

# GIFTED CALLED SENT



The 145<sup>th</sup> Annual Convention  
*of the Episcopal Diocese of Newark*

*February 1-2, 2019*

# Gifted, Called and Sent

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# I. Overview and Introduction

Over the next two days we will be exploring what it means to be **Gifted**, to be **Called**, and to be **Sent**.

We will work together as a group using different exercises designed for application in a large group at Convention that are easily “translated” into congregation-based activities. Each of these tools is provided to you to support “Learning by Doing.” Each tool has been purposefully selected to be of use here in the context of Convention, as well as out in our congregations. Please keep this in mind as you participate in these exercises! You will first learn the techniques during Convention, and we will explore specific ways you can take the exercises out to your own congregation.

Jesus did not say “feed 20% of my sheep,” yet in many of our parishes only 20% (or even fewer) of our congregants are doing 80% of the volunteer work. Why is this? Is it possible that the 80% do not believe they have gifts for ministry too and therefore, do not respond to the call to volunteer?

We will first focus on a practice to help identify our own spiritual gifts - gifts we may have never realized we had. In the second module, together, we will explore our spiritual gifts in a deeper way to discern God’s call for each of us. Finally, in our third segment on Saturday afternoon, we’ll learn a practice that allows us to identify assets within our congregations, our communities, and ourselves to help initiate action plans for strengthening our ministries.

*Let’s get started!*



## A note about Dwelling in the Word at Convention

Each of our sessions will begin with a version of Dwelling in the Word. Dwelling in scripture is an ancient Christian practice, but we know that for many of us it is a new spiritual practice. Dwelling creates space for the Spirit to open up our imagination and helps us form a community that is based in scripture. All that is required for this practice is a passage of scripture, questions for reflection, and a willingness to share your experience with others.

During Convention, we will be making a few minor changes to our traditional Dwelling in the Word practice. Each of the passages from scripture may represent a different translation than you are used to. We will also be focusing more on “table sharing,” rather than sharing in pairs, as we have historically done during the reflection and report-out.



## Your Presenters

### Friday: Gifted

**Carol Harrison-Arnold** is a member of Church of the Incarnation in Jersey City, where she has served in many leadership capacities. Carol is an attorney with specific expertise in the insurance industry. She is also a Healthy Gourmet Coffee owner. Carol is a board member of the Garden State Episcopal Community Development Corporation and a member of the Episcopal Diocese of Newark's Board of Trustees. She served as co-chair of the Transition Committee during our recent Bishop search.

**Sue Morgan** is the Lay Associate for Pastoral Care at All Saints Church in Glen Rock, where she also teaches the 4<sup>th</sup> and 5<sup>th</sup> graders. In the past, she has been a warden at Christ Church, Ridgewood, and at All Saints Glen Rock, both during interim times. Sue is a member of the Healing Prayer Ministry team at All Saints, which offers healing prayers during the services and two healing workshops during the year. Sue has been a diocesan consultant to parishes in transition. She has been on the leadership team for Going Local and is the Chair of the Church Leader University, formerly known as Vestry University. She is on the Empowering Team of Diocesan Council, where she helps facilitate the Advent and Lenten meditations, as well the summer workshops

### Saturday 1: Called

**The Rev. Dr. Debra Brewin-Wilson** serves as the Rector of St. Mary's, Sparta. Her Doctor of Ministry thesis focused on helping people identify and claim their spiritual gifts through exploring the spiritual gifts of several Celtic saints. Debbie studies the work of Dr. Brené Brown on shame resilience and leadership and is a Certified Daring Way Facilitator™. Besides spending time with family and friends, Debbie loves to play the Celtic harp and sing. She believes she is called to be God's bard, using music and story to help people connect with God and with one another.



## Saturday 2: Sent

**Merica Gellerman** is a member of Church of the Messiah in Chester where she serves as warden, a member of the vocal and hand bell choirs, and, on occasion, a flautist for parish concerts/services. She and four of her fellow parishioners joined the Diocesan Going Local Journey in 2015 as a congregational team, she began serving as a Going Local diocesan companion to other congregations in 2017, and recently, she, and the Rev. Deacon Deborah Drake, stepped forward to serve as co-conveners of the Diocesan Journey. Merica works as a genetic counselor/clinical genomics specialist who does whole exome sequencing data analysis and reporting and in her free time, she enjoys going wine tasting/hosting wine tasting parties and doing boxing, running and other various fitness activities.

**Paul Shackford** is a member of St. Andrew's Church in Harrington Park where he serves on the Going Local Guiding Team, is a Eucharist Minister, is the presider at its All God's Children worship service, and is chair of the Stewardship Committee. A member since the early 1980s, Paul has served as warden, vestry member, treasurer, finance chair, and in other capacities. Paul recently retired as the diocesan Chief Financial Officer, and is currently a member of the Fund Development Council, presents stewardship workshops, and has been an active participant of Going Local/Joining God in Shaping Our Future diocesan committees. Paul has also served on the diocesan audit committee and was chair of the Commission on Ministry. Paul is President of Family Promise of Bergen County.



