



# ASCENT



DISCOVER YOUR DESIGN  
STEP TWO





## Vision

We desire to join God in the establishment of gospel-centered gatherings in every Alaskan community by joining, developing, and empowering others with like-minded desire.

Gospel-centered gatherings in every Alaskan community.

## Purpose

Church on the Rock exists to develop people who:

- Love God and others
- Live with freedom in Christ
- Lead through disciple-making

LOVE : LIVE : LEAD





## Discover Your Design

Discover your unique purpose and passions in life, and how you can make a difference in the lives of others.

## Purpose of This Step

Only 25% of American adults report having a clear sense of purpose about what makes their life meaningful. Discovering your design and purpose ignites your passions and provides clear direction for your unique mission.

- We believe every follower of Christ is called to ministry.

And he gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip the saints for the work of ministry, for building up the body of Christ, - [Ephesians 4:11-12](#)

Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age. - [Matthew 28:19-20](#)

- God intentionally designed you to join his mission and has uniquely equipped you for it.

For we are God's handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do. - [Ephesians 2:10](#)

# Your Story

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Your story and experiences have shaped and will continue to shape who you are.

And we know that for those who love God all things work together for good, for those who are called according to his purpose. - [Romans 8:28](#)

Before you take the ePersonality and graceGIFTS assessments take a brief moment to think about and write-down a few of your:

- Personal Passions - Things I get excited about.
- Life Experiences/Skills - Opportunities and skills I've had or have.
- Painful Moments - Hurts, wounds, and losses I've experienced.





# Assess Me

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The following assessments will help you to discover your design.

## 1. ePersonality assessment

This tool identifies your unique style of serving God and others.

Relational Style - How I relate to people.

Independent/Social

Information Assimilation Style - How I process information.

Concrete/Abstract

Decision-Making Style - How I process decisions.

Head/Heart

Environmental Style - How I relate to the world around me.

Systematic/Adaptive

## 2. graceGIFTS assessment

This tool is a spiritual gifts survey that tests your interests and experiences related to serving Christ, using abilities that originate from the Holy Spirit.

- All good gifts come from God.

Now concerning spiritual gifts, brothers, I do not want you to be uninformed...To each is given the manifestation of the Spirit for the common good. - [1 Corinthians 12:1,7](#)

- A spiritual gift is God working through a believer in a particular way to build up the church.

As each has received a gift, use it to serve one another, as good stewards of God's varied grace.  
- [1 Peter 4:10](#)

# Find Your Hedgehog

Every believer is called to be a minister, able to make a significant contribution in the body of Christ. Each of us has a combination of passions, giftings, and opportunities that perfectly situate us to thrive in unique areas of ministry.

- **Passions**

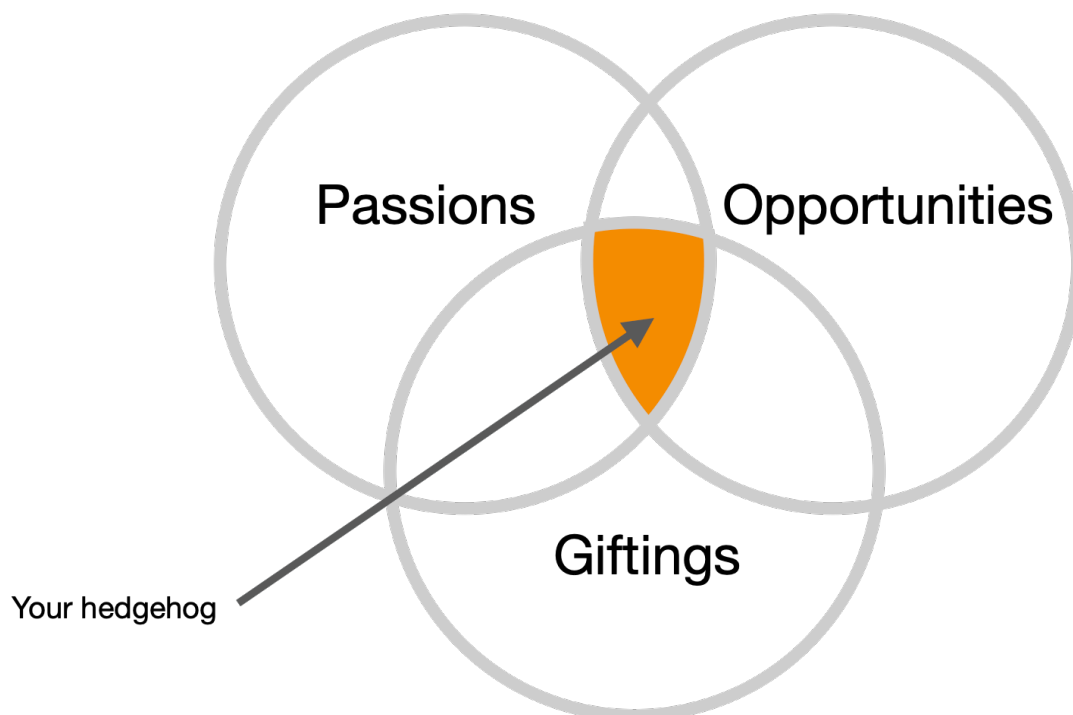
Those things that make us feel alive and we most desire to spend our lives doing.

