



# **Discover Your Spiritual DNA**

**DISCOVER HOW YOU CAN BE  
THE HANDS AND FEET OF  
JESUS TO YOUR COMMUNITY**

**Barry Carroll**  
*with forward by Bruce Bugbee*

# Discover Your Spiritual DNA

DISCOVER HOW YOU CAN BE THE HANDS AND FEET OF JESUS TO YOUR COMMUNITY

Copyright © Barry L. Carroll 2022. All rights reserved.

No part of this book may be reproduced,  
stored in a retrieval system,  
and transmitted in any form, without the text,  
email or written permission of Barry L. Carroll.

Published by:

ISBN: 979-8-218-03086-5

All Scripture quotations, unless otherwise indicated, are taken from the Holy Bible, New International Version®, NIV®. Copyright ©1973, 1978, 1984, 2011 by Biblica, Inc.™ Used by permission of Zondervan. All rights reserved worldwide. [www.Zondervan.com](http://www.Zondervan.com) The “NIV” and “New International Version” are trademarks registered in the United States Patent and Trademark Office by Biblica, Inc.™

# Table of Contents

[Dedication](#)

[Acknowledgment](#)

[Forward](#)

[Introduction](#)

1. [Life's Golden Goal](#)
2. [Spiritual Gift Ignorance](#)
3. [Biblical Case for Spiritual Gifts](#)
  - a. I Corinthians, Chapter 12
    - i. [\*\*Body of Christ\*\*](#)
  - b. I Corinthians, Chapter 13
  - c. I Corinthians, Chapter 14 (truncated)
  - d. Ephesians, Chapter 4
    - i. [\*\*Body of Christ\*\*](#)
  - e. Romans, Chapter 12
    - i. [\*\*Body of Christ\*\*](#)
  - f. I Peter, Chapter 4
  - g. Exodus, Chapter 31
  - h. Salt & Light
4. [Discovering Your God-Given Spiritual Gifts, God-Given Passion and God-Given Relational Style](#)
5. [Steps To Transform Your Life, Church & Community](#)
6. [Great Spiritual Gift Stories](#)
7. [A Real Life Church Story](#)

[Final Thoughts / Contact Information](#)

[Appendix – NetWork Ministry Description pages](#)

[About the Author](#)

# Dedication

This book is dedicated to

- God, the Father, who created the world.
- Jesus, the Son, who selflessly shed his blood for our salvation.
- The Holy Spirit, who advocates for us and is the Power behind our Spiritual Gifts; and
- Saint Paul, who showed us how the church could and should function.

This book is dedicated to people who invest the time to Discover their

- God-given Spiritual Passion;
- God-given Spiritual Gift; and
- God-given Relational Style.

Living with this knowledge allows life in God's Kingdom and gives God Glory. We, in turn, experience Fruitfulness and Fulfillment — the best two characteristics a human can enjoy.

# Acknowledgment

I could not have written this book without the influence of Bruce Bugbee, Don Cousins, Cypress Meadows Community Church, Palm Harbor Community Church, Bob & Diane Flory, First Christian Church in Tarpon Springs, Howard Parker, and Christine Curran. Each had a part in making my service possible.

Thank you to those who read the drafts and made this book better: James “Buddy” VanWagoner, Michael Hiatt, Laura Young, Jim Young, John Peterson, Kristi Gale, and Laura VanWagoner. It now sounds far better and communicates the power of God.

I acknowledge the thousands of people who have Discovered their God-given Spiritual Gifts, God-given Passion, and God-given Relational Style. Also, I recognize those in the church that create an environment for Christ-followers to live Fruitful and Fulfilled lives in the Kingdom of God on earth.

# Foreword

There is no greater blessing than to know our God and Creator through His Son Jesus Christ. And Jesus sent the Holy Spirit to be with us, in us, and work through us. And the Holy Spirit imparts into each Christ-follower a grace-ability that we call a *spiritual gift*.

Barry Carroll shares my passion to see God's desire for the church to function as He intended. Knowing and using your spiritual gifts are God's Plan "A" for the church. And there is no Plan "B."

This is a book that not just needs to be read but to be implemented in your life, small group, church, and Christian organization.

Release your God-given passions and find your kingdom purpose and motivation. Release your God-given spiritual gifts and know the power and grace of the ministry role you have been created and called to fulfill. Release your God-given relational style and be more genuine and authentic with others.

*Walk worthy of the calling to which you have been called.* (Ephesians 4.1)

Enjoy the journey!

**Bruce Bugbee**

RIGHT4 MINISTRIES

Author of *Network* and *What You Do Best*

[www.BruceBugbee.com](http://www.BruceBugbee.com)

# Introduction

For nearly 30 years, God has inspired me to help people discover their God-given Passion, Spiritual Gifts, and Relational Style. I have had the privilege to preach and teach thousands of people about Discovering their Spiritual Gifts. Still, I was frustrated until God provided a visual illustration that helped me see and communicate the beauty and certainty of Spiritual Gifts given to all believers.



God gave me the vision of looking out from the podium at a church and not seeing people but instead Christmas gifts of all sorts — gifts with beautiful ribbons, shiny bows, and diverse wrapping paper. These gifts are the Spiritual Gifts given by a most gracious God to the local church. Dozens, hundreds, even thousands of

beautiful gifts given to churches, and the gifts are left unopened and unused.

How heartbreaking.

Have you ever given a gift to someone who refused to open it? Probably not. If it happened, you would remember the disappointment.

