WHAT IF. . .
Imagining Possibilities

Building Capacity for Faith Formation
John Roberto

Capacity is "the ability of a person or organization to do something (Cambridge Dictionary); "the ability to understand or to do something, such as the intellectual capacity for something, the work capacity for doing something, or the capacity to do something to enjoy life" (Oxford Dictionary).

It is not an overstatement to say that most churches today have capacity challenges. Leaders find it increasingly more difficult to sustain and expand their ministries due to what they experience as a lack of resources (capacities)—professional staffing, finances, volunteer leaders, program materials, and more. These churches may want to provide more robust ministries, and a more comprehensive lifelong faith formation but feel that they have too few people and resources to respond effectively. The challenge to build capacity points to a new role for all pastoral leaders

One of the essential roles of all pastoral leaders today is to develop the mindset, the processes, and the skills for becoming capacity builders.

What is capacity building? *Capacity-building* is the process of developing an organization's strengths and sustainability. Capacity building refers to activities that improve and enhance an organization's ability to achieve its mission and sustain itself over time. In the nonprofit world this includes identifying a communications strategy, improving volunteer recruitment, identifying more efficient uses of technology, and engaging in collaborations with community partners. When capacity building is successful, it strengthens an organization's ability to fulfill its mission over time and enhances the organization's ability to have a significant, positive impact on lives and communities.

Pastoral leaders today need to become *capacity-builders*. The good news in the 2020s is that churches now have access to an abundance of resources available to them at little or no cost. Technical expertise is available from websites, blogs, and online groups. Faith formation resources are available in digital formats (websites, video, podcasts, apps, and more). Training is available

for free or low-cost through online webinars and courses. The digital transformation of society and church is giving mid-size and small churches access to the same resources and expertise that was once reserved for high capacity churches.

A Capacity Building Mindset

All of this abundance will go untapped unless leaders develop a *capacity building mindset*. A mindset is our way of thinking, a mental attitude or frame of mind. A mindset is our collection of thoughts and beliefs that shape our thought-habits. And your thought-habits affect how we think, what we feel, and what we do. Our mindset impacts how we make sense of the world, and how we make sense of ourselves.

In my experience church leaders have two different mindsets about capacity. One group of leaders has a **scarcity mindset**—not enough volunteers, money, resources, facilities, and so forth. These leaders often limit the scope of their ministry to fit their scarcity mindset. "We can't try anything new because we don't have enough people, money, and resources to continue what we are already doing." The scarcity mindset hinders leaders from adapting approaches, expanding ministries, reaching new audiences, and developing innovations to address new needs. The scarcity mindset has a direct impact on creating, sustaining and enhancing church vitality. Practiced long enough, the scarcity mindset is a prescription for church decline.

Another group of pastoral leaders embrace an **abundance mindset**. They start with the belief that their community has assets and strengths to uncover and build on. They believe that there are an abundance of resources they can access for ministry and faith formation. Their primary job is to discover resources in the people of their community, in community organizations, in the wider church, online, and much more. They believe that they will be able to discover the resources necessary for adapting approaches, expanding ministries, reaching new audiences, and developing innovations to address new needs. *They are capacity-builders*.

Capacity building is designed to improve and enhance the church's ability to achieve its mission and sustain itself over time. Among the essential capacities needed in churches today are leadership (professional and volunteer), financial sustainability, facilities, communication, technology, collaborations with other churches and community organizations, and programmatic resources in all forms—print, audio, video, digital, and online.

A good practice for capacity-building is to conduct an annual **Capacity Assessment** (for the whole church or for a particular ministry like faith formation). Review the plans for each ministry and ask, *"What do our ministry plans require in order to be implemented effectively and successfully?"* Use questions like the following to guide your assessment. Customize these questions for individual ministries.

1. What capacities do we require to implement our ministry plans for the coming year?
   - What will our plans require of the pastor and professional ministry leadership (competencies, skills, processes and procedures)?
   - What volunteer leaders will be required for our plans, and what competencies (knowledge and skills) and resources will they need to perform effectively (tools and resources)?
   - What material resources (facilities, communication, technologies, print and digital resources) will our plans require?
   - What financial resources will our plans require?