- **Giftings**

Both natural and developed skills that we possess at a higher than average degree.

- **Opportunities**

Those things that are actually available to us to do.





# Your Turn

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Take both online assessments.

- Use your smart phone camera to scan the QR code and access the online tools.
- You will need to create your free account by clicking Sign up now.
- Your results will auto-populate to our church management software (U-Link).







**NOTE:** For superior accuracy and detail, please use the online assessment. The following is offered for discussion purposes only.

Select the statement that is **most true** for you. Please record your selected numbers and letters to identify your unique code-key.

Code Key : \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_  
*relational      information      decision      environmental*  
*assimilation      making*

### Relational Style

- [1] I prefer personal time, and while I may enjoy getting together with others, I need my personal time to re-energize.
- [2] I prefer to connect with other people, and find that when I spend too much time alone, I may get mildly depressed or lose self-motivation.

### Information Assimilation Style

- [A] I am motivated by ideas, theories, and concepts. I tend to prefer grey areas to black and white extremes.
- [B] I prefer hard facts that can be tested and proved to be valid. I like black and white, grey areas of life seem uncertain.

### Decision-Making Style

- [3] I prefer to have a plan of action so that people's time and resources can be used most effectively.
- [4] I distrust plans since more often than not, a plan has to change. I prefer to be adaptable to life's circumstances and opportunities.

### Environmental Style

- [C] I see myself as a reasonable person. My decisions are sound because they are logical and supported by evidence I have gathered.
- [D] I see myself as a considerate person. My decisions are sound because I am sensitive to how the decisions will impact other people.

# Match your code key to one of the following summaries:

(1A3C) **Planner** ...Let me create an effective and innovative strategic plan and help it become a reality.

(1A3D) **Designer** ...Let me create a blueprint for new ministry development.

(1A4C) **Guide** ...Let me help people grow spiritually.

(1A4D) **Reconciler** ...Let me heal broken relationships, between people and between God and His people.

(1B3C) **Analyzer** ...Let me improve the effectiveness of our present ministries.

(1B3D) **Artisan** ...Let me build practical things/programs to help our ministry?

(1B4C) **Minister** ...Let me protect God's people from harm.

(1B4D) **Adjutant** ...Let me support tangible projects that help others, by working to address issues requiring attention to detail.

(2B3C) **Overseer** ...Let me plan and manage projects and teams.

(2B3D) **Evangelist** ...Let me promote what's new.

(2B4C) **Servant** ...Let me make sure everyone has what they need to succeed.

(2B4D) **Protagonist** ...Let me gather people for a social/ministry event.

(2A3C) **Super Leader** ...Let me take charge of the leadership team.

(2A4C) **Fraternal Leader** ...Let me build a band of brothers (or sisters).

(2A3D) **Creator** ...Let me invent new/better ways to extend our ministry impact.

(2A4D) **Disseminator** ...Let me tell you about the great things God is doing!







## Administration

The gift of administration is the special ability to effectively manage the affairs of the church and its respective ministries. People with the gift of Administration are highly effective at implementing and sustaining the mission and goals of the organization. Administrators tend to focus on achieving goals and objectives rather than nurturing people.

