

GATEWAY CHURCH MONROE

WHERE DO I FIT?

A Ministry Discovery Workbook

Passion | Spiritual Gifts | Talents | Personal Style | Spiritual Maturity

God did not save you and then leave you with nothing to do. He built you on purpose, with a specific mix of desire, gifting, skill, wiring, and history. This workbook helps you name that mix and find the place where it does the most good.

ESSENTIAL QUALITY No. 5

SERVING

Using the gifts, talents, and time God has entrusted to us to build up the church and advance His Kingdom, recognizing that every member is called to minister, not just be ministered to.

"Whoever wants to be great among you must be your servant."

Mark 10:43

This workbook exists to help you live out that quality. One of the Seven Essential Qualities of Gateway Church Monroe.

Name _____

Date _____

Return this to a pastor or ministry leader at Gateway Church Monroe

Start Here

"Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms." 1 Peter 4:10

Most people never find their place in ministry for one of two reasons. Either nobody ever asked them, or they got dropped into a hole that needed filling and it wore them out. Both are fixable.

This workbook works on a simple idea. The need is not the call. A job opening at church is not proof that God built you for it. The right fit sits at the intersection of five things:

The five questions

WHERE	Passion	Where am I motivated to serve? Who or what keeps pulling at me?
WHAT	Spiritual Gifts	What has the Spirit equipped me to do for the good of the body?
WITH WHAT	Talents	What natural ability, learned skill, and life experience do I bring?
HOW	Personal Style	What kind of environment lets me serve with energy instead of drain?
HOW FAR	Spiritual Maturity	How much weight am I ready to carry right now?

Four rules before you start

- Be honest, not aspirational. Answer for who you are today, not who you hope to be by Christmas.
- Do it in one or two sittings. Give it about an hour. Do not overthink individual questions.
- Get a second opinion. The What Others See page asks two people who know you well to weigh in. Your blind spots are real.
- Nobody is disqualified. Every believer has a gift and a place. This tool is about direction, not worthiness.

A word about the results

This is a mirror, not a verdict. An assessment can point you at three or four good options. Only serving actually confirms the fit. Plan to try something, get feedback, and adjust.

Part 1. Passion

Passion answers *WHERE*. It is not the same as gifting. You can be gifted to teach and have no pull toward teenagers at all. Passion is the pull. It is usually visible in what you already think about when nobody is assigning you anything.

A. Who pulls at you?

Check every group you feel drawn toward. Then circle your top three.

☐ Infants and toddlers	☐ Elementary kids	☐ Middle schoolers
☐ High schoolers	☐ College and young adults	☐ Single adults
☐ Young marrieds	☐ Parents	☐ Men
☐ Women	☐ Empty nesters	☐ Senior adults
☐ Widows and widowers	☐ The grieving	☐ The sick and homebound
☐ People in addiction recovery	☐ People in financial crisis	☐ The unchurched
☐ New believers	☐ Prodigals	☐ Prisoners and their families
☐ Immigrants and internationals	☐ Foster and adoptive families	☐ First responders and military
☐ Small business owners	☐ The disabled	☐ The isolated and lonely

B. What causes or issues stir you up?

Check what applies. Then circle your top three.

☐ Bible literacy	☐ Worship and the arts	☐ Evangelism and outreach
☐ Discipleship and groups	☐ Prayer	☐ Missions and church planting
☐ Marriage and family health	☐ Hunger and poverty	☐ Homelessness
☐ Life and adoption	☐ Racial reconciliation	☐ Mental health
☐ Addiction and freedom	☐ Education and literacy	☐ Community development
☐ Care for the elderly	☐ Disaster response	☐ Justice and the vulnerable
☐ Hospitality and belonging	☐ Leadership development	☐ Facilities and stewardship

C. Dig underneath it

1. When you read the news or scroll your feed, what makes you angry or sad in a way that will not leave you alone?

2. If money, time, and permission were not issues, what would you go do for God?

3. What do you already do for people without being asked?

4. Think of a time you served and lost track of the clock. What were you doing, and for whom?

5. What conversation topic can you not shut up about?

My passion statement

Fill in the blanks. Keep it to one sentence.