2. What capacities (resources) do we already have available to us for the coming year within our church community (people, programs, resources, finances), and outside our church in other religious congregations, schools and colleges, community organizations, denominational agencies—regional and national?

3. What capacities (resources) do we need to develop or enhance in order to implement our plans and flourish as a community (or ministry)?

Create a "Capacity Report" that presents what is required this year, what we already have, and what we need to develop. This can form the blueprint for develop a plan of action.

In the next two sections we will explore how to build capacity by curating resources and developing leaders. These are only two of the key capacities churches need to develop, along with finances, technology, communication, facilities, and partnerships or collaborations. Developing capacity through curating resources and developing leaders has a special relevance to the work of lifelong faith formation.

Curating Resources for Faith Formation

Faith formation leaders build capacity by curating a variety of resources for their faith formation plans and programming. The Oxford Dictionary defines a curator as "a person who uses their knowledge to select and present information or items such as pictures, video, music, etc. for people to use and enjoy, especially on the internet." The role of curator has emerged as an essential skill to respond to the wider the scope of faith formation across the whole life span and to the dramatic increase in digital, print, audio, and video resources for faith formation with all ages.

Faith formation leaders are now curators of religious content and experiences. They research and organize resources, evaluate resources, and connect the best and most relevant resources to programming. Leaders no longer need to create most of their programming. They can now access technical expertise from websites, blogs, and online groups; *and* digital faith formation resources

from websites, videos, podcasts, apps, and more. They can access training for free or low-cost through video programs, and online webinars and courses.

In the new digital world of abundant resources, the role of the faith formation leader is shifting from *providing* religious content and programming to *curating* religious content and experiences for all ages from a variety of trusted sources in print, audio, video, digital, and online formats. By curating programs and resources well, leaders find that they can address current needs as well as well as expand faith formation programming. With an abundance mindset leaders discover new resources that can be mobilized to implement faith formation plans. Here are a few examples of the abundance that is available.

✦ Consider the abundance of high quality video presentations and webinars—theological, biblical, social issues, and life issues—created by colleges, seminaries, and religious organizations that are available online for free. Curate the video presentations into an integrated "speaker series" or course or small group program with supportive online materials and activities.

✦ Consider the abundance of *free* online faith formation programming to offer programs to adults of all ages. One example is Yale Bible Study with dozens of online courses taught by Yale professors (https://yalebiblestudy.org). You can use this resource for independent, small group, and large group programming—one resource, multiple program options. (For a list of curated resource centers, go to www.LifelongFaith.com.)

✦ Consider designing a course or learning playlists using *free* online audio and video programs. One example for Bible study is the "Reflections Bible Study" from the Bible Project which features a short podcast or video and reflection questions to help people create space for the biblical story in their lives (https://bibleproject.com/bible-studies/all). You can design a variety of learning experiences around a resource like this.

✦ Consider design a parenting program using the content and activities already available online. One example is the *Keep Connected* website from the Search Institute, which includes information on the five developmental relationships, quizzes, discussion starters, and interactive activities (https://keepconnected.searchinstitute.org/bringing-out-the-best-in-your-family).

✦ Consider courses, events, and programs sponsored by local religious congregations, continuing education programs, and community organizations that can become part of a faith formation plan. Imagine partnering with YMCA/YWCA on a parenting course or with a youth-serving agency on a life skills course for teens.

✦ Consider retreats sponsored by regional retreat centers and conferences and workshops offered by denominational offices/agencies. Imagine partnering with a retreat center on a retreat for midlife adults or a retreat for adults in their 70s and 80s.

✦ Consider offer courses, workshops, and conferences sponsored by the community colleges and universities in your area who that can become part of your faith formation plan.

The Curating Process

There are three steps in the process of curating resources for faith formation: (1) research and organize resources, (2) evaluate resources, and (3) connect the resources to programming.

Step 1. Research and Organize the Resources

The first step in the curation process is researching and reviewing resources. This is the collection phase. There's no need to select or evaluate resources at this stage— the key is to collect as many high-quality resources for faith formation in all areas and age groups.

It is helpful to develop a list of trusted expert curators to assist you in researching and evaluating resources. We all know people in faith formation who make it part of their work to stay current with the best resources. Make a list of these people and invite them to be part of the curation support system.