## II. Gifted

*Friday Afternoon*

*Presenters: Carol Harrison-Arnold and Sue Morgan*

### Dwelling in the Word

*1 Corinthians 12:4-11 (The Message)*

God's various gifts are handed out everywhere; but they all originate in God's Spirit. God's various ministries are carried out everywhere; but they all originate in God's Spirit. God's various expressions of power are in action everywhere; but [God] is behind it all. Each person is given something to do that shows who God is: Everyone gets in on it, everyone benefits. All kinds of things are handed out by the Spirit, and to all kinds of people! The variety is wonderful:

wise counsel  
clear understanding  
simple trust  
healing the sick  
miraculous acts  
proclamation  
distinguishing between spirits  
tongues  
interpretation of tongues

All these gifts have a common origin, but are handed out one by one by the one Spirit of God. God decides who gets what, and when.

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After listening to the reading a second time, and reflecting, please share your responses to these questions around your table:

- What captured your imagination?
- What does this passage say to you about spiritual gifts?
- How might the Spirit of God be nudging you?



## Gifted: Introduction

We are all the people of God, sent to minister within society. Some of us are lawyers and doctors and teachers and housewives and some of us are ordained. All of us are the people of God ministering within the structure of society. Sadly, the division between those ordained and those who are not have set apart the ordained to a ministry of seemingly greater importance. That is not the way it is supposed to be.

If we believe the catechism and the Baptismal Covenant, the ministry of the laity is of prime importance and all—*all*—are called to *seek and serve Christ in all persons, loving our neighbors as ourselves.*

As Verna Dozier writes in *The Dream of God* ‘*it is the task of the church, the people of God, to minister within the structures of society. It is the role of the church, the institution, to support that ministry.*’ Note that the ordained are included in the people of God who minister within society alongside those who are not ordained.

The question is, how do we do this?

First, what I think we need to do is to respect and value that what the non-ordained are doing Monday through Saturday is ministry -- and is as valid as what the priest does on Sunday. We are the people of God called to *strive for justice and peace among all people and to respect the dignity of every human being.* This means being serious about following Jesus and seeing a new possibility in the world other than what this culture tells us: It may mean feeding the hungry and it can also mean being kind to the annoying co-worker in the next cubicle.

Consider when Jesus returns to his hometown and reads from the scroll of the Prophet Isaiah; *The Spirit of the Lord is upon me, because he has anointed me to preach good news to the poor. He has sent me to proclaim release to the captives and recovery of sight to the blind, to let the oppressed go free, to proclaim the year of the Lord's favor.* What a mission statement that is! What a world it would be if we all took those words seriously.

Yet not all of us can do all of those things -- nor are we meant to, because we are part of the body of Christ meant to work together. Some of us can preach good news to those who need to hear it; some of us can help set free those in captivity; and some can help the blind to see.



But we all need to work together to get the body moving. And this is the other part of ministry—the part about discovering our gifts for ministry -- for we all have them.

Figuring out what our gifts are and where we need to use them is what we call discernment. Discernment is not just for those seeking ordination, it's really for all of us and is a lifelong process of listening, within community, for where God is calling us.

Finally, my own discernment took me to General Seminary to get a Master of Divinity degree -- but not to seek ordination. With further discernment, I realized that my gift was pastoral care and welcome. So I am now the Lay Associate for Pastoral Care at All Saints Church in Glen Rock—which my Rector and Wardens would like you to know is the coolest church in the world. I have been the Lay Associate for 5 years now. I am a presence on the altar at both services as chalice bearer and I preach once a month. Several times a year I lead Morning Prayer. I also make pastoral calls and keep track of who's in church on Sunday and who's not. I love it!

As Verna Dozier says at the end of her book, *“Ministry is serving the world that God loves. The people of God are sent to love the world - the people of the world, not the kingdoms of this world, not the way of life that exalts one person over another, greed over giving, or power over vulnerability...”*

So, in this module, we will explore “Giftedness,” encouraging participants to recognize that they have gifts that are not of their own making, but that are given by God. We will “learn by doing” using a Spiritual Gifts Assessment Tool which will provide each of us with a snapshot of our individual spiritual gifts, and we will explore what it means to be gifted in these ways.

—by Sue Morgan



## Spiritual Gifts Inventory

What are spiritual gifts? Here's one definition you may find helpful:

**“Spiritual gifts are God’s gracious enablement to help the people of God as individuals in various unique ways to do the work of God both in the world and in the church more effectively than they could on their own.”**

For this exercise, we have chosen a Spiritual Gifts Inventory Assessment produced by the Evangelical Lutheran Church in America (ELCA). We will be using a hard copy of this quiz today, but an online version is also available. Links to both the online and hard copy versions are included in the Resources section at the end of this workbook.

A Spiritual Gifts Inventory is, of course, only one step in the process of discernment of gifts. The first steps toward the discernment of spiritual gifts are a basic underlying faith, and understanding of one's membership in the Body of Christ.

Note: the Spiritual Gifts Inventory that we are using today was designed to be used by church members, and has a focus toward service in and through the church. The discernment of spiritual gifts is a helpful process for those who would like to be involved in the church but who may not know what they have to offer.