"I am most motivated to serve _____ (who) in the area of
_____ (what)."

Part 2. Spiritual Gifts

Spiritual gifts answer WHAT. They are given by the Spirit, not earned, and they are given for other people rather than for you. Read Romans 12:3-8, 1 Corinthians 12, Ephesians 4:11-16, and 1 Peter 4:10-11 before you start.

How to score

3	Consistently true. People would say this about me.
2	Often true.
1	Occasionally true.
0	Not true of me.

Work fast. Your first instinct is usually the honest one. Do not answer the way you wish you were.

Round 1. Statements 1 to 18

1. I can take a big goal and break it into steps, owners, and deadlines.....
2. I enjoy making things with my hands, my voice, or a screen.....
3. I often sense when something is spiritually off before others do.....
4. I look for the person in the room who needs a word of hope.....
5. I bring up faith with people who do not go to church, and it feels natural.....
6. I believe God will provide when the numbers say otherwise.....
7. I look for chances to give beyond what is expected of me.....
8. I would rather set up the chairs than stand on the stage.....
9. I like making new people feel like they already belong.....
10. I pray for other people regularly and for long stretches.....
11. I dig into Scripture and love finding what is actually there.....
12. I can see where a group needs to go, and I can get people moving.....
13. I am drawn to people who are hurting, forgotten, or in crisis.....
14. I take responsibility for a group of people over the long haul.....
15. I enjoy studying a passage and then explaining it clearly.....
16. People bring me hard decisions and ask what I would do.....
17. I would rather start something new than maintain something established.....
18. I feel compelled to say what is true even when it is uncomfortable.....

Round 2. Statements 19 to 36

19. People hand me a mess of details and I turn it into a working system.....
20. I notice when a space, a stage, or a design is off, and I want to fix it.....
21. I can tell the difference between a good idea and a God idea.....
22. People tell me they walk away from our conversations stronger.....
23. I think often about specific people who are far from God.....
24. I am usually the one saying "let's try it" when everyone else is hesitant.....
25. I manage money carefully so that I have more to give away.....
26. I notice the small tasks nobody is doing, and I quietly do them.....
27. My home and my table are usually open to other people.....
28. People ask me to pray because they know I actually will.....
29. I collect and organize information that other people end up needing.....

- 30. Others follow my direction without me having to demand it..... _____
- 31. I can stay with people in their pain longer than most people can..... _____
- 32. I follow up with people when they start to drift..... _____
- 33. People tell me they understand a subject better after I explain it..... _____
- 34. I can apply Scripture to a real situation without forcing it..... _____
- 35. I am willing to go where there is no structure yet..... _____
- 36. I have a strong sense of right and wrong, and it shows in how I speak..... _____

Round 3. Statements 37 to 54

- 37. I get real satisfaction when a plan runs smoothly and on time..... _____
- 38. I would rather build something than sit in a meeting about it..... _____
- 39. People check with me when they are unsure whether a teaching is sound..... _____
- 40. I nudge people toward the next step instead of letting them stall..... _____
- 41. Nothing energizes me like watching someone take a step toward Jesus..... _____
- 42. My confidence in God steadies other people in hard seasons..... _____
- 43. I get more joy out of funding a need than out of spending on myself..... _____
- 44. I feel useful when I free someone else up to do their job well..... _____
- 45. I remember names, and I follow up with guests..... _____
- 46. I sense prompts to pray for someone at specific moments..... _____
- 47. I am the one people ask when they want the background on something..... _____
- 48. I think in terms of the next year, not just the next week..... _____
- 49. My compassion turns into action, not just sympathy..... _____
- 50. I care more about a person's growth than about a program's success..... _____
- 51. I care about getting the truth right, not just making it interesting..... _____
- 52. I often see the simple next right step when everyone else is stuck..... _____
- 53. I think about the people beyond our walls more than the people inside them..... _____
- 54. My words tend to bring conviction and call people back to God..... _____

Gift scoring grid

Transfer your scores. Add each row across. Highest possible score per gift is 9.