It is also helpful to develop a list of high-quality online resource centers with high-quality content. Be selective—this does not have to be a long list of websites. Select resource centers with well-produced content. Review websites from national and regional denominational agencies, religious publishers, churches, and religious organizations. Here are two great examples of online resource center: *Building Faith* (www.buildfaith.org) from Virginia Theological Seminary and the *Congregational Resource Guide* (https://thecrg.org) from the Center for Congregations.

Be sure to subscribe to faith formation blogs and newsletters that review faith formation resources to make it easier for you to keep up-to-date on what's new. Check out blogs and newsletters produced by denominational offices, seminaries, religious organizations, and religious publishers. For lists of curated resources in lifelong faith formation, consult the Lifelong Faith website at www.LifelongFaith.com.

Here are several types of resources to research:

✦ People: teachers, mentors/guides, program leaders, small group leaders, guest presenters
✦ Community programs: churches, agencies, organizations,
✦ Educational institutions: colleges, seminaries, educational organizations
✦ Retreat and spiritual life centers, monasteries
✦ Regional and national denominational programs, events, and websites
✦ Museums
✦ Books (with study guides)
✦ E-books and audio books

- ✦ Apps
- ✦ Podcasts
- ✦ Videos and feature films
- ✦ Video learning programs
- ✦ Online courses
- ✦ Online activities

One of the easiest ways to develop a library of faith formation resources is to create homegrown resources by saving and archiving church programming. Develop a plan for recording presentations and programs at church in audio/and or video format. Think of all of the opportunities throughout the year for recording programs that can be used in other learning formats such as self-study or small group study. Consider weekly sermons, presentations, special events, concerts, and more. Develop a YouTube channel (https://support.google.com/youtube/answer/1646861?hl=en) or a Vimeo account (https://vimeo.com) for the church to store and categorize all of the video recordings.

Step 2. Evaluate Resources

All faith formation curators need standards for evaluating faith formation resources that reflect their Christian tradition and the needs of their church. A set of evaluation standards needs to be developed locally. Consult denominational resources for evaluating curriculum resources. Most denominations have evaluation standards for assessing educational resources or textbooks. This can serve as a basis for developing your church's evaluation standards.

Here are ten potential categories for developing a resource evaluation checklist. Add one or more focusing questions to each category. Try to keep the checklist short so that it is easy to use. Use the evaluation criteria to review the potential resources identified in Step 1 and develop a list of resources that meet the criteria.

- ✦ Biblical content and interpretation
- ✦ Theological content and emphasis
- ✦ Developmental appropriateness
- ✦ Ethnic-cultural appropriateness
- ✦ Inclusive of diversity
- ✦ Respect for diverse ways of learning
- ✦ Appearance and visual appeal
- ✦ Ease-of-use
- ✦ Quality of experience
- ✦ Ability to be incorporated into daily and home life

Step 3. Select Resources for Programming

The final step is selecting the best resources (programs, activities, experiences, materials) for the target audience.

Developing Leaders for Faith Formation

According to research studies, only about 10% of "registered" members are actively engaged in ministry leadership positions in most churches. This generally follows the 80-20 rule (also known as the Pareto Principle) which asserts that 80% of outcomes (or outputs) result from 20% of all causes (or inputs) for any given event. Other studies show that large parishes (defined as 2000 members or more) receive significantly lower support at all levels when calculated as a factor of participation, with people feeling that their participation won't be missed since there are so many "others" who will contribute talent and financial resources.

If only 10% of members are accomplishing more than 80% of what your church is doing today, imagine what 20% or 30% could do. If your church engaged just an additional 2% of your members over the next year, it could result in 20% more volunteer hours, which would allow the church to expand and deepen its ministries. *How can you make this a reality in your church?*

An Equipping and Empowering Mindset

The involvement of volunteer leaders is essential to a healthy, vibrant church life. Developing an effective strategy for engaging people in ministry gives meaning and purpose to the many tasks and responsibilities taken on by volunteer leaders. It will ensure that people who give of their precious time will experience an efficient process and feel they are adding value to a ministry or program.