## Spiritual Gifts Inventory Instructions

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

- 4 - Consistently true**
- 3 - Frequently true**
- 2 - Occasionally true**
- 1 - Infrequently true**
- 0 - Rarely true**

**Do not ponder the questions!** Answer quickly without thinking too much about the question. Go with your first “instinctual” response, not a well-reasoned one.

Please go through all 60 questions, and when complete, take the scoring grid out of the caddy in the center of the table to analyze your results.

### How to score

For each set of three questions:

1. Fill in the number in the lines below, either 1, 2, 3, 4 or 0 that you answered for each.
2. 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.
3. Your strongest Gift(s) will generally have a score of “7” or more.

Once you have completed your Scoring Grid, feel free to turn to the following pages for brief descriptions of the various Spiritual Gifts, along with possible ministries associated with them.

This inventory is designed to begin your journey toward Spiritual Gifts discovery. It is not a scientific instrument! Your perceptions will be validated by others and confirmed through prayer and by their use over time.

*Note: Please remain quiet if you finish your assessment before others.*

Time - 15 minutes for test -- 5 minutes for scoring.



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

**4 3 2 1 0**

**1** When presented a goal, I immediately think of steps that need to be taken in order to achieve the desired results.

---

**2** I express myself through artistic means.

---

**3** My faith requires me to seek out God's will and purpose in all circumstances that arise in my life.

---

**4** I am able to convey the gospel message to non-believers in ways that they are able to easily understand.

---

**5** I am moved by those who, through conflict or sorrow, are wavering in faith.

---

**6** I am certain of the Spirit's presence in my life and in the lives of others.

---

**7** I am blessed by God each day and gladly respond to these blessings by giving liberally of my time and money.

---

**8** I enjoy meeting new people and becoming acquainted with them.

---

**9** I know that God hears and responds to my daily prayers.

---

**10** I feel compelled to learn as much as I can about the Bible and faith.

---

**11** I am a take-charge person. When others follow my direction, the goal or task will be completed.

---

**12** When I see a person in need, I am moved to assist him or her.

---

**13** I love to sing and enjoy inspiring others through song.

---

**14** I find joy in and express myself by playing a musical instrument.

---

**15** I am motivated to provide spiritual leadership to those who are on a faith journey.

---

**16** I like working behind the scenes to ensure that projects are successful.

---

**17** I enjoy working with my hands in a trade or skill that requires considerable experience to perfect

---

**18** My great joy is to communicate biblical truth in such a way that it becomes real and understood by others

---

**19** When a challenge is presented, I am usually able to identify an appropriate solution.

---

**20** I am able to take a thought or idea and put it into a clear and inspiring written form.

---

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

**4 3 2 1 0**

**21** I enjoy organizing thoughts, ideas, hopes and dreams into a specific plan of action.

---

**22** I can translate into artistic form what I first see in my imagination.

---

**23** I have assisted others as they sought to discern whether or not their personal decisions were helpful and in accordance with God's will for their lives.

---

**24** I enjoy being with non-believers and like having the opportunity to encourage them to faith and commitment

---

**25** When I know someone is facing a crisis, I feel compelled to provide support and care.

---

**26** My trust in the Spirit's presence, when I encounter times of personal crisis, is a source of strength for others.

---

**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.

---

**28** I am often asked to open my home for small-group gatherings or social occasions.

---

**29** I often become so absorbed in my prayer life that the doorbell or phone can ring and I will not hear it.

---

**30** Not one day would be complete without biblical study and thought.

---

**31** When I am in a group, others will often look to me for direction.

---

**32** I feel an urgency to provide housing for the homeless, food for the starving, comfort for those in distress.

---

**33** I have sung before groups and felt a real sense of God's presence

---

**34** By my playing a musical instrument, inspiration has been provided for both myself and others.

---

**35** I have responsibility for providing spiritual guidance to an individual believer or group of believers.

---

**36** People tell me that without my willingness to do the unnoticed jobs, their work would be more difficult

---

**37** I am good at building, repairing or restoring things, and I find satisfaction in doing so

---

**38** I want to express my faith by assisting others to discover the truths contained in the Bible.

---

**39** People come to me for help in applying Christian faith and values to personal situations.

---

**40** I often feel moved to write about my thoughts and feelings so others may benefit from them

---

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

**4 3 2 1 0**

**41** I have been successful in organizing, directing and motivating people to achieve a goal.

---

**42** My artistic work has given spiritual strength to both believers and non-believers.

---

**43** In the congregation, I am often asked if a direction being discussed is in accordance with God's will and purpose.