Gift	Round 1	Round 2	Round 3	Total
Administration	1. ____	19. ____	37. ____	_____
Craftsmanship and Creative Arts	2. ____	20. ____	38. ____	_____
Discernment	3. ____	21. ____	39. ____	_____
Encouragement	4. ____	22. ____	40. ____	_____
Evangelism	5. ____	23. ____	41. ____	_____
Faith	6. ____	24. ____	42. ____	_____
Giving	7. ____	25. ____	43. ____	_____
Helps and Service	8. ____	26. ____	44. ____	_____
Hospitality	9. ____	27. ____	45. ____	_____
Intercession	10. ____	28. ____	46. ____	_____
Knowledge	11. ____	29. ____	47. ____	_____
Leadership	12. ____	30. ____	48. ____	_____
Mercy	13. ____	31. ____	49. ____	_____
Shepherding	14. ____	32. ____	50. ____	_____
Teaching	15. ____	33. ____	51. ____	_____
Wisdom	16. ____	34. ____	52. ____	_____
Pioneering	17. ____	35. ____	53. ____	_____
Prophecy	18. ____	36. ____	54. ____	_____

My top three gifts

1. _____
2. _____
3. _____

If two or three gifts tie, do not force a ranking. Bring the tie to your leader conversation. Also note any gift that scored high that surprises you, and any that scored low that you assumed would be high.

What the gifts do

Short definitions so the scores mean something. This list is representative, not exhaustive. Scripture never gives one closed list.

Gift	What it contributes	Reference
Administration	Organizing people, resources, and steps so a vision actually happens.	1 Cor. 12:28
Craftsmanship and Creative Arts	Building, designing, and creating things that serve worship and mission.	Ex. 31:1-6
Discernment	Distinguishing truth from error, and the Spirit's work from counterfeits.	1 Cor. 12:10
Encouragement	Coming alongside people with words that strengthen and move them forward.	Rom. 12:8
Evangelism	Sharing the gospel clearly and naturally with people far from God.	Eph. 4:11
Faith	Trusting God for what is not yet visible and pulling others along.	1 Cor. 12:9
Giving	Contributing resources generously, joyfully, and often quietly.	Rom. 12:8
Helps and Service	Meeting practical needs so that others can do what they are called to.	Rom. 12:7
Hospitality	Creating warmth and belonging for strangers and guests.	1 Pet. 4:9
Intercession	Praying persistently and specifically on behalf of others.	Col. 4:12
Knowledge	Digging into and holding onto truth so the body is grounded.	1 Cor. 12:8
Leadership	Setting direction, casting vision, and mobilizing people toward it.	Rom. 12:8
Mercy	Showing compassion in action to the hurting and overlooked.	Rom. 12:8
Shepherding	Caring for, feeding, and protecting a group of people over time.	Eph. 4:11
Teaching	Explaining God's Word so people understand it and can live it.	Rom. 12:7
Wisdom	Applying truth to real situations so people know what to do next.	1 Cor. 12:8
Pioneering	Starting new works and extending the mission into new ground.	Eph. 4:11
Prophecy	Declaring God's truth in a way that convicts, corrects, and calls back.	Rom. 12:6

Two cautions

- Do not use a gift as an excuse. "Mercy is not my gift" does not release you from being merciful. Gifts describe your strongest contribution, not the limits of your obedience.

- Every gift has a shadow side. Leadership can run over people. Discernment can turn cynical. Mercy can enable. Teaching can get proud. Name yours before someone else has to.

Part 3. Talents

Talents answer WITH WHAT. These are natural abilities and learned skills. God gave you the first set at birth and the second set through your work, your training, and your scars. He does not waste any of it.

A. Skills inventory

Check what you can actually do at a useful level. Circle the five you are strongest in.