Is that what we do with the Spiritual Gifts given to our churches? Do we grieve the Holy Spirit who allots to each one just as He determines, and we ignore it? Why?

Churches do not present to their communities as spiritually energized, community-changing entities because they do not know the tools (gifts) God has given them to accomplish their community-influencing objective.

We are satisfied when our churches reach 500 in attendance, then 1,000 and 5,000 and 30,000. We do it with inspiring, entertaining pastors, state-of-the-art lights and sound, sports activities, concerts, and a trendy coffee bar in the lobby.

And the people come. They come as unopened shiny gifts. Our churches are thrilled with large attendance because it suggests God works mightily and provides financial success to grow staff and build buildings. Yet, God is not honored by the recognition, application of His Holy Word, and the power of the Holy Spirit. The most potent and effective tools given to the Church as Spiritual Gifts remain unopened.



Are those people filling our seats and pews living Fruitful and Fulfilled lives? Probably not.

Fruitful is a person in ministry whose work achieves the intended mark. Fulfilled is being able to thank and worship God that He has given them the privilege to move the needle on making a Kingdom difference.

Do 80% of the people in your congregation know their place of service AND live Fruitful and Fulfilled lives? Do 50%? Maybe 10%? Do you care?

Serving with Spiritual Gifts is a simple premise, which is this book's aim.

Picture everyone in your church knowing the ministry that God gave them, recognizing the uniquely placed abilities of others, and everyone working within their Gift — backed by the power of the Holy Spirit. This church helps people find their God-given place of service and their God-given Spiritual Gifts. That is what we should all aspire to make real in our churches.

Imagine your church ministering throughout the community, meeting the needs of people. The un-churched are touched, helped, and relationships built with the church wherein the gospel is shared.

Imagine your church as a spiritually alive place where everyone knows their God-given Passion, God-given Spiritual Gifts, and God-given Relational Style. Positive attention (Glory) goes to Jesus and what He did for us when He took all the world's sin and captured it on the cross to save us.

Teach people how to discover their Spiritual Gifts, and they will be the hands and feet of Jesus.

Have you ever considered how a new ministry begins? One person or a few became vocal about needs not being met. The impetus is their God-given Passion. If churches knew their people's God-given Passions, they would have hundreds, maybe even thousands of ministries. The ministries meet the community's needs, attract them to church, and Glorify Christ.

In the following pages, you will learn how you can build on Christ's foundation so that every believer – not just paid staff - can be led by the Holy Spirit and discover their place of service. This is one of the primary tasks of the church. This book will give you the recipe to help all Christ-followers understand how to live Fruitful and Fulfilled lives. Jesus told us He came so we could have life to the fullest! Let us start living this way!

People who Discover how God has made them and given them purpose rank that knowledge as the second most important day of their life. Once they are in ministry, a team of horses cannot pull them away from serving. It's about putting the right people in the right place for the right reasons.



The Bible teaches us that each Gift is given by the Holy Spirit and distributed to each person as the Holy Spirit determines. There are no mistakes. It is perfection. It is a Special Ability you possess to serve Christ and your neighbors.

We will review why we are ignorant of Spiritual Gifts and understand what the Bible says about them. We will explore the merits of the NetWork spiritual gift system and share remarkable stories of people and how they use their gifts. You will receive specific steps and tools to transform your church. We will share a real church story where many knew their Gifts and used them for the Glory of God.

The NetWork curriculum has greatly influenced me. You will read the language of NetWork throughout these

pages, and I can confirm its effectiveness through a lifetime of experiences, many are shared in this book.

There are other spiritual gift discovery methodologies available online and in the marketplace. I have investigated and tested many of the various versions.

When we mention God-given Spiritual Gifts, we include God-given Passion and God-given Relational Style as the Network curriculum includes.

Many churches offer spiritual gift assessments that do not include understanding Passion and Relational Style.

NetWork has always been the easiest to understand and provides whole life experiences to bring positive attention to our Lord and Savior.

By the time we finish, you will know everything necessary to guide a church and its leadership in fully engaging the power of the Holy Spirit in the lives of believers. You will be able to see this in action every day.

We live in a wicked and perverted world. Implementing Spiritual Gifts in your church is an answer and it will not be easy. Satan will work to thwart it, but Greater is He that is in us. It's time our spiritually gifted people live out the power of the Holy Spirit and unleash Spiritual Gifts in the church and community.

Let us unwrap the beautiful gifts, help people find their spiritual DNA and let the Holy Spirit change believers, our churches, and the world!

**We are built for this!**



May this book ignite a fire in people and churches to change the arc our churches and nation are traveling.



# Final Thoughts

A recent church notice invited people to baptism, and the invite read: "Baptism is a very important part of an obedient relationship with God." Most church people would agree.

This book, we pray, shows you that Spiritual Gifts are a very important part of an obedient relationship with God, too. Most churches do not even know it.

Jesus' last words after he died and came back to make appearances for 40 days, is captured in Acts 1: 4-9 and says this: "On one occasion, while he was eating with them, he gave them this command: "Do not leave Jerusalem, but wait for the gift my Father promised, which you have heard me speak about. For John baptized with water, but in a few days, you will be baptized with the Holy Spirit.

"Then they gathered around him and asked him, 'Lord, are you going to restore the kingdom to Israel at this time?'

"He said to them: 'It is not for you to know the times or dates the Father has set by his own authority. But you will receive **power** when the Holy Spirit comes on you, and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth.'