Like Timothy in Philippians 2:19-22, Administrators can be self-sacrificing for the welfare of the mission organization. They tend to believe that the ministry and all its people will be served best when the ministry organization functions optimally. Acts 6:1-7 tells us how the early Church selected their first ministry administrators; their requirements included being “full of the Spirit and wisdom.” 1 Timothy 3:4,5, and 12 tell us that one of the requirements for leadership consideration within the Church is that potential leaders must “manage [their] family well....” The passage continues: “If anyone does not know how to manage his own family, how can he take care of God’s church?”

## Creativity

It is in God’s nature to be creative. Therefore, when the Holy Spirit imparts personality and Spiritual Gifts to God’s people, it should not surprise anyone that God would also impart this divine attribute.

Ephesians 2:10 tells us that “...we are God’s workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do”. While this passage applies to all Christ followers, it clearly refers to God as a “creative workman.” This passage also suggests that when God equips a person to be creative, it is because he desires that creative person to use those abilities to accomplish specific ordained purposes. Colossians 1:15 and 16 affirm that God created all things...and that all things were created “for” him.

## Spiritual Discernment

Spiritual Discernment is a special ability to be aware of the presence of godly and demonic spiritual forces. The gift of Spiritual Discernment is an important gift for the Church because often the work of Satan can appear on the surface to be very positive. Without discernment, Satan could easily lead many people away from following Christ.

1 Corinthians 12:10 specifically lists “Discerning of Spirits” among the Apostle Paul’s gift list. 1 John 4:1-6 instructs the Church to “test the spirits.” Acts 16:16-19 relates how the Apostle Paul used the gift of “Discerning of Spirits” when he encountered a slave girl who was possessed by an evil spirit masquerading as a spirit of light.

## Disciple Maker

A person possessing the gift of Disciple Maker is generally concerned with the healthy spiritual development of people within their circle of influence. A Disciple Maker will often display the ministry traits of Pastor and Teacher. The Disciple Maker prefers to minister to small groups or within a one-on-one mentoring relationship. The Disciple Maker is skilled at developing deep interpersonal relationships, values Biblical knowledge, and likes to help others identify and achieve spiritual development goals.

## Encouragement

A person possessing the gift of encouragement has a unique ability to help others gain a positive emotional and spiritual perspective on their circumstances. Encouragers are people who find the positive in any situation. For them, “the glass is always half full.” Encouragers are at their best when they can motivate the assembly of Christ followers to persevere in the struggle against sin and to strive for the accomplishment of God’s mission for the Church. The word Encouragement means “to instill courage into another person.”

Romans 12:8 and Hebrews 10:24, 25 instruct all Christ followers to “encourage one another.” This gift of encouragement is clearly exemplified in the life of a man named Joseph. Joseph is first mentioned in Acts 4:36 and 37. In this account we learn that Joseph sold all that he had and laid the money at the feet of the Apostles. From that time on, Joseph’s name was changed to “Barnabus” which means “Son of Encouragement.”

## Evangelism

While Evangelism may be the responsibility of all Christ followers, people with the gift of Evangelism display exceptional boldness and skill at sharing their faith. People with the gift of Evangelism often share their faith as a natural part of any conversation. Similarly, Evangelists may even find it natural to share their faith with complete strangers. Evangelists can list the specific names of people whom they have personally led to faith in Christ.

Ephesians 4:11-13 lists Evangelist not only as a spiritual gift, but also as an important office within the Church. In this passage, the Apostle Paul stresses that God has ordained the Evangelist “to prepare God’s people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.” The Evangelist shares this God-ordained commission with Apostles, Prophets, Pastors and Teachers.

## Exhortation

The gift of Exhortation is the special ability to counsel or challenge others toward a healthy relationship with Jesus Christ. Often, the gift of Exhortation is utilized to motivate the Church in general or a Christ follower in particular to make God-honoring choices. If sensitivity and tact is not properly developed, the person gifted with Exhortation may not immediately be appreciated. The gift of Exhortation is somewhat similar to the role of the Old Testament prophets in challenging God’s people to remain faithful. While the prophets were not immediately valued, and often persecuted, their service was indispensable to the spiritual health and vitality of the Biblical faith community. People who possess the gift of Exhortation will not avoid conflict. It is not that they love conflict. In fact, everything inside them may hate conflict. People with the gift of Exhortation feel a deep responsibility before God to challenge and encourage those who may be taking a path that does not honor the Lord, to correct their misguided choices.