Churches that are effective in developing leadership—inviting, preparing, and supporting leaders—first embrace an empowering mindset that guides their efforts. These values are rooted in the Christian tradition. In 1 Corinthians 12:4-31, and mirrored in Romans 12 and Ephesians 4, we see a vision of *church* (body of Christ), of *ministry* (Spirit-led service to the church and world), of *gifts* (given by the Holy Spirit for the building up of the body of Christ), and of *mutuality* or *partnership* (complimenting gifts, given by the Holy Spirit, for the common good) that is essential for developing leaders.

1. The Church is the Body of Christ; and through our Baptism, we are members of the one Body.

Each person in the faith community is called to ministry and is blessed with gifts for ministry by the power of the Holy Spirit. In Baptism we celebrate the call of each person to ministry within

the church community and the ministry of the church to the world. Through Baptism, all Christians share in the mission of Christ and the Spirit. The gift of the Spirit at Baptism empowers us to fulfill the mission of Jesus Christ. All ministry serves this mission. The baptized serve this mission and share in Christ's priestly, prophetic, and royal office.

The presence of the Spirit of the risen Lord is the source of power in the ministry of the Christian Church. The Church and all its members emerge from and draw nourishment from the breaking of the bread, the reality of the resurrection and Pentecost, and the sending forth of the disciples to spread the good news. It is from this perspective that all followers of Jesus share in his ministry.

2. Individuals and the entire community are blessed with gifts for ministry.

Christian ministry is gift-based. Special charisms of the Holy Spirit, which flow from baptism, equip Christians for their special tasks within the church. In the first centuries of the Christian Church, as needs were recognized in the community, those who were discerned to be appropriately gifted by the Spirit were called forth to serve.

Each person is uniquely gifted for ministry and these gifts consist of more than one's talents. Other aspects of our giftedness include our interests, motivations, values, passions, hopes and dreams, and life journeys. Gifts discernment focuses on the whole person and the entire context of his or her life.

3. There is an abundance of gifts for ministry.

An abundance mentality means that there is diversity of gifts already present in the faith community. The Spirit has blessed the community with gifts. There is no shortage of gifts! The primary task of ministry leaders is to facilitate the discovery of these gifts and the utilization of these gifts on behalf of God's kingdom. Some of the gifts will be utilized within church-based ministries, while others will be exercised in the world.

4. Ministry leaders are called to empower and equip individuals and the entire community to utilize their gifts for the mission of the Christian Church.

Ministry leaders are servants to the needs of the community and stewards of the community's resources. They play an essential role in the church by helping identify the gifts of the community, developing these gifts for ministry, utilizing these gifts on behalf of God's kingdom and the mission of the church, and supporting the gifts of all church members.

A Leadership Strategy

What does an empowering mindset mean in practice for the development of a leadership strategy for lifelong faith formation? Here are five key principles and a process to guide the creation of a leadership development strategy.

Principles

Every leadership experience in the church deepens a leaders relationship with Jesus Christ. We recognize that leaders have an opportunity to grow in their faith through involvement in ministry. We are concerned about the spiritual growth of leaders *and* their knowledge and skills for the practice of ministry.

Leaders are respected as full partners in ministry. We give volunteer leaders responsibility and work with them as team members, sharing the decision-making and work.

The gifts, abilities, interests, and passions of the leader are honored. We take the time to discern the gifts and talents of leaders and see that their leadership role matches well with their gifts.

Leaders receive specialized training, resources, and support so that they can adequately perform their ministry, especially when the knowledge or skills involved are new to them. We ensure that volunteer leaders feel capable and confident that they can perform their ministry. We tailor the training and resources to the needs of the leader and his or her responsibilities.

Leaders are appreciated and recognized for the value of their contributions to their ministry and to the church. We take the time, formally and informally, to express the gratitude of the church for the work of the volunteer leaders. We create specific strategies, such as dinners, gatherings, rituals, and thank-you notes, to demonstrate appreciation and recognize the contributions of leaders.

Process

Step 1. Assess the way that your church currently engages in identifying or calling, matching, preparing, and supporting volunteer leaders. One way to do this is to use the five leadership development principles (above) as a reflection tool and describe how your church or ministry practices each principle.

1. Every leadership experience in the church deepens a leaders relationship with Jesus Christ.
2. Leaders are respected as full partners in ministry.
3. The gifts, abilities, interests, and passions of the leader are honored.
4. Leaders receive specialized training, resources, and support so that they can adequately perform their ministry.