---

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

---

**45** Those who are struggling with life questions have come to me for guidance and help.

---

**46** I can see great things happening in my congregation and am not derailed by the pessimism of others.

---

**47** When I receive money unexpectedly, one of my first thoughts is to share this gift through the church

---

**48** I enjoy welcoming guests and helping them to feel at ease.

---

**49** Believers have asked me to pray for healing in their lives and have evidenced God's healing power.

---

**50** My study of the Bible has proven helpful to others in their faith journey

---

**51** People have said they like to work with me because the task will be successfully completed

---

**52** People have been surprised by how at ease I am while working with those who are suffering in mind, body or spirit

---

**53** I am grateful and humbled that my singing has provided inspiration and hope for others on their faith journey.

---

**54** Others have told me they were moved by my playing a musical instrument.

---

**55** People have come to me for spiritual help, and it has developed into a long-term relationship.

---

**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

---

**57** My knowledge of building, maintenance or repair has been a special value to the church and others.

---

**58** Students have told me that I can take the most difficult idea or concept and make it understandable.

---

**59** When direction is needed at work or in the congregation, I am generally asked for my opinion.

---

**60** My written work has been helpful to others in understanding life's truths.

---

Your notes:



## Descriptions of Spiritual Gifts

The work of the Holy Spirit is an awesome mystery for us. Because of the way these spiritual gifts are given to us and manifested in individuals, it is better to provide a description, rather than a narrow, one-size-fits-all definition. A brief list of ministry examples follows. These are provided as thought-starters, and are not an exhaustive list. Use them as a starting point in exploring the possibilities for putting your Gifts to use within your life, your parish, and your community.

**You'll notice each ministry's list ends with a comma.  
This is to encourage you to continue adding to the list.**

**ADMINISTRATION:** The spiritual gift that enables the receiver to formulate, direct, and carry out plans necessary to fulfill a purpose.

*Biblical references:* 1 Corinthians 12:28, Acts 14:23

*Ministries using this gift:* Committee chairperson, Sunday School Superintendent, Vestry member, Senior/Junior Warden, Building Committee member or chairperson, Treasurer, Sunday money counter, head up the stewardship campaign, Youth Leader, organizing parish outreach efforts, attend meetings & conferences, Convention delegate or alternate, Diocesan involvement (committee/task force work), Organize receptions,

**ARTISTRY:** The spiritual gift that gives the receiver the skill to create artistic expressions which produce a spiritual response of strength and inspiration.

*Biblical references:* Exodus 31:1-11, Psalm 149:3a

*Ministries using this gift:* Arts Committee, Buildings and Grounds, Banner making, Flower ministry, Worship Committee, Crafts and handicrafts, Christmas pageant, Christian Education team,



**DISCERNMENT:** The spiritual gift that enables the receiver to seek God's will and purpose and to apply that understanding to individual and collective situations affecting the faith community.

*Biblical references:* Proverbs 17:24, Hosea 14:8-9, Acts 5:3-6

*Ministries using this gift:* Counselor, Pastoral Caregiver, Hospice volunteer, Contact volunteer, Spiritual Director, Vestry member, participation on aspirant's discernment committee, serving on a committee to employ and deal with church workers, Diocesan involvement (committee/task force work),

**EVANGELISM:** The spiritual gift that moves the receiver to reach non-believers in such a way that they are baptized and become active disciples in the Christian community.

*Biblical references:* Matthew 28:16-20, Ephesians 4:11-16, 2 Timothy 4:1-5.

*Ministries using this gift:* Evangelism Committee, Membership/ Newcomers committee, Inquirers' Class teacher, greeter, usher, communications, prison ministry, campus ministry, participation in renewal events,

**EXHORTATION:** The spiritual gift that enables the receiver to encourage others so as to strengthen, comfort or urge to action those who are discouraged or wavering in their faith.

*Biblical references:* 2 Timothy 1:16-18, John 14:1, 3 John 1:5-8

*Ministries using this gift:* Committee chairperson, Pastoral Caregiver, Justice projects, EFM Mentor, working with young people, ministering to clergy, preaching, lay reading, work with older people or the differently-abled, writing letters to those who need encouragement, prison ministry,

**FAITH:** The spiritual gift that enables the receiver to see the Spirit at work and to trust the Spirit's leading without indication of where it might lead.

*Biblical references:* Mark 5:25-34, Genesis 12:1-4a, 1 Thessalonians 1:8-10

*Ministries using this gift:* Tithing, Stewardship Committee, Project supporter, Vestry member, Senior/Junior Warden, Social Ministries committee, Prayer



chain, Bible Study participant, Building Committee member, Worship Committee,

**GIVING:** The spiritual gift that enables the receiver to recognize God's blessings and to respond to those blessings by generously and sacrificially giving of his or her resources (time, talent, and treasure).

*Biblical references:* Luke 21:1-4, 2 Corinthians 9:6-15

*Ministries using this gift:* Tithing, Stewardship Committee, project supporter, flowers for services, Alleluia Fund liaison with the Diocese, participating in parish programs and projects, Planned Giving Coordinator,

**HOSPITALITY:** The spiritual gift that causes the receiver to joyfully welcome and receive guests and those in need of fellowship, food, lodging, or care.

*Biblical references:* Romans 12:13, Romans 16:23a, Luke 10:38

*Ministries using this gift:* Welcome ministry, Hospitality Committee, Small group host, Casserole Brigade, Help with Pancake Supper and other special events, Sunday Coffee host, Breadmaker, Greeter, Usher, Membership/Newcomers Committee, entertaining guests of the parish,

**INTERCESSION:** The spiritual gift that enables the receiver to pray consistently on behalf of others with the certainty that prayer is heard, and that, when requests are made, answers will come.