## Exorcism

The gift of Exorcism is the special ability to confront demonic forces within the lives of spiritually oppressed people, and to help such people find spiritual freedom in Christ Jesus. People with the gift of Exorcism may also display the gifts of Spirit Discernment and Intercessory Prayer. An Exorcist will conduct spiritual warfare utilizing prayer; helping oppressed people understand their freedom,

authority and identity in Christ Jesus; and through direct confrontation of demonic spirits, gain freedom through the name and authority of Jesus Christ.

There are many passages that describe the gift of Exorcism in practice. Luke 10:16-24, Acts 16:18 and Luke 11:14-28 are but a few.

## Faith

Every Christ follower has established a relationship with God through faith in the work and person of Jesus Christ. However, the gift of Faith enables a person to trust God even more so for remarkable provision, especially in circumstances that appears to offer no viable solution. The person gifted with Faith often displays unusual confidence in the will and purposes of God. Such a gifted person exhibits a lack of anxiety and communicates to others peace and assurance. People gifted with Faith may become frustrated with others, or with their church leaders, for moving too slowly or for supporting a limited vision or easily obtained goals.

People gifted with Faith know that God wants to do more through us than we could think or imagine (Ephesians 3:20).

## Giving

The gift of giving is a special enablement of God that permits people to give sacrificially of their finances, time and talents toward the work of God. People possessing the gift of Giving may also display the gift of Faith or Stewardship. The gift of Giving is often demonstrated through a person's ability to give "free-will" offerings well in excess of the Biblical tithe. It is not uncommon for people with the gift of Giving to testify that the more they give to God, the more God blesses them so that they are able to give again.

The Apostle Paul lists the gift of Giving among other gifts in Romans 12:8. In 2 Corinthians 8:1-7, the Apostle Paul elevates the Macedonian church to all the other churches because of the special grace God had given them to give to others out of their poverty.

## Healing

The gift of healing is the ability given by God to enable some Christ followers to pray over people suffering illness, with the result that often the sick receive healing. Healing may be instantaneous or take place over time, but the healing will be accomplished in such a manner that God, not man, receives the credit. A person possessing the gift of healing will often also possess the additional gifts of Faith and/or Evangelism.

In 1 Corinthians 12:9 and 28, the Apostle Paul lists the gift of Healing as one of many potential gifts granted by the Holy Spirit. In James 5:13-20, the Church is instructed to pray over the sick; and the prayer of faith will make the sick person well. In Acts 9:32-35 we find one of many examples of instantaneous healing accomplished by the Holy Spirit through the Apostle Peter. In addition, the ministry of Jesus was marked by his ability to heal. Jesus himself exclaimed in John 14:12-14..."I tell you the truth, anyone who has faith in me will do what I have been doing".

## Helps/Service

The gift of Helps is sometimes called the gift of Service or Mercy. The common attribute of this spiritual gift is the passion to humbly serve and support others within the assembly of Christ followers. The person possessing the gift of Service will display a natural servant heart and will seek



the welfare of others, even to the point of self-sacrifice. It is not uncommon for people with the gift of Helps to feel like they don't have any gifts at all. But this is far from true. When the gift of Helps is appropriately applied within the body of Christ, the helper is acting very much like Jesus, who said of his own ministry, "I did not come to be served, but to serve" (Matthew 20:28).

Paul speaks honorably about Phoebe who had the gift of Helps..."I commend to you our sister Phoebe, a servant of the church in Cenchrea." (Romans 16:1 and 2). In 1 Corinthians 12:27-31, the Apostle Paul also lists "helping others" among the "greater gifts." 1 Peter 4:11 instructs: "if any one serves, he should do it in the strength that God provides...."

## Intercessory Prayer

While God desires all Christ followers to communicate with him through regular prayer, the gift of Intercessory Prayer is a special endowment of the Holy Spirit that transforms the Christ follower into a "Prayer Warrior" for the sake of other people and other ministries. The label "Prayer Warrior" is derived from the belief that the person gifted with Intercessory Prayer stands on the front lines of spiritual warfare. This gift is sadly overlooked in the Church because it is seldom utilized in public. However, without Prayer Warriors, many visible ministry accomplishments would probably not be successful.

Biblical examples and instruction regarding Intercessory Prayer are found in Colossians 4:12-13. The narrative states, "Epaphras.... is always wrestling in prayer for you, that you may stand firm in all the will of God, mature and fully assured." Again in Colossians 1:9, "For this reason, since the day we heard about you, we have not stopped praying for you and asking God to fill you with the knowledge of his will through all spiritual wisdom and understanding...."