5. Leaders are appreciated and recognized for the value of their contributions to their ministry and to the church.

The second way is to use the "Leadership System Checklist" (at the end of the article) to assess each aspect of your leadership development system, identify strengths and areas for growth, and develop action plans to improve.

Step 2. Create a *Ministries Guide* (in print, digital, and website versions) with the ways that people can be involved in the ministries of the church. Use or adapt the "Researching Ministry Opportunities in Your Church" worksheet (at the end of the article) to collect information.

Step 3. Develop a *Gifts Inventory* for all ministries (or for a particular ministry) by using or adapting the "Gifts Inventory" (at the end of the article) to help people identify their gifts and help the church community recognize and celebrate the abundance of the community's gifts. Have people complete the gifts list (left column) and then the list of ways they can be involved (right column). Be sure to add specific gifts (left column) from your analysis of leadership roles in the *Ministry Guide.* Add specific leadership opportunities from your *Ministry Guide* to the experience and interest list (right column).

Step 4. Engage the community in identifying their gifts, experiences, and interests using the *Gifts Inventory* and in finding ways to be involved using the *Ministries Guide*.

The *Gifts Inventory* can be conducted in gathered settings such as during or after Sunday worship or church events. Consider sponsoring a Stewardship Sunday with displays of ministries and volunteer leadership opportunities and presentation by leaders representing church ministries who can speak briefly speak about the ways people can get involved. Use church meetings and gatherings to present the opportunities for engagement and have people complete the *Gifts Inventory*. Be sure to distribute the *Ministries Guide* at all gathered events.

Make the *Gifts Inventory* and *Ministry Guide* part of new member welcome kits, and preparation programs for Baptism, First Communion, Confirmation, and other program settings.

The *Gifts Inventory* can be designed into an online form or survey using SurveyMonkey (https://www.surveymonkey.com) or Google Forms (https://www.google.com/forms/about/). Send the invitation via email, e-newsletter, and social media to the whole community. Send personalized invitations, such as targeted e-mail to families with children and teens, adults who participate in programs, men's and women's groups, and more. Be sure to have the *Ministries Guide* available online for people to review.

If your church does not have a communication system to send invitations and directly communicate with those who are interested (matching gifts with ministries), this is the time to create one. There are three widely-used email systems, each with different annual subscription fees (and often nonprofit discounts): Constant Contact: https://www.constantcontact.com, Mail

Chimp: https://mailchimp.com, and Flocknote: https://flocknote.com. It's also a good time to select a group texting app to communicate with people.

Step 5. Develop a system to inventory people's gifts and match them with potential ministry leadership positions. If you use SurveyMonkey or Google Forms you can easily create individual profiles of people who have responded, as well as Google Sheets or Excel spreadsheets of all people.

Step 6. Meet with people (in-person, phone, video meeting) to interview them and match people with a ministry leadership position. Connect them to the leader who is responsible for coordinating the ministry or program or activity.

Step 7. Prepare people for their ministry leadership role with specialized training and resources so that they can adequately perform their ministry. First, provide an orientation to their ministry so they feel confident and knowledgeable about their leadership role. Second, provide them with the knowledge and skills for performing their role. Leaders bring experience, so it's important to discern what they need, rather than what we think they need. Here are several key insights to guide designing training experiences for leaders.

✦ Training needs to be *applicable* to the leadership role. We customize the training around the required knowledge and skills. There is no such thing as a one-size-fits-all approach to training leaders. The scope and the depth of training are related to the requirements of the volunteer leadership position and the knowledge and skills the leader possesses. This approach focuses on what he or she *needs* to learn.

✦ Training needs to be *experiential* ("hands-on"), so that leaders develop both the knowledge and the practical skills for their ministry.

✦ Training needs to be *on-the-job*. The best context for training is the actual work the leader is doing. Learning and performing are intertwined. In this sense training is embedded in the doing of the ministry, such as planning meetings, individual preparation, conducting the program or activity, and evaluation meetings. Training is woven into every aspect of the ministry.

✦ Training needs to be *just-in-time* so that there is immediacy of application. This provides a way for the leader to see progress, immediate results, and some rewards for the time they put into training.

✦ Training needs to use a *variety of learning approaches*—independent learning, apprenticeship learning, group learning, and courses and workshops. There are lots of ways for leaders to develop the knowledge and skills they need.