"After He said this, he was taken up before their very eyes, and a cloud hid Him from their sight."

Please go back and read the yellow highlighted areas in order.

In Jesus' final words on earth (until He returns), he talks about power. Power of the Holy Spirit inside us!

The Gift in us is the indwelling of the Holy Spirit. When we use our Gifts, the Holy Spirit is acting through us. This gifting is for witnessing to the community and world in a way most churches have never considered. The design for this is for people to know their Gift and use it in the power of the Holy Spirit.

William Barclay, the great Scottish New Testament interpreter, wrote a collection of 17 volumes called *The Daily Study Bible Series*. The books amplify the New Testament. <https://www.logos.com/product/6752/the-new-daily-study-bible-new-testament-ndsb>

About the Holy Spirit and its power, Barclay wrote:

“What, then, is the gift and work of the Spirit of God?

The word for spirit is *ruach* and *ruach*, like *pneuma* in Greek, means not only *spirit*; it also means *breath*. *Breath is life*; and therefore the promise of the Spirit is *the promise of life*. The Spirit of God breathes God’s life into a person. When the Spirit of God enters us, the tired, lack-luster, weary, defeatedness of life is gone, and a surge of new life enters us.

“This word *ruach* not only means *breath*; it also means *wind*. It is the word for the storm wind, the mighty

rushing wind that once Elijah heard. *Wind means power.* The gale of wind sweeps the ship before it and uproots the tree. The wind has an irresistible power. *The Spirit of God is the Spirit of power.* When the spirit of God enters into a person, their weakness is clad with the power of God. They are enabled to do the undoable, and to face the unfaceable, and to bear the unbearable. Frustration is banished; victory arrives.

“The spirit of God is connected with the *work of creation*. It was the Spirit of God who moved upon the face of the waters and made the chaos into cosmos, turned disorder into order, and made a world out of the uncreated mists. The Spirit of God can re-create us. When the Spirit of God enters into a person, the disorder of human nature becomes the order of God; our disheveled, disorderly, uncontrolled lives are molded by the Spirit into the harmony of God.”

Let loose the power of the Holy Spirit in your church and community!

Wokeness is growing in our country and has silenced the Church. What church wants to preach outside its wall to a world where evil inhabitants wish to destroy it? Our churches are in trouble, and our nation and world.

The church is broken and has been for a while.

Elections are fraudulent; news is now propaganda after receiving the money to talk optimistically about



Covid and lying about nearly everything. We have gender confusion among young people with 72 genders to consider. Christians worldwide are killed at an alarming rate, and lawlessness has run amuck in our cities. Open borders usher in destruction. Education in schools is teaching anti-God rhetoric. And inflation is running away as Washington prints fiat money that becomes less valuable with every passing day.

Christ is our only hope! The Holy Spirit is a powerful force in us that needs loosed in our people. Help them to Discover who God made them to be!

Christians must unite in understanding their purpose, discover how God has gifted them, and use all Spiritual Gifts to serve people in and out of the church. This reflects positive attention (Glory) to God. It is the power of the Holy Spirit that inside us to create a wind to change this nation and our world.

There is a caveat with Spiritual Gift understanding. Don Cousins has written about it, and I have experienced it. Suppose church leaders (pastors and ministry leaders) are NOT on board with assisting people to Discover their Gifts, and NetWork is offered as an elective study. In that case, participation may negatively be affected and alter how the participant sees God. We must work to prohibit this!

You need Spiritual Gifts as the way you do church — no exceptions.

Do you think the people who mow their lawn, participate in sports, or watch TV on Sunday morning will ever hear a powerful message about what is going on in our churches?

A church foundation needs to include every individual in the church holding a place of service. That is our task. We need to figure this out because we allow people to live unfilled, in some cases, discouraged and depressed lives.

How can we allow people to sit in a church if they do not have a ministry? And if they have a ministry, why do we as a church family not know it?

We need to establish a register and list people's Passions, Gifts, and Relational Styles so that others can see them, praise God, and use their Gifts to honor and Glorify God.

We allow people to sit in sanctuaries because we do not love them! We must first learn the importance of love! From there, we need to understand that as Christians, we need to know how to be Fruitful and Fulfilled and Glorify God. That is our service to the church and others.

It is a complete disservice for a church not to think of every conceivable way to incorporate people into service. So often, we see every viable way to create ministry and hope people come. It is backward.

Let us take this Spiritual Gift Discovery online if the churches do not embrace it. Let us serve together

through an online portal and let the Holy Spirit change us, teach us, and lead us to bring people to Christ and bring Glory to our Father.

Can we break through the corporate church model into a spiritual-based church operation where 100% of people know what they should do as the hands and feet of Christ?

Be part of the solution! Discover your God-given Spiritual Passion, God-given Spiritual Gift, and God-given Relational Style (Your spiritual DNA) and live a Fruitful and Fulfilled life.

We are built for this.

Do you know where to start?

Would you like me to show you how to Discover your God-given Gift, God-given Passion, and God-given Relational Style?

Do you want me to talk to your church leaders?

Do you want me to train you to lead this in your town or city or state?

Contact me at [barrcarr@protonmail.com](mailto:barrcarr@protonmail.com).

I am living with ALS, and God only knows how much time I can help you see the importance of Spiritual Gifts. Call or email me today at 813-731-8718.