## Interpretation of Tongues

The Bible makes it clear that the use of Tongues within a corporate gathering of Christ followers should be accompanied by a person with the gift of Interpretation of Tongues so that the whole body may benefit (1 Corinthians 14:5, 26-28).

In 1 Corinthians 12:10, the Apostle Paul lists Interpretation of Tongues among the many available gifts. In verse 30 of this same passage, Paul makes it clear that this gift is not available to everyone. When a person with the gift of Tongues, in partnership with a person with the gift of Interpretation of Tongues, ministers to a gathering of Christ followers, their joint ministries serve in much the same fashion as the gift of Prophecy.

## Leadership

The gift of Leadership is the God-given ability to lead people to accomplish God's vision and goals. The Biblical image used when describing leadership is "shepherd." A Shepherd does not force his will upon the sheep, but tends and cares for them. The sheep instinctively follow a good shepherd. Jesus describes himself as the "Good Shepherd," and calls Church leaders his "Under Shepherds."

The "Under Shepherds" must faithfully follow the example of the "Good Shepherd" and lay their lives down for the welfare of the sheep (John 10:14-18). The person gifted by God with Leadership abilities will display the same servant leadership as Jesus and the Apostles. Leaders within God's Church are held to a higher standard before God. Hebrews 13:7-17 states... "Remember your leaders, who spoke the word of God to you. Consider the outcome of their way of life and imitate their faith....Obey your leaders and submit to their authority. They keep watch over you as men who must give an account...". In 1 Timothy 5:20, the Apostle Paul stresses that "(Leaders) who sin are to be rebuked publicly, so that others may take warning".

## Musical Expression/Worship

The gift of Worship enables a person to lead others to seek the heart of God by following the worship leader's example. All Christ followers are called of God to worship him. However, people possessing the gift of Worship and Musical Expression seem to know how to guide the emotions and spirits of others, helping them to focus upon the greatness of God.

Within Old Testament temple worship, Levites who were gifted in Worship and Musical Expression served outside the main entrance to the temple as a giant worship team. They were commissioned to play and sing songs of praise and thanksgiving. There were over 4,000 worship team members who served in rotation, providing songs of praise and thanksgiving from sun rise to sun set. This large worship team was led by a person with the title of "Chief Musician." We find that many of the Psalms were written by or for the Chief Musician (See 1 Chronicles 25:1, 6-8; 2 Chronicles 5:12-14; 2 Chronicles 29:25-30). Jesus proclaimed in John 4:23 and 24 that "a time is coming and has now come when true worshipers will worship the Father in spirit and truth, for they are the kind of worshipers the Father seeks." Paul further instructs the Church: "Let the word of Christ dwell in you richly as you teach and admonish one another with all wisdom, and as you sing psalms, hymns and spiritual songs with gratitude in your hearts to God" (Colossians 3:16).

## New Ministry Developer

This is an entrepreneurial gift that enables people to develop new ministries, churches or mission fields. New Ministry Developers are risk-takers for the Kingdom of God. They are always seeking new territories in which to start outreach ministries and are on the fore-front of new ministry development within the established local church. This gift of God causes the Christ follower to be dissatisfied with the status quo within church ministry. They are always seeking a new and better way to accomplish the work of the Great Commission and spiritual formation.

The Apostle Paul was definitely called by God to be a New Ministry Developer. He describes his ministry role in 1 Corinthians 3:10... "By the grace God has given me, I laid a foundation as an expert builder, and someone else is building on it. But each one should be careful how he builds". In Romans 15:20 Paul asserts: "It has always been my ambition to preach the gospel where Christ was not known, so that I would not be building on someone else's foundation".

## Pastor

The gift of Pastor is also an office of authority within the Church. A Pastor is gifted by God to develop long-term relationships with a group of Christ followers, and assumes responsibility for their spiritual development and personal nurture. A Pastor guides, instructs, encourages, exhorts and at times disciplines members of the assembly of Christ followers.

