



You've Got Gifts!

Coach 'Em Up Principle:

Know Your Gifts; use Your Gifts.

Training Value:

Ministry Skills (Serving)

Game Plan:

In 1 Corinthians 12:1, Paul writes, *"Now concerning spiritual gifts, brethren, I do not want you to be unaware."* Our goal as a ministry is to ensure you know your spiritual gifts and use them as you serve coaches and athletes. Our Lord's strategy for building the Church is through spiritual gifts. When you are aware of your unique spiritual gifts, you will play a significant role in God's kingdom work. God never calls you to do something He has not equipped you to do. God has placed your name on a specific work, and He will use the gifts He has blessed you with to accomplish His work. Paul drives that point home in 1 Peter 4:10, *"As each one has received a special gift, employ it in serving one another, as good stewards of the manifold grace of God."*

It is surprising how many people in ministry don't know what spiritual gifts are and which ones they have. Spiritual gifts are not talents, skills and strengths that we use in ministry. Those are needed, but spiritual gifts are defined in the Bible as unique gifts that are given to believers by God. They don't change over time. They are described in 1 Corinthians 12 and Romans 12. It is essential that you have clarity of your gifts and understand how to maximize your Kingdom impact by using your gifts with joy and freedom. Additionally, if you are hiring staff, you should help new staff members be prepared and equipped by knowing their gifts to serve in the place God uniquely designed them, so that they will experience fulfillment, fruitfulness and increasing faith as they serve with FCA.

The Gifts of Grace tests are a comprehensive gift profile that identifies your Spiritual Fingerprint which includes three main areas that we call the "3 P's": Passion, Power and Personality. Your passion is the fire in your heart. It is your Kingdom vision that produces purpose and direction. Power is the spiritual gifts that are given to you by God through the Holy Spirit. It is God's power in you. Your personality is your motivating style; it's where you come from. Gifts of Grace combines the 3 P's to determine a "fit" for the role of a prospective new staff member and an understanding of how God has uniquely designed them.

The purpose of finding your spiritual "fit" is so you can be used by the power of the Holy Spirit to have eternal kingdom impact through the FCA ministry. Getting the correct spiritual "fit" will take you beyond survival mode or just incremental improvement and enable you to exceed other people's expectations when you exercise your gifts the way God gifted you! This will energize you as you serve at full strength!

The Gifts of Grace is a part of the FCA Hiring Process and Tryout Training. Our hope is that all supervisors would utilize this analysis to know if the potential staff member is an equipper or servant and how their

gifts align with the job description. Just because you have discovered a talented and gifted individual, he or she might not be a fit for the position. Gifts of Grace will help you in the hiring process to determine the fit and expectations. There are three potential steps to utilize Gifts of Grace during the hiring process:

Step 1:

Once a potential staff member completes the assessment, there will be a phone consultation with you as the supervisor. This is when Diana Myers will help you understand the candidates' spiritual fingerprint. This helps create insight, clarity and direction. This will also help you as a supervisor to know how to coach them and lead them. The cost for the online assessment and phone consultation is \$50.00.

Step 2:

At this point, if you feel good about hiring the potential staff person, we recommend doing a second phone consultation with you and the Selection Committee or the Leadership Board Executive Team. This helps create consensus. The cost for a second phone consultation with your committee is \$50.00.

Step 3:

If the candidate is hired, we also recommend a third phone consultation with the new staff person, Diana and you. This is for teambuilding purposes. Providing an opportunity for Diana to speak life and blessing into your new staffer will have huge impact. The cost of the third phone consultation is \$50.00.

For the \$150.00 investment (if you decide to do all three consultations), you will be able to utilize a powerful hiring assessment to help with fit and alignment.

If you are already on staff, you can also utilize Gifts of Grace to have your current staff tested and have Diana do a staff consultation. This provides great insight for your staff team to know and appreciate each other's spiritual gifts. You have many ways that you can benefit from this significant tool.

To take the Gifts of Grace test, please follow these steps:

1. Go to fcastaff101.com and click the Login button to enter your username and password.
2. Click "My Staff 101" at the top.
3. Under "Your Staff 101 Dashboard", click on "Gifts of Grace Spiritual Fingerprint Online Assessment." Applicants who are instructed by their supervisor can complete the online assessment. Pressing the "Next Page" button at the bottom of each page will save your answers. Your assessment will be submitted to our team electronically.
4. Your personal spiritual fingerprint will be assessed and written up within ten days. It will then be sent to your current or potential supervisor.
5. Schedule a time to meet with your current or potential supervisor to review your results.

Thank you for investing your time and effort into FCA. We pray that God's perfect plan for your life will be fulfilled as you confirm God's call in your life by the power of the Holy Spirit.

Make a Play:

It's time to make a play. Circle up with staff and ask each other these questions.

1. Do you know your spiritual gifts? How does this help you serve more effectively?
 2. How can you use the Gifts of Grace in your hiring process?
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3. Log onto FCA Staff 101 and get familiar with the Gifts of Grace.