*Biblical references:* 1 Thessalonians 3:10-13, 1 Timothy 2:1-2

*Ministries using this gift:* Prayer Chain member, private prayer, prayer groups, prayer vigils, praying with others, healing ministry, adult spiritual formation groups,

**KNOWLEDGE:** The spiritual gift that drives the receiver to learn, analyze and uncover new insights with regard to the Bible and faith.

*Biblical references:* 1 Corinthians 12:8, 1 Corinthians 14:6, Romans 12:2



*Ministries using this gift:* Vestry member, Committee chaplain, Preacher, Sunday School teacher, Bible Study leader, EFM mentor or member, Marriage Encounter, Cursillo, attend studies and conferences, book group leader, adult spiritual formation groups,

**LEADERSHIP:** The spiritual gift that gives the receiver the confidence to step forward, give direction and provide motivation to fulfill a vision or complete a task in advancing ministry.

*Biblical references:* Romans 12:4-8, John 13:12-17, Luke 22:24-26

*Ministries using this gift:* Vestry member, Senior/Junior Warden, Building Committee member or chairperson, head up the stewardship campaign, Youth Leader, organizing parish outreach efforts, attend meetings & conferences, Convention delegate or alternate, Diocesan involvement (committee/task force work), Organize receptions,

**MERCY:** The spiritual gift that moves the receiver to feel deeply for those in physical, spiritual, or emotional need and then to act to meet that need.

*Biblical references:* Luke 10:30-37, Micah 6:8

*Ministries using this gift:* Pastoral Caregiver, Hospice volunteer, Prison ministry, AIDS ministry, Deaf ministry, Poverty ministry, Nursery care, visit the sick or shut-ins, calling on lapsed members, participating in programs concentrating on social needs, caring for the disadvantage, comforting the bereaved,

**MUSIC (VOCAL):** The spiritual gift that gives the receiver the capability and opportunity to present personal witness and inspiration through singing, and to enhance the worship experience of the local congregation or the church at large.

*Biblical references:* Psalm 96:1-9, Psalm 100:1-2, Psalm 149:1-2

*Ministries using this gift:* Choir member, Vocal ensemble, Special events committee member, Arts Committee, Worship Committee, Christian Education leader, Vacation Bible School Leader,



**MUSIC (INSTRUMENTAL):** The spiritual gift that enables the receiver to express personal faith and to provide inspiration and comfort through the playing of a musical instrument.

*Biblical references:* Psalm 33:1-5, Psalm 150, 1 Samuel 16:14-23

*Ministries using this gift:* Choir pianist, Music ensemble, Special events committee member, Arts committee, Worship committee, Christian Education leader, Vacation Bible School Leader,

**PASTORING (SHEPHERDING):** The spiritual gift giving the receiver the confidence, capability & compassion to provide spiritual leadership and direction for individuals or groups of believers.

*Biblical references:* 1 Timothy 3:1-13, 2 Timothy 4:1-2, 1 Timothy 4:12-16

*Ministries using this gift:* Adult Bible Study Leader, New Parishioner Sponsor, Young Adult Volunteer, Small group leader, Spiritual formation program,

**SERVICE (HELPS):** The spiritual gift that enables the receiver 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

*Ministries using this gift:* Committee member, outreach volunteer, Acolyte/Server, Altar Guild member, Office volunteer, Landscape volunteer, Repairs around the church, Flower Guild,

**SKILLED CRAFT:** The spiritual gift that enables the receiver 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

*Ministries using this gift:* Buildings and Grounds committee, Craft workshop leader or participant, Care for or make altar linens, Repairs around the church, Worship leader, technology coordinator, audio-visual task force,



**TEACHING:** The spiritual gift that enables the receiver to communicate a personal understanding of the Bible and faith in a way that it becomes clear and understood by others.

*Biblical references:* 1 Corinthians 12:28, Matthew 5:1-12, ACTS 18-24-28

*Ministries using this gift:* Sunday School teacher, EFM Mentor, Youth leader, tutor within the Diocese, Train acolytes/lay readers, work with young people, social ministries involving teaching or training others, attend meetings & conferences, Convention delegate or alternate, Diocesan involvement (committee/task force work),

**WISDOM:** The spiritual gift that allows the receiver to sort through opinions, facts, and thoughts in order to determine what solutions would be best for the individual believer or the community of believers.

*Biblical references:* 1 Corinthians 2:6-13, James 3:13-18, 2 Chronicles 1:7-11

*Ministries using this gift:* Counselor, Spiritual Director, Convention delegate or alternate, EFM Mentor, Youth leader, Hospice volunteer, Contact volunteer, Vestry member,

**WRITING:** The spiritual gift that enables the receiver to express truth in a written form, a form that can edify, instruct and strengthen the community of believers.