☐ Public speaking	☐ Writing and editing	☐ Teaching and training
☐ Music and vocals	☐ Audio and sound	☐ Video and photography
☐ Graphic design	☐ Web and social media	☐ IT and computers
☐ Bookkeeping and finance	☐ Legal or contracts	☐ Fundraising
☐ Project management	☐ Event planning	☐ Scheduling and logistics
☐ Cooking and food service	☐ Cleaning and setup	☐ Carpentry and building
☐ Electrical and plumbing	☐ Mechanics and repair	☐ Landscaping and grounds
☐ Driving and transport	☐ Sewing and crafts	☐ Decorating
☐ Counseling and listening	☐ Mentoring and coaching	☐ Conflict resolution
☐ Nursing and medical	☐ Childcare	☐ Special needs care
☐ Sales and persuasion	☐ Recruiting people	☐ Sports and recreation
☐ Second language	☐ Research	☐ Data and spreadsheets

B. Experience worth using

1. What jobs have you held, and what did you get good at in them?

2. What training, degrees, licenses, or certifications do you have?

3. What have you done in a church before, and how did it go?

4. What hard thing have you walked through that would let you help someone in the same place?

That last one matters more than the rest. Painful experience is often the most useful thing you own, and it is the piece most people assume disqualifies them.

My top five skills

Part 4. Personal Style

Style answers HOW. There is no right answer here and no better quadrant. This is about where you serve with energy instead of grinding through it. Put people in the wrong environment and even good gifting burns out.

Scale A. Task or people

For each pair, circle the letter that fits you better. Pick one. No fence sitting.

#	T		P	
1	T	I feel accomplished when the job is done right.	P	I feel accomplished when people are doing well.
2	T	I think about the plan first.	P	I think about who is involved first.
3	T	Interruptions frustrate me.	P	Interruptions are just part of the work.
4	T	I would rather organize the meal.	P	I would rather sit and eat with the guests.
5	T	A good day is measured by what got finished.	P	A good day is measured by the conversations I had.
6	T	Results energize me.	P	Relationships energize me.

Number of T answers: _____ Number of P answers: _____

Scale B. Structured or unstructured

Same instructions. Circle one per row.

#	S		U	
1	S	I want the plan before we start.	U	I want room to figure it out as we go.
2	S	Deadlines help me.	U	Deadlines box me in.
3	S	I like knowing exactly what is expected.	U	I like defining it myself.
4	S	Routine is comfortable.	U	Routine gets stale fast.
5	S	I finish one thing before I start another.	U	I keep several things moving at once.
6	S	The details matter most.	U	The big picture matters most.

Number of S answers: _____ Number of U answers: _____

Your quadrant

Combine your two higher letters. Circle yours below.

Quadrant	How you work	Where you fit well
Task + Structured	You want a clear job, a clear standard, and a clear finish line. You deliver.	Finance, facilities, tech, database, logistics, safety team, meal coordination.
Task + Unstructured	You like a problem handed to you with room to solve it your own way.	Creative and design, video, projects, building and repair, event design, new initiatives.
People + Structured	You work with people best inside a defined role and a known routine.	Kids ministry, greeting and ushering, care visits, group leading, follow-up calls, teaching a set curriculum.

People + Unstructured	You go where the people are and figure it out as it unfolds.	Outreach, hospital and crisis care, mentoring, youth, community presence, starting new groups.
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Reality check

Describe the last volunteer or work situation that drained you. What about the setup, not the people, made it hard?

Part 5. Spiritual Maturity

Maturity answers HOW FAR. This is the piece most assessments skip, and skipping it is how churches get hurt. Gifting without character is a liability. Scripture is direct about this. Paul told Timothy not to hand authority to a new convert (1 Timothy 3:6), and the qualifications he lists are almost entirely about character rather than competence.

This is not a test of whether you are good enough to serve. Everyone serves. It is a question of how much weight is wise to hand you right now.