My prayer for you all:

*My Lord, I am your servant and have written this book at your command. Answer me, Lord, answer me, so these churches will know that you, Lord, are God, and that you*

*are turning their hearts back again. In the Holy and Matchless name of Jesus is this request made.*

# Appendix

# NETWORK

## *Ministry Descriptions*

**Understanding God's Design for  
All of us in the Church**

**The Right People ...In the Right Places  
...For the Right Reasons !**

# Your Church USA

## MINISTRY POSITION DESCRIPTION

POSITION TITLE	MINISTRY	DEPARTMENT	M-LEVEL
<b>Network Director</b>	<b>NETWORK</b>	<b>SERVE</b>	<b>4</b>
<b>Responsibilities</b>		<b>Passion for</b>	
<p>Responsible for casting the AMB vision, overseeing the team, mediating between staff, ministry leaders and volunteers, representing AMB to each of these groups, promoting the values and opportunities for service.</p>		<p>Assisting believers to make their unique contribution in a meaningful place of service.</p> <p>The church and seeing people develop into their full potential in Christ.</p>	
<b>Spiritual Gifts</b>		<b>Personal Style</b>	
<p>Leadership Wisdom Encouragement Administration</p>		<p><b>Energized</b>    <input checked="" type="checkbox"/> <b>People-Oriented</b>  <input checked="" type="checkbox"/> <b>Task-Oriented</b></p> <p><b>Organized</b>    <input checked="" type="checkbox"/> <b>Structured</b>  <input type="checkbox"/> <b>Unstructured</b></p>	
<b>Minimum Spiritual maturity</b>		<b>Talents/Skills/Abilities</b>	
<p>Leading / Guiding</p>		<p>Good interpersonal skill Organizational, effective delegator Sensitive, listens well</p>	
<b>Availability</b>		<b>Regular Commitments</b>	
<p>Flexible</p>		<p>Monthly Team meetings, one-on-one meetings as required, 6-10 hrs/wk</p>	
		<b>Length of Commitment</b>	
		<p>2+ years</p>	
<b>ADDITIONAL COMMENTS</b>			
<p>Must be highly respected by both staff and volunteers Professional background helpful, but not required</p>			
<b>LOCATION</b>		<b>SPECIAL NOTES</b>	
<input checked="" type="checkbox"/> <b>Church</b> <input checked="" type="checkbox"/> <b>Home</b> <input type="checkbox"/> <b>Other:</b>		<p>Membership Required</p>	
<b>Total Needed</b>   1		<b>Now Have</b>   0	
		<b>Openings</b>   1	
<p><b>Staff Overseer</b> _____</p> <p><b>Trained By</b> _____</p> <p><b>Assimilator</b> _____</p>			

# Your Church USA MINISTRY POSITION DESCRIPTION

POSITION TITLE	MINISTRY	DEPARTMENT	M-LEVEL
<b>Instructor</b>	<b>NETWORK</b>	<b>SERVE</b>	<b>4</b>
<b>Responsibilities</b>		<b>Passion for</b>	
Responsible for preparing and presenting Network Discovery sessions.		Assisting believers to make their unique contribution in a meaningful place of service.  The church and seeing people develop into their full potential in Christ.	
<b>Spiritual Gifts</b>		<b>Personal Style</b>	
Encouragement Teaching Wisdom		<b>Energized</b> <input checked="" type="checkbox"/> <b>People-Oriented</b> <input checked="" type="checkbox"/> <b>Task-Oriented</b>  <b>Organized</b> <input checked="" type="checkbox"/> <b>Structured</b> <input type="checkbox"/> <b>Unstructured</b>	
<b>Minimum Spiritual maturity</b>		<b>Talents/Skills/Abilities</b>	
Leading/Guiding Believer		High capacity to integrate. Effective communicator. Excellent interpersonal skills.	
<b>Availability</b>		<b>Regular Commitments</b>	
Flexible		Monthly team meeting, feedback and evaluation time.	
		<b>Length of Commitment</b>	
		1 year	
<b>ADDITIONAL COMMENTS</b>			
There is flexible study and preparation time. When the sessions are scheduled, then the availability chart can be completed above. There is preparation time of 3-4 hrs/wk when leading the sessions and 8 hrs. of presentation time.			
<b>LOCATION</b>		<b>SPECIAL NOTES</b>	
<input checked="" type="checkbox"/> Church <input type="checkbox"/> Home <input type="checkbox"/> Other:		Membership Required	
<b>Total Needed</b> <input style="width: 40px; text-align: center;" type="text" value="2"/>		<b>Now Have</b> <input style="width: 40px; text-align: center;" type="text" value="0"/>	
		<b>Openings</b> <input style="width: 40px; text-align: center;" type="text" value="2"/>	
<b>Staff Overseer</b> _____			
<b>Trained By</b> _____			
<b>Assimilator</b> _____			