*Biblical references:* 1 John 2:1-6, 12-14, 1 Timothy 3:14-15, Jude 3

*Ministries using this gift:* Stewardship committee, Communications committee, Newsletter or Bulletin, providing content for parish website or social media, Diocesan involvement (committee/task force work),





## III. Called

*Saturday morning*

*Presenter: The Rev. Dr. Debra Brewin-Wilson*

### Dwelling in the Word

*Ephesians 4:4-7, 11-13 (NRSV)*

There is one body and one Spirit, just as you were called to the one hope of your calling, one Lord, one faith, one baptism, one God and [Creator] of all, who is above all and through all and in all. But each of us was given grace according to the measure of Christ's gift.

The gifts [God] gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ.

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After listening to the reading a second time, and reflecting, please share your responses to these questions around your table:

- What captured your imagination?
- What does this passage say to you about spiritual gifts?
- How might the Spirit of God be nudging you?





3. What first step could you take in order to share that gift of what you love to do with God and your neighbor?

4. How could your Church community and our Diocese support you in that effort?



## Identifying Common Themes

*As you have shared your thoughts about your spiritual gifts with your discussion partners, several common themes may have arisen. Please take a few minutes to jot down these themes on the cards provided at each table—and here, for you to take back to your parish to discuss with others:*

1.

2.

3.

When you leave Convention and return home to “ordinary time,” please continue to ponder your spiritual gifts and how they support or enhance what you love to do. Consider how the Holy Spirit may be calling you to share your gifts with the world.

Please share the information about spiritual gifts and how to take the spiritual gifts inventory with others in your parish to help continue the conversation. Church Leader University on March 9<sup>th</sup> is the next Diocesan-wide opportunity to explore this important work!

You are a beloved and gifted child of God. May you go forth with the courage, compassion, and connection you need in order to explore how God is inviting you to share your spiritual gifts for the reconciliation of the world!



## IV. Sent

*Saturday afternoon*

*Presenters: Merica Gellerman and Paul Shackford*

### Dwelling in the Word

*Romans 12: 1-3 (The Message)*

So here's what I want you to do, God helping you: Take your everyday, ordinary life—your sleeping, eating, going-to-work, and walking-around life—and place it before God as an offering. Embracing what God does for you is the best thing you can do for [God]. Don't become so well-adjusted to your culture that you fit into it without even thinking. Instead, fix your attention on God. You'll be changed from the inside out. Readily recognize what [God] wants from you, and quickly respond to it. Unlike the culture around you, always dragging you down to its level of immaturity, God brings the best out of you, develops well-formed maturity in you.

I'm speaking to you out of deep gratitude for all that God has given me, and especially as I have responsibilities in relation to you. Living then, as every one of you does, in pure grace, it's important that you not misinterpret yourselves as people who are bringing this goodness to God. No, God brings it all to you. The only accurate way to understand ourselves is by what God is and by what [God] does for us, not by what we are and what we do for [God].

---

After listening to the reading a second time and reflecting, please share your responses to these questions around your table:

- What captured your imagination?
- What does this passage say to you about being sent out into the world to join into God's work?
- How might the Spirit be nudging you?



## Overview of Asset Mapping

In this module, we will explore what it means to be “Sent” through a very specific practice called Asset Mapping. Some of you will be familiar with this activity, which is examined by Luther K. Snow in the book *The Power of Asset Mapping*, and some of you may have even facilitated this practice before.

We present it today because we find ourselves living in a time where there are shrinking budgets, fewer volunteers and increased cultural distractions and stress. The power of Asset Mapping is that it can move our perspective from scarcity to abundance. Quite literally, Asset Mapping can transform the way we look at the world.

Today we will be conducting a version of Asset Mapping here in Convention using the poster board and post it notes at your tables. In your congregation you may wish to use the process described in the next section with index cards and open wall space. Ultimately, the objective is the same: to move from a (false) perspective of scarcity to one of abundance.

### **How Long Will This Take?**

As little as an hour. However, if you have more time, you can extend the amount time you spend doing the exercise.

### **Who Can Do This?**

Any group in your congregation (and in your community) with 4 or more people. It can even be done with groups as large as 400 or more!

### **What Groups Can You Try Asset Mapping With?**

- The whole congregation
- Vestry
- Planning committee
- Bible study group
- Stewardship team
- Youth group
- Women’s group
- Men’s group
- Vocal choir
- Building and Grounds committee



## What Exactly Will We Be Doing?

Basically, you'll do four things:

1. *Recognize Your Assets.* Look at your “half-full cup” to identify many of your congregation’s and your individual assets and strengths.
2. *Connect the Dots.* Connect some of those assets together to brainstorm actions that you can take to get things done.
3. *Vote with Your Feet.* Generate an instant work plan through allowing participants to choose the action they would most like to take part in.
4. *Reflect on What Happened.* Consider what actions arose as a result of this exercise.

## Not Just an Exercise. It’s More Like “Learning by Doing.”

You’ll learn Asset Mapping by doing it. It’s NOT just a learning exercise. It’s real and productive work for you and your congregation.

You’ll end up with specific, tangible actions that you can take to get things done and will have identified people with the energy and desire to act on those ideas!