Ephesians 4:11 and 12 make it clear that the Pastor is particularly called of God to equip lay people to utilize their spiritual gifts in personal ministry. When the gift of Pastor is publicly recognized, and a person with this gift is elevated into the office of pastor, the "pastor" is also considered by the Bible to be an "Overseer" or "Elder" of the local congregation. 1 Peter 5:1-11 and 1 Timothy 3:1-7 provide instructions regarding the selection, qualifications and operations of an Elder/Overseer.

## Prophecy

The gift of Prophecy is the unique ability to receive messages from God and communicate those messages to the assembly of Christ followers. The ability to communicate divine messages may take the form of Pastoral Preaching, Word of Knowledge, Tongues with Interpretation of Tongues, or fore-

telling future events. The words of a Prophet will always be supported by the principles and teachings of Scripture.

## Stewardship

The gift of Stewardship is the God enabled ability to manage financial, human and time resources effectively in a manner that honors the Lord. The person possessing the gift of Stewardship may also display the gift of administration and/or the gift of Giving.

Jesus describes the wise manager in Luke 12:42-44..."The Lord answered, 'Who then is the faithful and wise manager, whom the master puts in charge of his servants to give them food allowance at the proper time? It will be good for that servant whom the master finds doing so when he returns. I tell you the truth he will put him in charge of all his possessions.'" Similarly, the Parable of the Talents found in Matthew 25:14-30 makes it clear that the wise steward will invest and multiply whatever God has given him.

## Teaching

The gift of Teaching is a highly honored spiritual gift within the assembly of Christ followers, but it is also a gift with severe responsibilities before God. The Bible warns us that those who teach among the people will be judged more harshly by God (James 3:1). A spiritually healthy teacher will not simply instruct the minds of his/her students, but will first instruct and apply unto him/herself the lessons taught by God through Scripture, and then only after the teacher can model the Biblical lesson within his/her life, will he/she be authentically able teach the lesson to others.

1 Corinthians 12:28 lists the gift of Teaching, when applied within the church, as an essential office within the ministry ...subservient only to the greater offices of Prophets and Apostles. Ephesians 4:11-14 makes it clear that the teacher's job description includes "...to prepare God's people for the works of service..." Paul specifically lists Teaching as one of the spiritual gifts in Romans 12:7.

## Tongues

The gift of Tongues has three purposes within the assembly of Christ followers:

1. To be used during periods of prayer, allowing the Holy Spirit to pray through the Christ follower when he/she does not know how to pray (Romans 6:26, 27);
2. To receive divine messages from God for the benefit of the assembly of Christ followers, understanding that someone with the gift of Interpretation of Tongues must be present to interpret (1 Corinthians 12:10, 28 and 1 Corinthians 14:13-19);
3. To enable a person to speak an unlearned language for the purposes of evangelism (Acts 2:1-13).

In all these formats, the Holy Spirit may choose to use the "tongues of men or angels" (1 Corinthians 13:1). The sole purpose of the gift of Tongues is to communicate God's love.

## Wisdom

The gift of Wisdom is the special ability given by God to enable a person to "know the right thing to do, and how to do it rightly." When the counsel of a godly person gifted with Wisdom is followed, God's will is accomplished, God is honored, and the mission of the ministry will find success. A person possessing the gift of Wisdom may also display the gift of Knowledge.

The Apostle Paul identifies the gift of "A Message of Wisdom" among many other spiritual gifts in 1 Corinthians 12:8. Ephesians 1:17 states..."I keep asking that the God of our Lord Jesus Christ, the glorious Father, may give you the Spirit of wisdom and revelation, so that you may know him better". Colossians 1:9

continues this theme..."For this reason, since the day we heard about you, we have not stopped praying for you and asking God to fill you with the knowledge of his will through all spiritual wisdom and understanding". James 1:5 instructs all Christ followers: "If any of you lacks wisdom, he should ask God, who gives generously to all without finding fault, and it will be given to him".

## Word of Knowledge

The gift of Knowledge is a special insight given by God regarding God's will applied to a particular circumstance. The "Word of Knowledge" given to an individual or to the assembly of Christ followers will always be supported by the teachings and principles of Scripture.

1 Corinthians 12:8 identifies the gift of the Word of Knowledge among many other spiritual gifts. A dramatic example of the Word of Knowledge in action can be found in Acts 5:1-11. Within this passage, a married couple seeks to lie to the Apostle Paul, to the Holy Spirit and to the Church. The Holy Spirit reveals the truth to Peter, and then disciplines the married couple.