is to encourage love as the primary motivation of our serving. More and more, we want to engage motivated out of love for God and love for others. Don't feel bad about not being able to say "always" – the idea is that we always have room for improvement.

KEY POINTS TO COVER

- We bring glory to God when we use our gifts to edify others.
- Discuss the differences between those who serve and those who equip, but stress the importance of both. One is not better than the other and they are both needed.
- When God calls us it is an expression of His love for us, and when we respond and engage it is an expression of our love for Him.

MY THOUGHTS AND EXAMPLES

NOTES FROM THE SESSION

IN PREPARATION FOR NEXT SESSION

1. Confirm the date for the next session.
2. Have copies of the *Personal Action Statements* available in case someone would like a larger copy than what is provided in the book.
3. _____

SESSION PLAN | SESSION 7 - A Mission with Purpose

DATE: _____

SEGMENT 1

Time

Play video	_____	_____
Discussion of material	_____	_____
Groundwork exercises	_____	_____
	_____	_____
	_____	_____

SEGMENT 2

Time

Going Deeper exercises	_____	_____
	_____	_____
	_____	_____
	_____	_____
	_____	_____

SEGMENT 3

Time

Spiritual Gift worksheets	_____	_____
	_____	_____
	_____	_____
	_____	_____

The purpose of this session is to ensure that our activity within the congregation is spiritually meaningful by being aligned with our mission statement.

GOING DEEPER – Living by God’s Design: Some individual assistance may be needed in helping members brainstorm possibilities based upon their results from “God’s Design, My Stewardship”.

GROUNDWORK - Personal Action Statements: These statements help us begin the process of brainstorming on individual’s cumulative assessments and discover creative outlets for the expression of their gifts. They also encourage us in our self-responsibility. They were designed to help members see fresh perspectives and provide possible future direction relative to each person’s specific interests and abilities.

KEY POINTS TO COVER

- Notes on the action statements: this exercise is to explore possibilities and to brainstorm. Don't necessarily take your action statement literally.
- Discuss how your group's gifts and passions fit in with our Mission statement.
- As the facilitator, be sure to read page 148 before the session in case one of the participants asks a question about it.

MY THOUGHTS AND EXAMPLES

NOTES FROM THE SESSION

IN PREPARATION FOR NEXT SESSION

1. Confirm the date for the next session.
2. Invite congregational leaders to participate in Session 8.
3. _____

SESSION PLAN | SESSION 8 - The Bigger Picture

DATE: _____

SEGMENT 1

Time

Play video	_____	_____
Discussion of material	_____	_____
Groundwork exercises	_____	_____
	_____	_____
	_____	_____

SEGMENT 2

Time

Going Deeper exercises	_____	_____
	_____	_____
	_____	_____
	_____	_____

SEGMENT 3

Time

Spiritual Gift worksheets	_____	_____
	_____	_____
	_____	_____

As we venture into new areas, we want to be careful that our activity does not become solely based on personal needs. Serving and maturing in Christ is bigger than simply addressing personal growth. We can grow personally in our serving when we focus on our spiritual gifts and their development, but the focus on our gifts is ultimately the use of them for the benefit of others, in the church and outside the church. Please reinforce these concepts to keep them in the forefront.

Review the idea of a “sweet spot.” Remember that the questions in this section are meant to inspire conversation – don’t get bogged down in answering every single one!

Note that congregational leaders (your rector and/or shared leadership team) are encouraged to participate in Session 8. Consider talking to your group about inviting them, or perhaps consider having a more informal get-together with them once the small group is completed to discuss your findings. Work with leadership to determine what activities should become ongoing for the congregation and what activities may be more effective outside the church. Work on developing some structure for these activities.

Ideas may include:

- establishing a WOM leader to facilitate the WOM cycle (consider opportunities for re-evaluation)
- creating teams / groups based on passion
- selecting team / group leaders
- establishing meeting dates / times
- determining best modes of communication

KEY POINTS TO COVER

- Gifts are what we contribute, passions are where we serve, needs make us aware of opportunities.
- Keep in the mind that the “sweet spot” is not literal, but rather a bringing together of ideas.
- Review the discussion questions ahead of time and pick a few from the list that you feel are applicable for your group.
- Consider reviewing the ideas of a cycle and re-evaluation before you start the brainstorming, since it may be hard to stop the brainstorming activity once you start it.

MY THOUGHTS AND EXAMPLES

NOTES FROM THE SESSION

TO CLOSE THE SESSION AND SMALL GROUP SERIES

1. If your group has decided to meet cyclically to re-evaluate their Spiritual Gifts, determine when this will happen.
2. _____