Source: Adapted from *The Power of Asset Mapping: How Your Congregation Can Act on Its Gifts*, by Luther K. Snow, An Alban Institute Book, Rowman & Littlefield, 2004



# 1. Recognize your assets

*Spend up to 20 minutes on this.*

God has blessed all of us with gifts, which we can consider our strengths or assets. We start by recognizing and listing these assets. Consider your assets in terms of these categories:

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## List of Basic Assets

- Physical assets
  - Individual assets
  - Associations
  - Institutions
  - Economic assets
  - Spiritual assets
- 

Remember that the church is the people, and the people are the church. Your congregation has assets, and as an individual, you have assets. Your individual assets are part of the mix. In Asset Mapping, we talk about both congregational and individual assets, equally and together.

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## Each person writes down the assets they think of:

- Sit in small groups of four to eight people.
  - At your table, hand out index cards and markers.
  - Each person will generate a stack of assets by writing on index cards. Each asset goes on a new card. Write in large letters so everyone can read. *Note: in Convention we are using post-it notes and posterboard.*
  - Write down specific assets in three to four of the top four categories list of List of Basic Assets
  - Read your assets out loud to everyone in your group.
  - Tape the cards to the wall in any order.
- 

*Note: You are not trying to summarize all assets of your congregation. Nor can you expect to catalog all of your individual assets. The idea is to identify and list assets that might be useful. Dig deeper to remind yourself of assets that may have been overlooked. Go back to each category two or three times and list assets in each category. (See the Appendix for a partial list of assets.)*



**Thought-Provokers:** Use thought-provoking questions, like the ones listed below, to stimulate your thoughts regarding your assets. If time is limited, you do not need to cover all of the Basic Asset categories, but try to identify specific assets within a couple different categories. Select three or more types of assets to work on.

---

**Choose three or more types of assets to work on:**

***Physical assets***

- What are two or three physical assets of your congregation?
- What are other physical assets of your congregation you would not have thought of at first? Think creatively. Be specific.

***Individual assets***

- What are one or two things you can do with your hands?
- What is something no one in church knows you care about?
- Name a few talents and skills of other people at your table.

***Association***

- What groups of people do you connect with in your community? They can be inside or outside your congregation.

***Institutions***

- What institutions have something in common with your congregation?

***Economic assets***

- What does your congregation spend money on?

***Spiritual assets***

- How does your congregation address the spiritual needs of its members?

***Dig Deeper***

- What signs have you seen lately of God's grace in the world?
- 

**BE SPECIFIC and CREATIVE:** Don't just list "the building," list "100 seats in the sanctuary." The most useful assets are often the weirdest, most unique, or the funniest ones.



## 2. Connecting the dots

*Spend up to 20 minutes on this.*

The goal is to create a new link between two or more existing assets.

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### Forming Action Ideas from Assets

- Gather with your group and look over your assets.
- Think about God's will for your congregation(s), the gifts God has given you, and the actions you can take by using these gifts.
- As a group, brainstorm actions that connect two or more assets to accomplish God's will.

### Contributing to Your Team

- Cluster the cards with the assets you have connected.
- Tell the others in your group what action you are thinking of.
- Other people can add assets to your cluster or start a new cluster. As you're clustering assets, talk to each other about actions that might develop.

### Naming Actions

- You want to end up with a few (two to six) clusters of assets representing particular actions you've discovered through brainstorming. Give each action a short name. Write that name down on another sheet and post it with the asset cluster.
- 

#### Think about actions like:

- Project
- Event
- Performance
- Campaign
- Protest
- Celebration
- Demonstration
- Making, growing, fixing things



## 3. Voting with your feet

*Should take less than 10 minutes*

The goal is to learn how to utilize the Asset Mapping practice within a congregation where more than one group is identifying assets and connecting the dots.

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### Follow Your Heart

- Listen to each group report on the actions they have discovered through brainstorming.
- Decide which of these actions you would most want to take part in yourself.
- Go stand next to that action. (In our Convention exercise, move to your section of table/poster board).

### You get an instant work plan

- The job before you
- The people with you, who have an interest in the same idea
- The assets you can connect to get things done

***Now look around. What do you notice?***

---



## 4. Reflecting on what happened

*Should take about 10 minutes*

Questions to consider and discuss.

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### **Impressions**

- Looking around the room at people standing by assets clustered into actions on the wall, what do you observe?
- Did anything surprise you in the experience?

### **Sensing the power of faith in community**

- How did it feel to write down your assets?
- How did it feel to connect the dots?
- How did it feel when you voted with your feet?

### **Recognizing results**

- When you connected the dots, what kinds of actions emerged? Taken together, what would these actions accomplish?
- What have you accomplished already?

### **Thinking about open-sum dynamics**

- How much faith is there in the world? If I get more faith, does it come out of your supply? Or does your faith strengthen mine and my faith increase yours, and our faith grows on others?
- How many assets are there in our community? If we connect the dots, do we use up our assets? Do we create new assets to use more and more?