Step 8. Support and encourage leaders continuously. First, recognize leaders as they begin their ministry. Sometimes this is done in a commissioning service where leaders are recognized and blessed. Second, provide leaders with easy access to the resources, information, and tools they need to accomplish their work. Third, gather information and evaluate the work of leaders through observation, consultation, group discussion, instruments, or other means; and guide leaders in creating plans for their continued growth. Fourth, express and celebrate the support of the church. There are many ways to do this throughout the year: public recognition (at worship, in a church bulletin or newsletter), support (child care while they provide their service), gatherings (an annual recognition dinner, an annual picnic), personal (notes of appreciation, praying for leaders), and enrichment (an annual retreat, support meetings, paying for workshops or conference fees).

Resources for Developing Leaders

Anderson, Leith and Jill Fox. *The Volunteer Church: Mobilizing Your Congregation for Growth and Effectiveness.* Grand Rapids: Zondervan, 2015.

Ragasa-Mondoy, Jayne. *Cultivating Your Catechists: How to Recruit, Encourage, and Retain Successful Catechists.* Chicago: Loyola Press, 2017.

Searcy, Nelson. *Connect: How to Double Your Number of Volunteers.* Grand Rapids: Baker Books, 2012.

Urban, Judith. *New Life through Shared Ministry: Moving from Volunteering to Mission.* New York: Rowman & Littlefield Publishers, 2013.

Young, Jason and Jonathan Malm. *The Volunteer Effect: How Your Church Can Find, Train, and Keep Volunteers Who Make a Difference.* Grand Rapids: Baker Books, 2020.

Leadership System Checklist

Assess the leadership system in your church and identify areas for growth.

Part 1. Inviting People into Leadership

1.	We list all the tasks and positions for which leaders will needed.	Yes	No
2.	We write a job description for each leadership position.	Yes	No
3.	We use a variety of targeted strategies for recruiting leaders.	Yes	No
4.	We use a variety of community-wide strategies for recruiting leaders.	Yes	No
5.	We survey the church community to discover leadership abilities and interests (gifts inventory).	Yes	No
6.	We search throughout the year for persons with leadership potential.	Yes	No
7.	We maintain an up-to-date database of potential leaders.	Yes	No
8.	We select each prospective leader based on a thorough knowledge of both the job and the person.	Yes	No
9.	We interview each person and explain the responsibilities involved.	Yes	No
10.	With each leader, we establish a clear agreement regarding the responsibilities and terms of his or her service.	Yes	No

Part 2. Preparing and Training Leaders

11.	We customize the training to each leader and leadership position.	Yes	No
12.	We use a variety of learning approaches including independent learning, apprenticeship, group learning, and courses and workshops.	Yes	No
13.	We provide an orientation program for all leaders.	Yes	No
14.	We develop a training plan to prepare for leaders.	Yes	No
15.	All leaders participate in the training they need.	Yes	No
16.	We evaluate the effectiveness of the training with leaders.	Yes	No

Part 3. Supporting Leaders

17.	We authorize leaders to begin their service.	Yes	No
18.	We provide all leaders with the resources and information they need for their work.	Yes	No
19.	We gather information and evaluate the work of leaders.	Yes	No
20.	We express and celebrate the community's appreciation for leaders.	Yes	No

We need to strengthen or improve the following areas of our leadership system:

Researching Ministry Opportunities in Your Church

This tool is one way to gather information about the leadership roles and needs from each ministry, program, and organization in your church.

Ministry/Program/Organization
Please indicate the key leader or leaders in your ministry, program, or organization.

Leader/Coordinator	Leader/Coordinator	Leader/Coordinator
Name	Name	Name
Phone	Phone	Phone
Email	Email	Email

Volunteer Jobs for Your Ministry/Program/Organization
For each volunteer job please indicate the name of the job, a few key responsibilities, the abilities needed, where the job is done (in the parish, in the community, etc.), and the amount of time required. Please complete this information for each of your volunteer jobs.

Job
Name

Responsibilities

Abilities Needed

Where?

When?

How Long?

Job
Name

Responsibilities

Abilities Needed

Where?

When?

How Long?