A. Honest self-check

Circle the description in each row that is closest to true today.

Area	1	2	3	4
Scripture	I rarely open it on my own.	I read when I remember to.	I am in it consistently and it shapes my week.	I feed myself and I feed others from it.
Prayer	I pray mostly in a crisis.	I pray regularly for myself and my family.	I pray consistently for others.	I carry other people in prayer as a discipline.
Community	I attend but I am not really known.	I am in a group and people know my name.	People know my struggles and speak into them.	I carry others and help them grow.
Character	I am aware of patterns I have not dealt with.	I am working on some things.	My private life matches my public life.	My life is worth imitating in this area.
Generosity	I give occasionally.	I give somewhat regularly.	I give consistently of time and money.	Generosity costs me something and I like it that way.
Witness	I avoid the subject.	I would talk about faith if asked.	I bring it up with people I know.	I regularly help others come to and follow Jesus.
Teachability	Correction stings and I get defensive.	I take feedback but slowly.	I invite feedback and act on it.	I seek out correction before I need it.
Consistency	I am new here.	I have been around a few months.	I have been steady for a year or more.	I have been faithful through a hard season here.

Add your circled numbers. Total: _____ (out of 32)

B. What your total suggests

Score	Stage	What it looks like	Right kind of role
8 to 13	Exploring	New to faith, or new here. Still watching and deciding.	Serve alongside someone. Setup, teardown, greeting, meals, workdays. Low authority, high welcome.
14 to 20	Growing	Committed, learning, building habits. Known by a few people.	Own a task. Hospitality, tech, kids helper, care team member, event volunteer.
21 to 27	Established	Consistent walk, tested character, known by many.	Own a role or a team. Group leader, ministry coordinator, teacher, care lead.

28 to 32	Reproducing	Mature, trusted, developing others.	Own a ministry or develop leaders. Elder or deacon consideration, coaching, teaching, oversight.
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Two things this table is not. It is not permanent, and it is not a ranking of people. Stages move. A person at Exploring who serves faithfully for a year is usually at Growing or better. And a low score is not shameful. It is just accurate, and accuracy is what lets someone actually help you.

C. Character questions

Answer these for yourself. Your leader will likely ask some version of them.

1. Is there anything in your life right now that you would be embarrassed for the church to find out?

2. How do you handle it when a leader tells you no?

3. Is there anyone you are currently in unresolved conflict with?

4. Why do you want to serve? Be more honest than polite.

5. What is your current capacity in hours per month, realistically, given work and family?

What Others See

Give this page to two people who know you well and will tell you the truth. One should be from church. One can be from anywhere. Self-assessment alone is unreliable, and the New Testament assumes the body confirms the gift.

For the person filling this out

Someone you know is trying to figure out where they fit in ministry. Please answer briefly and honestly. Flattery does not help them.

1. When you think of this person at their best, what are they doing?

2. What are they good at that they probably do not give themselves credit for?

3. What kind of people or need do they naturally gravitate toward?

4. What kind of setting brings out their worst? Be kind and be honest.

5. If you were putting them somewhere in the church, where would you put them, and why?

Filled out by _____

Part 6. My Ministry Profile

Pull it all together on one page. This page is what you take into your placement conversation.

Passion	Who and what:
Spiritual Gifts	Top three:
Talents	Top skills and experience:
Personal Style	Quadrant:
Spiritual Maturity	Stage and current capacity:
What others saw	Themes from the two people I asked:

Say it in one sentence

"God has motivated me to serve _____, equipped me to _____, given me skill in _____, wired me to work best _____, and I am ready to carry _____ right now."

Three places I want to explore

1. _____
2. _____
3. _____

My next step

Pick one. Put a date on it. A profile with no date attached is a nice piece of paper and nothing more.

- Schedule a placement conversation with a ministry leader by _____
- Shadow someone in the ministry I am considering on _____
- Commit to a 90 day trial in _____ starting _____
- Address a growth area before I take on a role: _____

Signed _____ Date _____

For the Gateway Ministry Leader

Do not let a completed workbook substitute for a conversation. The paper gets you to a good starting point. The conversation is where placement actually happens.