# Your Church USA MINISTRY POSITION DESCRIPTION

POSITION TITLE	MINISTRY	DEPARTMENT	M-LEVEL
<b>Information Team Member</b>	<b>NETWORK</b>	<b>SERVE</b>	<b>2</b>
<b>Responsibilities</b>		<b>Passion for</b>	
<p>Responsible for gathering and processing information needed for consultants, the Network ministry and the church including: Next-Step Reports, Ministry Description Books and Registrations</p>		<p>Assisting believers to make their unique contribution in a meaningful place of service.</p> <p>The church and seeing people develop into their full potential in Christ.</p>	
<b>Spiritual Gifts</b>		<b>Personal Style</b>	
<p>Administration Helps Craftsmanship</p>		<p><b>Energized</b>    <input type="checkbox"/> <b>People-Oriented</b>  <input checked="" type="checkbox"/> <b>Task-Oriented</b></p> <p><b>Organized</b>    <input checked="" type="checkbox"/> <b>Structured</b>  <input type="checkbox"/> <b>Unstructured</b></p>	
<b>Minimum Spiritual maturity</b>		<b>Talents/Skills/Abilities</b>	
New Young Believer		Project management abilities, dependable, able to do data entry, basic computer skills.	
<b>Availability</b>		<b>Regular Commitments</b>	
Flexible		Scheduled team meetings 2-3 hrs/wk	
		<b>Length of Commitment</b>	
		1 years	
<b>ADDITIONAL COMMENTS</b>			
<b>LOCATION</b>		<b>SPECIAL NOTES</b>	
<input checked="" type="checkbox"/> Church <input type="checkbox"/> Home <input type="checkbox"/> Other:		Membership Encouraged	
<b>Total Needed</b>	1	<b>Now Have</b>	0
		<b>Openings</b>	1
<b>Staff Overseer</b> _____ <b>Trained By</b> _____ <b>Assimilator</b> _____			



# Your Church USA MINISTRY POSITION DESCRIPTION

POSITION TITLE	MINISTRY	DEPARTMENT	M-LEVEL
<b>Coaching Trainer</b>	<b>NETWORK</b>	<b>SERVE</b>	<b>4</b>
<b>Responsibilities</b> <hr/> Responsible to train new consultants in the necessary skills and ministry concepts to conduct effective consultations, also providing on-going training opportunities as needed.		<b>Passion for</b> <hr/> Assisting believers to make their unique contribution in a meaningful place of service.  The church and seeing people develop into their full potential in Christ.	
<b>Spiritual Gifts</b> <hr/> Wisdom Discernment Teaching Knowledge		<b>Personal Style</b> <hr/> <b>Energized</b> <input checked="" type="checkbox"/> <b>People-Oriented</b> <input checked="" type="checkbox"/> <b>Task-Oriented</b>  <b>Organized</b> <input checked="" type="checkbox"/> <b>Structured</b> <input type="checkbox"/> <b>Unstructured</b>	
<b>Minimum Spiritual maturity</b> <hr/> Stable/Growing Believer		<b>Talents/Skills/Abilities</b> <hr/> Counseling skills. Able to train and develop. Good presentation skills.	
<b>Availability</b> Flexible		<b>Regular Commitments</b> <hr/> Provide training as needed, meetings as scheduled.	
		<b>Length of Commitment</b> <hr/> 2 years	
<b>ADDITIONAL COMMENTS</b> 15-18 hrs. are required for preparation to do the 6-8 hrs of new consultant training (it will decrease with experience). On-going training and preparation will vary depending upon the topic, guest speaker, etc.			
<b>LOCATION</b> <input checked="" type="checkbox"/> <b>Church</b> <input type="checkbox"/> <b>Home</b> <input type="checkbox"/> <b>Other:</b>		<b>SPECIAL NOTES</b> <hr/> Membership Encouraged	
<b>Total Needed</b>   <input type="text" value="1"/>		<b>Now Have</b>   <input type="text" value="0"/>	
<b>Openings</b>   <input type="text" value="1"/>			
<b>Staff Overseer</b> _____ <b>Trained By</b> _____ <b>Assimilator</b> _____			

# Your Church USA MINISTRY POSITION DESCRIPTION

POSITION TITLE	MINISTRY	DEPARTMENT	M-LEVEL
<b>Coaching Coordinator</b>	<b>NETWORK</b>	<b>SERVE</b>	<b>4</b>
<b>Responsibilities</b>		<b>Passion for</b>	
<p>Responsible for all aspects of the consultation step: recruiting, training and overseeing a team of consultants, maintaining follow-up, insuring updated information and ministry descriptions.</p>		<p>Assisting believers to make their unique contribution in a meaningful place of service.</p> <p>The church and seeing people develop into their full potential in Christ.</p>	
<b>Spiritual Gifts</b>		<b>Personal Style</b>	
<p>Discernment Wisdom Leadership Encouragement</p>		<p><b>Energized</b>    <input checked="" type="checkbox"/> <b>People-Oriented</b>  <input type="checkbox"/> <b>Task-Oriented</b></p> <p><b>Organized</b>    <input checked="" type="checkbox"/> <b>Structured</b>  <input checked="" type="checkbox"/> <b>Unstructured</b></p>	
<b>Minimum Spiritual maturity</b>		<b>Talents/Skills/Abilities</b>	
<p>Leading/Guiding Believer</p>		<p>Counseling skills, listens well, good with first impressions, team builder, able to train and develop</p>	
<b>Availability</b>		<b>Regular Commitments</b>	
<p>Flexible</p>		<p>Monthly team meetings, one-on-one meetings as required, 6-10 hrs/wk</p>	
		<b>Length of Commitment</b>	
		<p>2+ years</p>	
<b>ADDITIONAL COMMENTS</b>			
<p>This person needs to be very good at speaking the truth in love. They also need to be able to develop and coach those who will be consulting. Their goal ought to be to serve the volunteer in identifying and moving toward the fulfillment of their ministry.</p>			
<b>LOCATION</b>		<b>SPECIAL NOTES</b>	
<input checked="" type="checkbox"/> <b>Church</b> <input type="checkbox"/> <b>Home</b> <input type="checkbox"/> <b>Other:</b>		<p>Membership Required</p>	
<b>Total Needed</b>	1	<b>Now Have</b>	0
		<b>Openings</b>	1
<p><b>Staff Overseer</b> _____</p> <p><b>Trained By</b> _____</p> <p><b>Assimilator</b> _____</p>			