Gifts Inventory

*Each one, as a good manager of God's different gifts, must use for the good of others
the special gift he has received from God.* (1 Peter 4:10)

Each of us is like a gift package from God. Our combination of gifts is unique. Not one of us has ever been replicated on this earth! Our giftedness includes our talents and abilities, styles, interests, experiences, preferences, and passions for serving in the world. Our gifts are part of an abundant web of giftedness in our faith community. These gifts were given to us so that we might minister together as partners in God's work in the world. And our gifts are meant for us to enjoy too! When we live out our gifts, we discover the joys of an abundant life.

This inventory will help you identify your own gifts, and help our church community recognize and celebrate the abundance of our gifts. Complete the gifts inventory (left column) and then the list of ways you can be involved (right column). Equipped with a list of your gifts and talents, you can now consider the type of activities you want to be involved in. Think about which interests best match with your gifts and talents.

About You
Name:
Address:
City/State/Zip
Phone
Email
Age

❒ 11-19	❒ 50-59
❒ 20-29	❒ 60-69
❒ 30-39	❒ 70-79
❒ 40-49	❒ 80 and over

Special Information
❒ I am interested in becoming more involved in the ministries of our church. Notify me of opportunities that fit my gifts.
❒ I am interested in changing some of my current commitments.
❒ I prefer a one-time commitment (1 hour to 1 day).
❒ I prefer a short-term commitment (up to 6 months)
❒ I prefer a specific, longer term of service (1 year or more)
❒ I am satisfied with my current involvements in the ministries of our church.
❒ I am unable to take on additional commitments at this time.
❒ I would like to talk with a member of the team about my using my gifts.

Note: Add specific gifts you are seeking based on your analysis of leadership roles in the Ministry Guide.	*Note: Add specific leadership opportunities from your Ministry Guide to this list.*

My gifts are...

Check up to a dozen things you do well. Feel free to add other gifts not specifically listed.

- ❐ accounting/finances/budget
- ❐ acting/drama
- ❐ artwork/crafts
- ❐ caring and compassion
- ❐ carpentry/building
- ❐ child care
- ❐ clerical work
- ❐ communication
- ❐ computer skills
- ❐ cooking and serving food
- ❐ coordinating and organizing projects
- ❐ dancing
- ❐ decorating
- ❐ facilitating and working with groups
- ❐ faith-sharing
- ❐ fundraising
- ❐ gardening
- ❐ graphic design
- ❐ hospitality
- ❐ housekeeping
- ❐ legal services
- ❐ listening
- ❐ maintaining buildings/grounds
- ❐ mechanical work
- ❐ mediating and problem-solving
- ❐ medical/nursing care
- ❐ mentoring/tutoring
- ❐ music: instrumental or voice
- ❐ photography
- ❐ planning/visioning
- ❐ praying
- ❐ promotion/advertising
- ❐ public speaking
- ❐ researching
- ❐ social justice work
- ❐ sound recording/audio production
- ❐ teaching/training
- ❐ video and video production
- ❐ visiting others
- ❐ web design
- ❐ writing

I have experience or interest in these areas of involvement. . .

*Mark the 5 greatest areas of **experience (E)** with +*
*Mark the three greatest areas of **interest (I)** with ✓*

E	I	Potential Involvement
_____	_____	arts
_____	_____	children's ministry
_____	_____	care for and dignity of the elderly
_____	_____	consolation/grief ministry
_____	_____	communications
_____	_____	community outreach/service
_____	_____	data administration
_____	_____	disabilities / special needs
_____	_____	education: children
_____	_____	education: youth
_____	_____	education: adults
_____	_____	environment / care for the earth
_____	_____	family ministry
_____	_____	finance
_____	_____	global mission
_____	_____	grief and loss
_____	_____	health ministry
_____	_____	media (photography, videos)
_____	_____	music
_____	_____	new member welcome
_____	_____	pastoral care
_____	_____	prayer ministry
_____	_____	addiction and recovery
_____	_____	sacramental preparation
_____	_____	service to the poor and vulnerable
_____	_____	singles ministry
_____	_____	small faith communities
_____	_____	social justice
_____	_____	social/community life
_____	_____	spiritual growth
_____	_____	stewardship
_____	_____	web ministry
_____	_____	worship/liturgy
_____	_____	young adult ministry
_____	_____	youth ministry