### **Using and sharing asset mapping**

- Can you apply what you did to your daily life or to congregational life?
  - Could you facilitate the this Asset Mapping experience with others?
- 



## Appendix for Asset Mapping

*Your congregation's and your assets*

### Physical Assets

*(Things you can touch, see or feel)*

Includes:

- Land and natural resources
- Buildings
- Space
- Equipment
- Location
- Visibility

*Examples: Parish hall, rectory, institutional-size kitchen, grounds*

### Individual Assets

*(Talents, experiences, perspectives and skills of individuals)*

Includes:

- Gifts of the head and heart (knowledge and passion)
- Gifts of the hands (skills and abilities)
- Your talents, gifts and skills and those of others you know
- Past and present activities

*Examples: Grant writing, sailing, quilting, children's advocacy, musical aptitude, project management*

### Associational Assets

*(Voluntary groups, networks of people—formal or informal)*

Includes:

- Groups within and outside the congregation
- Church and church-related groups
- Groups you belong to and ones you are connected with but are not formally a part of

*Examples: Choir, young adult group, Block Watch, bird watchers, cinema society, scouts*



## Institutional Assets

*(Public agencies, corporations, businesses, non-profit organizations)*

Includes:

- Diocesan and national church resources
- Institutions that impact your church or community
- Boards on which you or people you know serve
- Community or church partnerships
- Institutions to which you are connected through past/present vocation

*Examples: Schools, hospitals, senior citizen facility, museum, banks, small businesses*

## Economic Assets

*(Assets that involve money, spending power, investing power, capacity to produce goods and services for money)*

Includes:

- Economic assets of the congregation and individuals
- Business ownership
- Congregational space that is or could be rented
- Property (including rental)
- Congregational operations that make money
- Private or charitable foundations

*Examples: Thrift store, rental income, endowments, community development organizations,*

## Spiritual Assets

*(Gifts of the Spirit found in individuals or groups)*

Includes:

- Pastoral care and prayer groups
- Spiritual direction and counseling
- Gifts discernment
- Christian formation
- Church-related workshop facilitation
- Outreach ministry

*Examples: Lay Eucharistic Ministers, social workers, EfM mentors, facilitators, Inreach ministry, Living Local: Joining God*

Adapted from *The Power of Asset Mapping: How Your Congregation Can Act on Its Gifts*, by Luther K. Snow, An Alban Institute Book, Rowman & Littlefield, 2004.



## V. Resources

### Spiritual Gifts Assessment

#### *Assessment Tools*

Online version of the spiritual gifts assessment we completed in Module 1:

<https://www.elca.org/Our-Work/Congregations-and-Synods/Faith-Practices/Spiritual-Renewal/Assessment-Tools> (Evangelical Lutheran Church in America).

PDF of larger workbook with bible study provided by Women of the ELCA, that includes a hard copy version of the Assessment

<https://www.womenoftheelca.org/filebin/pdf/resources/SpiritualGifts.pdf>

Another Gifts Assessment, which is a little longer.

<https://stjohnscathedral.ca/support-us/spiritual-gifts-inventory-test/> (Episcopal)

#### Spiritual Gifts Test

<http://www.umc.org/what-we-believe/spiritual-gifts-online-assessment>  
(United Methodist Church)

#### *Organizational resource*

<https://edgewalkers.org/edgewalkers/are-you-an-edgewalkers/>

#### *Books*

Nash, Laura, and Ken Blanchard, *Church on Sunday, Work on Monday: The Challenge of Fusing Christian Values with Business Life*, Jossey-Bass, 2001

Rowthorn, Anne, *Your Daily Life is Your Temple*, Seabury Books, 2006

### Spiritual Gifts and Discernment

Bieber, Nancy L. *Decision Making & Spiritual Discernment*. Woodstock, VT: Skylight Paths Publishing, 2010.

Grenz, Linda L and J Fletcher Lowe, *Ministry in Daily Life / a Guide to Living the Baptismal Covenant*, Episcopal Church Center, 1996



Minus, Paul M., *Taking Faith to Work: Next Steps for Christian Discipleship*, Centered Life, 2004

Wagner, C. Peter *Your Spiritual Gifts Can Help your Church Grow*, Regal Gifts, Ventura California, 1994

Williams, Rowan, *Being Christian: Baptism, Bible, Eucharist, Prayer*. Wm. B. Eerdmans, Grand Rapids, MI, 2014.

## Asset Mapping

Snow, Luther K., *The Power of Asset Mapping: How Your Congregation Can Act on its Gifts*, Alban Institute, 2004

## Life's Work - Personal Mission

Dwight, Judy, *Discerning Life Transitions: Listening Together in Spiritual Direction*, Church Publishing, 2010

Bolles, Richard Nelson, *How to Find Your Mission in Life*, Random House Books, 2001

Palmer, Parker J. *Let Your Life Speak: Listening for the Voices of Vocation* Jossey-Bass, 2009

Farnham, Suzanne, *Listening Hearts: Discerning Call in Community*, Morehouse, 2011

Portato, Sam, *Transforming Vocation*, Church Publishing, 2008

## Church Growth

Thuma, Scott and Warren Bird, *The Other Eighty Percent: Turning Your Church's Spectators into Active Participants*, Jossey-Bass, San Francisco, 2011

Lewis, Robert and Wayn Cordero, *Culture Shift: Transforming Your Church from the Inside Out*, Jossey-Bass, San Francisco, 2011



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