# Your Church USA MINISTRY POSITION DESCRIPTION

POSITION TITLE	MINISTRY	DEPARTMENT	M-LEVEL
<b>Coach</b>	<b>NETWORK</b>	<b>SERVE</b>	<b>3</b>
<b>Responsibilities</b>		<b>Passion for</b>	
<p>Responsible to assist Network participants one-on-one in identifying possible and appropriate places of service. Needs to listen, discern, and serve the individual. Needs to interpret the Servant Profile and identify ministry opportunities.</p>		<p>Assisting believers to make their unique contribution in a meaningful place of service.</p> <p>The church and seeing people develop into their full potential in Christ.</p>	
<b>Spiritual Gifts</b>		<b>Personal Style</b>	
<p>Wisdom Discernment Encouragement Knowledge</p>		<p><b>Energized</b>   <input checked="" type="checkbox"/> <b>People-Oriented</b>  <input type="checkbox"/> <b>Task-Oriented</b></p> <p><b>Organized</b>   <input checked="" type="checkbox"/> <b>Structured</b>  <input checked="" type="checkbox"/> <b>Unstructured</b></p>	
<b>Minimum Spiritual maturity</b>		<b>Talents/Skills/Abilities</b>	
<p>Stable/Growing Believer</p>		<p>Counseling skills, listens well, good with first impressions, able to speak the truth in love.</p>	
<b>Availability</b>		<b>Regular Commitments</b>	
<p>Flexible</p>		<p>Team meetings, consultant training events, 3-4 hrs/wk</p>	
		<b>Length of Commitment</b>	
		<p>1 years</p>	
<b>ADDITIONAL COMMENTS</b>			
<p>Consultants need to be caring and respected people. They need to be familiar with the church, it's history and philosophy.</p>			
<b>LOCATION</b>		<b>SPECIAL NOTES</b>	
<input checked="" type="checkbox"/> <b>Church</b> <input type="checkbox"/> <b>Home</b> <input type="checkbox"/> <b>Other:</b>		<p>Membership Encouraged</p>	
<b>Total Needed</b>   5		<b>Now Have</b>   0	
		<b>Openings</b>   5	
<p><b>Staff Overseer</b> _____</p> <p><b>Trained By</b> _____</p> <p><b>Assimilator</b> _____</p>			

# Your Church USA MINISTRY POSITION DESCRIPTION

POSITION TITLE	MINISTRY	DEPARTMENT	M-LEVEL
<b>Support Coordinator</b>	<b>NETWORK</b>	<b>SERVE</b>	<b>4</b>
<b>Responsibilities</b>		<b>Passion for</b>	
Responsible for all aspects of support for the Discovery and Consultation Teams including scheduling of rooms, collection of material from graduates, financial records and hospitality.		Assisting believers to make their unique contribution in a meaningful place of service.  The church and seeing people develop into their full potential in Christ.	
<b>Spiritual Gifts</b>		<b>Personal Style</b>	
Helps Leadership Administration Hospitality		<b>Energized</b> <input checked="" type="checkbox"/> <b>People-Oriented</b> <input type="checkbox"/> <b>Task-Oriented</b> <b>Organized</b> <input checked="" type="checkbox"/> <b>Structured</b> <input checked="" type="checkbox"/> <b>Unstructured</b>	
<b>Minimum Spiritual maturity</b>		<b>Talents/Skills/Abilities</b>	
Leading/Guiding Believer		Counseling skills, listens well, good with first impressions, team builder, able to train and develop	
<b>Availability</b>		<b>Regular Commitments</b>	
Flexible		Monthly team meetings, one-on-one meetings as required, 6-10 hrs/wk	
		<b>Length of Commitment</b>	
		2+ years	
<b>ADDITIONAL COMMENTS</b>			
This person needs to be very good at speaking the truth in love. They also need to be able to develop and coach those who will be consulting. Their goal ought to be to serve the volunteer in identifying and moving toward the fulfillment of their ministry.			
<b>LOCATION</b>		<b>SPECIAL NOTES</b>	
<input checked="" type="checkbox"/> <b>Church</b> <input type="checkbox"/> <b>Home</b> <input type="checkbox"/> <b>Other:</b>		Membership Required	
<b>Total Needed</b>	1	<b>Now Have</b>	0
		<b>Openings</b>	1
<b>Staff Overseer</b> _____ <b>Trained By</b> _____ <b>Assimilator</b> _____			