Run the conversation in this order

1. Listen first. Ask them to walk you through their profile page in their own words. Do not correct their scores.
2. Look for convergence. The best fit is where passion, gifting, and skill overlap. Two out of three can work. One out of three usually fails.
3. Name the environment. Match their style quadrant to the actual conditions of the role, not the idealized version of it.
4. Set the weight. Use their maturity stage to decide how much authority and how much unsupervised contact with vulnerable people is appropriate.
5. Define the trial. Specific role, specific length, specific person they report to, specific review date.
6. Give them an exit. Tell them up front that stepping out after the trial is a legitimate outcome, not a failure. People commit more freely when the door is not locked.

Questions worth asking out loud

- What did you serve in at your last church, and how did it end?
- What would your spouse or your closest friend say about you taking this on?
- What would make you quit?
- Who holds you accountable right now?
- If we said no to this role, how would you feel about that?

Slow down when you see these

- They want a title more than they want the work.
- They cannot name anyone who has authority to correct them.
- They are new, and they are pushing hard for a leadership seat.
- They left the last church over an unresolved conflict they will not discuss.
- They are volunteering to fill a hole in themselves rather than a need in the body.
- The role involves children, students, money, or counseling, and anything above is unresolved.

Slowing down is not rejecting. Say yes to the person and not yet to the role. Put them somewhere they can serve today, tell them plainly what would need to change, and set a date to revisit it.

Then actually follow up

- Week 2. Check in. Is the role what they expected?
- Day 45. Are they still there? Do they have what they need?
- Day 90. Review. Continue, adjust, or move on, and say which out loud.
- Annually. Reassess. People change. So do ministries.

Sources and Credits

This workbook is an original document. The questions, statements, and scoring are written for this tool. The underlying frameworks are borrowed and credited below, and anyone who wants the full treatment should buy the originals.

Frameworks

Network (Passion, Spiritual Gifts, Personal Style)

Bruce Bugbee, Don Cousins, and Bill Hybels, developed at Willow Creek Community Church and published by Zondervan. Network organizes a servant profile around three elements: passion for where a person is motivated to serve, spiritual gifts for what they are equipped to do, and personal style for how they serve with energy. The task or people and structured or unstructured axes in Part 4 follow Network's approach to personal style.

See also Bruce Bugbee, *What You Do Best in the Body of Christ*, and *Discover Your Spiritual Gifts the Network Way* (Zondervan).

S.H.A.P.E.

Rick Warren, Saddleback Church. Spiritual gifts, Heart, Abilities, Personality, Experiences. The Talents section here draws on Warren's Abilities and Experiences categories, including his point that painful experience is often the most useful preparation a person has for ministry.

See Rick Warren, *The Purpose Driven Life* and *The Purpose Driven Church* (Zondervan).

The maturity element

The Spiritual Maturity section is not part of either framework above. It is built from the New Testament's own qualifications for those who carry responsibility: 1 Timothy 3:1-13, Titus 1:5-9, and Galatians 5:22-23, along with the warning in 1 Timothy 3:6 against giving authority to a recent convert.

Scripture on gifts and the body

- Romans 12:3-8. Gifts differ according to grace given, and they are exercised in a body.
- 1 Corinthians 12:4-31. One Spirit, many gifts, no unnecessary parts.
- Ephesians 4:11-16. Leaders equip the saints for the work of ministry, so the body builds itself up.
- 1 Peter 4:10-11. Serve one another as stewards of God's varied grace.
- Exodus 31:1-6. God fills craftsmen with his Spirit for skilled work.

Adapting this document

This copy is built for Gateway Church Monroe. Trim the gift list if your tradition holds a shorter one. Swap the people groups and causes lists in Part 1 for the ones that match Monroe and Jasper County. Add your own ministry list as a final page so people can see the real openings next to their profile.