

LEADING

for

LIFE

Principles for Personal & Ministry Growth



Pre-Assignment



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Welcome

Welcome to Leading for Life, a unique learning experience designed specifically for urban ministry workers. Whether paid or volunteer, this training is for you if you are someone who understands that personal growth is an essential requirement for ministry effectiveness and longevity. The primary aims of the training are:

- To increase your awareness of your unique capabilities and challenges, both personal and ministry-related,
- To expand your capacity for effective, sustained ministry,
- To provide you with new tools in areas such as self-assessment, priority-setting, and serving in community, and
- To deepen your confidence and fulfillment in ministry and life.

Leading for Life is designed according to the following principles:

- An authentic, knowledgeable facilitator – your instructor will be someone familiar with the challenges of urban ministry, and who is "walking the talk" as an authentic, effective ministry leader.
- Relevant, practical "life application-based" content – this training will challenge you to apply specific insights and lessons to your own life and ministry situations.
- A learner-centered approach – the training includes an engaging mix of brief presentations and experiential learning activities, and time for individual reflection and application.

You will read more about what to expect from the training a bit later, but there is some important work you need to do to prepare yourself for the experience, beginning on the next page.

Preparing for the Training

Discovering your divine design is a lifelong process. God is continually presenting you with new opportunities to discover the person He has created you to be.

This discovery process starts with self-knowledge of your strengths, weaknesses, skills, and approaches. There are several methods to gain that self-knowledge:

- Reflecting on personal experience,
- Feedback from others, and
- Formal evaluations.

While it is important to gain insights from each of these methods, this Pre-Assignment will focus on a formal evaluation, namely a spiritual gifts assessment.

Identifying Your Spiritual Gifts

For many of you, this may be your first chance to identify your unique pattern of spiritual gifts. These are the special God-given abilities that are a key component of your divine design. Your awareness of your gifts will grow over time as you mature spiritually and as you receive affirmation from others. Your level of assurance will grow through your experience of using your gifts effectively and becoming comfortable with "who you are at your best."

The assessment you will take is designed to help you identify your spiritual gifts. It's developed by ChurchGrowth.org, a Christian organization, whose "mission is to provide practical Christian growth resources to help pastors, churches, and individuals reach their potential for Christ; to promote spiritual growth in individuals and churches, thereby leading Christians to maturity and leading all people to Christ; and to equip pastors and Christian leaders so they can equip others to do the work of the ministry." As with any such assessment, your results will only be as accurate as the answers you give. Be sure to answer based on who you really are, not who you would like to be or who others think you ought to be.

Go to <https://gifts.churchgrowth.org> to complete the assessment:

- Click on the blue "GET STARTED" button under "Individual Edition" to begin. Next, read through the brief instruction text and click on the green "BEGIN SURVEY" button to continue. (You will need around 20-30 minutes to complete the 108-question assessment. It is recommended that you complete the assessment in one sitting.)
- Once you complete all of the questions, you will be prompted to create a free account on the website. Click on the green "NEXT" button to proceed entering your information on the next screen to create your free account (unless you already have an account on this website). Click on the green "ALMOST DONE" button when finished.
- After your account is created, you should receive a message that your survey was completed. From here, click on the green "VIEW RESULTS" button to proceed.
- Your assessment results should now be displayed on the web page. On the right, click on the orange "SEND RESULTS" button to email your results to yourself. You may also click on the "PRINT RESULTS" button and then choose the "Save as PDF" option to download a PDF file of your results. With however you choose to save your results, please be sure to print a copy of them and bring it with you to the training.

Analyzing Your Results

Review your assessment results. List your top three dominant gifts below.

My dominant spiritual gifts:

Do you agree with your dominant gifts? Why or why not?

What insights do you have after reading the descriptions of your dominant gifts?

List two or three ministry situations where you most effectively utilize your dominant spiritual gifts.

What to Expect from the Training

Leading for Life is all about stewardship, which we define as "managing well that which has been entrusted to us." In particular, this training is built on three key principles that are fundamental to good stewardship on an individual and collective level:

- Awareness – believers need to know what they have been given to do, in terms of personal and ministry opportunities and challenges, and also what resources they have been given to work with, in terms of their unique spiritual gifts. When all members of a ministry team – or, for that matter, a family or neighborhood – are aware of "who they are at their best", then that team, family, or community group will be able to produce results that are far more than just the sum of their individual contributions. You will gain deep and practical insights into what this means for you.
- Attitude – believers need to accept their responsibility to manage all of the above in a way that is glorifying to God and makes a difference for Christ in their work. Moving beyond awareness, a successful team, family or community needs a commitment from each of its members to place the needs of the whole above the wants of each individual member. You will learn what it takes to serve with a "servant's heart" and how to encourage others to do so as well.
- Accountability – believers need to learn how to be a resource to one another, and to invite others to provide them with the caring support and honest feedback they need in order to exercise this kind of stewardship. You will learn how to establish authentic accountability relationships with others who will challenge and encourage you along the way.

We hope that the end result of your learning experience will be a commitment to the life-long journey of growing in favor with the Lord, and with those among whom you serve, as you seek to become all that God created you to be.