# Your Church USA MINISTRY POSITION DESCRIPTION

POSITION TITLE	MINISTRY	DEPARTMENT	M-LEVEL
<b>Follow-up Coordinator</b>	<b>NETWORK</b>	<b>SERVE</b>	<b>3</b>
<b>Responsibilities</b>		<b>Passion for</b>	
Responsible to follow-up on participants all the way through the Network process, from the registration for the Discovery sessions to Serving; encouraging them and assisting them on how they can reach their place of ministry.		Assisting believers to make their unique contribution in a meaningful place of service.  The church and seeing people develop into their full potential in Christ.	
<b>Spiritual Gifts</b>		<b>Personal Style</b>	
Encouragement Hospitality Administration		<b>Energized</b> <input checked="" type="checkbox"/> <b>People-Oriented</b> <input type="checkbox"/> <b>Task-Oriented</b>  <b>Organized</b> <input checked="" type="checkbox"/> <b>Structured</b> <input type="checkbox"/> <b>Unstructured</b>	
<b>Minimum Spiritual maturity</b>		<b>Talents/Skills/Abilities</b>	
Stable/Growing Believer		Able to make people feel valued. Positive attitude, does not offend. Excellent phone skills, pleasant voice.	
<b>Availability</b>		<b>Regular Commitments</b>	
Flexible		Team meetings as scheduled 1-2 hrs/wk depending on size of sessions.	
		<b>Length of Commitment</b>	
		1 years	
<b>ADDITIONAL COMMENTS</b>			
<b>LOCATION</b>		<b>SPECIAL NOTES</b>	
<input checked="" type="checkbox"/> <b>Church</b> <input type="checkbox"/> <b>Home</b> <input type="checkbox"/> <b>Other:</b>		Membership Encouraged	
<b>Total Needed</b> <input style="width: 30px; text-align: center;" type="text" value="1"/>		<b>Now Have</b> <input style="width: 30px; text-align: center;" type="text" value="0"/>	
		<b>Openings</b> <input style="width: 30px; text-align: center;" type="text" value="1"/>	
<b>Staff Overseer</b> _____ <b>Trained By</b> _____ <b>Assimilator</b> _____			

# Your Church USA MINISTRY POSITION DESCRIPTION

POSITION TITLE	MINISTRY	DEPARTMENT	M-LEVEL
<b>Publicity Coordinator</b>	<b>NETWORK</b>	<b>SERVE</b>	<b>3</b>
<b>Responsibilities</b> <hr/> Responsible for all the details associated with promoting the Network Discovery sessions, including program and newsletter announcements, testimonies from the pulpit and elsewhere, solicit and collect publicity information		<b>Passion for</b> <hr/> Assisting believers to make their unique contribution in a meaningful place of service.  The church and seeing people develop into their full potential in Christ.	
<b>Spiritual Gifts</b> <hr/> Creative Communication Helps		<b>Personal Style</b> <hr/> <b>Energized</b> <input checked="" type="checkbox"/> <b>People-Oriented</b> <input checked="" type="checkbox"/> <b>Task-Oriented</b>  <b>Organized</b> <input checked="" type="checkbox"/> <b>Structured</b> <input checked="" type="checkbox"/> <b>Unstructured</b>	
<b>Minimum Spiritual maturity</b> <hr/> New/Young Believer		<b>Talents/Skills/Abilities</b> <hr/> Resourceful. Able to manage multiple issues Communicates well.	
<b>Availability</b> <hr/> Flexible		<b>Regular Commitments</b> <hr/> Monthly Team meetings.	
		<b>Length of Commitment</b> <hr/> 1 years	
<b>ADDITIONAL COMMENTS</b> 1-2 hrs/wk needed when there are not sessions being done. 3-4 hrs/wk needed during those weeks when there are Discovery sessions being done.			
<b>LOCATION</b> <hr/> <input checked="" type="checkbox"/> <b>Church</b> <input type="checkbox"/> <b>Home</b> <input type="checkbox"/> <b>Other:</b>		<b>SPECIAL NOTES</b> <hr/> Membership Encouraged	
<b>Total Needed</b>   <input type="text" value="1"/>		<b>Now Have</b>   <input type="text" value="0"/>	
		<b>Openings</b>   <input type="text" value="1"/>	
<b>Staff Overseer</b> _____ <b>Trained By</b> _____ <b>Assimilator</b> _____			

# Your Church USA MINISTRY POSITION DESCRIPTION

POSITION TITLE	MINISTRY	DEPARTMENT	M-LEVEL
<b>Support Team Member</b>	<b>NETWORK</b>	<b>SERVE</b>	<b>1</b>
<b>Responsibilities</b>		<b>Passion for</b>	
<p>Responsible for creating a quality atmosphere for participants to learn and grow. This includes the coordination of the room set-up, refreshments, assisting the instructor, greeting participants, and assuring that everyone's needs are met for the sessions.</p>		<p>Assisting believers to make their unique contribution in a meaningful place of service.</p> <p>The church and seeing people develop into their full potential in Christ.</p>	
<b>Spiritual Gifts</b>		<b>Personal Style</b>	
<p>Hospitality Encouragement Helps Creative Communication</p>		<p><b>Energized</b>    <input checked="" type="checkbox"/> <b>People-Oriented</b>  <input checked="" type="checkbox"/> <b>Task-Oriented</b></p> <p><b>Organized</b>    <input checked="" type="checkbox"/> <b>Structured</b>  <input checked="" type="checkbox"/> <b>Unstructured</b></p>	
<b>Minimum Spiritual maturity</b>		<b>Talents/Skills/Abilities</b>	
Stable/Growing Believer		Able to anticipate needs and meet them. Has warm personality. Creative and fun.	
<b>Availability</b>		<b>Regular Commitments</b>	
Flexible		Monthly team meeting and others as scheduled.	
		<b>Length of Commitment</b>	
		1 years	
<b>ADDITIONAL COMMENTS</b>			
3-4 hrs/wk during Discovery sessions			
<b>LOCATION</b>		<b>SPECIAL NOTES</b>	
<input checked="" type="checkbox"/> Church <input type="checkbox"/> Home <input type="checkbox"/> Other:		Membership Encouraged	
<b>Total Needed</b>	3	<b>Now Have</b>	0
		<b>Openings</b>	3
<b>Staff Overseer</b> _____ <b>Trained By</b> _____ <b>Assimilator</b> _____			

# Your Church USA MINISTRY POSITION DESCRIPTION

POSITION TITLE	MINISTRY	DEPARTMENT	M-LEVEL
<b>Information Coordinator</b>	<b>NETWORK</b>	<b>SERVE</b>	<b>4</b>
<b>Responsibilities</b>		<b>Passion for</b>	
<p>Responsible for all data systems and information flow within Network, keeping sub-ministry job descriptions updated, coordination of tracking reports</p>		<p>Assisting believers to make their unique contribution in a meaningful place of service.</p> <p>The church and seeing people develop into their full potential in Christ.</p>	
<b>Spiritual Gifts</b>		<b>Personal Style</b>	
<p>Administration Helps Leadership</p>		<p><b>Energized</b>    <input checked="" type="checkbox"/> <b>People-Oriented</b>  <input checked="" type="checkbox"/> <b>Task-Oriented</b></p> <p><b>Organized</b>    <input checked="" type="checkbox"/> <b>Structured</b>  <input type="checkbox"/> <b>Unstructured</b></p>	
<b>Minimum Spiritual maturity</b>		<b>Talents/Skills/Abilities</b>	
<p>Leading/Guiding Believer</p>		<p>Strategic thinker, organized, able to manage projects and flow, team builder.</p>	
<b>Availability</b>		<b>Regular Commitments</b>	
<p>Flexible</p>		<p>Monthly team meetings, one-on-one meetings as required, 6-10 hrs/wk</p>	
		<b>Length of Commitment</b>	
		<p>2+ years</p>	
<b>ADDITIONAL COMMENTS</b>			
<p>A knowledge of computers is helpful. They need to keep all the pieces of Network together within a timely and good communication system.</p>			
<b>LOCATION</b>		<b>SPECIAL NOTES</b>	
<input checked="" type="checkbox"/> <b>Church</b> <input type="checkbox"/> <b>Home</b> <input type="checkbox"/> <b>Other:</b>		<p>Membership Encouraged</p>	
<b>Total Needed</b>   1		<b>Now Have</b>   0	
		<b>Openings</b>   1	
<p><b>Staff Overseer</b> _____</p> <p><b>Trained By</b> _____</p> <p><b>Assimilator</b> _____</p>			



# Your Church USA MINISTRY POSITION DESCRIPTION

POSITION TITLE	MINISTRY	DEPARTMENT	M-LEVEL
<b>Discovery Session Coordinator</b>	<b>NETWORK</b>	<b>SERVE</b>	<b>4</b>
<b>Responsibilities</b>		<b>Passion for</b>	
Responsible for all aspects of conducting the seminar and/or small groups going through Network's Discovery Sessions, recruiting and building a team to lead and support the seminar/small groups, identify instructors.		Assisting believers to make their unique contribution in a meaningful place of service.  The church and seeing people develop into their full potential in Christ.	
<b>Spiritual Gifts</b>		<b>Personal Style</b>	
Leadership Encouragement Teaching Hospitality		<b>Energized</b> <input checked="" type="checkbox"/> <b>People-Oriented</b> <input type="checkbox"/> <b>Task-Oriented</b>  <b>Organized</b> <input checked="" type="checkbox"/> <b>Structured</b> <input type="checkbox"/> <b>Unstructured</b>	
<b>Minimum Spiritual maturity</b>		<b>Talents/Skills/Abilities</b>	
Leading/Guiding Believer		Good interpersonal skills, able to recruit and delegate, organizational.	
<b>Availability</b>		<b>Regular Commitments</b>	
Flexible		Monthly team meetings, one-on-one meetings as required, 6-10 hrs/wk	
		<b>Length of Commitment</b>	
		2+ years	
<b>ADDITIONAL COMMENTS</b>			
15-18 hrs. are required for preparation to do the 6-8 hrs of new consultant training (it will decrease with experience). On-going training and preparation will vary depending upon the topic, guest speaker, etc.			
<b>LOCATION</b>		<b>SPECIAL NOTES</b>	
<input checked="" type="checkbox"/> <b>Church</b> <input type="checkbox"/> <b>Home</b> <input type="checkbox"/> <b>Other:</b>		Membership Required	
<b>Total Needed</b>	1	<b>Now Have</b>	0
		<b>Openings</b>	1
<b>Staff Overseer</b> _____ <b>Trained By</b> _____ <b>Assimilator</b> _____			

# About the Author



Barry Carroll placed his faith in the Lord Jesus Christ as Messiah as a teenager. A youth pastor at the church he was attending had been disciplining him, and at the prompting of the Holy Spirit, the pastor led Barry in the sinner's prayer.

Years later, Barry made a second commitment, this for the next 12 years, to study and pursue the things of God. During this time, Barry read, studied, and memorized the Bible, prayed, served the church, researched issues related to the church, and observed believers' behavior.

Upon introduction to Spiritual Gifts, he was changed. His God-given Passion is to help people find their place in the church and the church to find its place in the community. Barry entered church service for six years, serving as executive pastor at two churches, helping both grow dramatically by Discovering their Spiritual Gifts. He also served for several years as President of the Fellowship of Christian Athletes, Pinellas County, FL.

He has helped thousands of people to discover their God-given Spiritual Gifts.

Barry and his wife, Linda, have been married for 38 years.