

## An Individualized Spiritual Growth Plan

This tool is designed to give us a tangible metric concerning spiritual growth. Are we moving towards a goal of living as our faith intends—using our gifts for the Kingdom of God, loving Christ more and the world less?

It is intended for small church pastors, small group leaders, accountability partners, mentoring pairs, acclimation/assimilation directors, etc. to be able to help their people identify where they are and where they want to go. Use it as an annual or biennial check-up to re-evaluate participation and avoid burn-out.

The points are guided by these values:

- 1 Thessalonians 5:11—We are to encourage and build one up one another. We can only do that if we know what we are working through.
- 1 Corinthians 12—The body of Christ has many parts. We must know our part.
- Hebrews 6:1-3—We are to strive for deeper understanding, maturity in Christ

**1. Consider your Baptism.** The meaning and significance.

**2. Testimony points.** What milestones would you share when giving your testimony?

**3. Family of God connections.** List the varied ways this person is connecting with the body of faith. Sunday School classes? small groups? mentoring relationships? mission teams?

**4. Enlisted help.** What is this person actively involved with doing within the church? Leading Bible study? Cooking/Serving meals? Etc. Is this person doing too much? Be sure there is open communication about involvement to avoid burn-out and frustration of feeling trapped in a position because no one else will do it.

**5. Giftings.** There are quite a few tools out there to help us identify gifting. Knowing how we are gifted will then, theoretically, help us guide our time involvement and help us understand ourselves better. Consider the *APEST* giftings in Ephesians 4:11-16. God has wired each of us to use our *Spiritual Gifts (1 Corinthians 12, etc.)* in one (or more) of the five roles: Apostle, Prophet, Evangelist, Shepherd, Teacher. *Strengthfinders* also offers amazing insight into how we are wired by God. **5a.** Are we engaged in activities that match our gifting? Burn-out and frustration can be accelerated by spending large amounts of time doing things simply because it needs to be done. There is absolutely nothing wrong with doing things outside of gifting, but proceed with caution. We are gifted for a purpose.

**6. Skills.** What specific or special skill(s) does this person have that could be used to build up the body in perhaps an unexpected way?

**7. Current spiritual pursuits.** What specific thing is the person trying to learn, explore, or process? List up to two of the most important and briefly explain the plan of action to accomplish those goals.

**8. Specific accommodations.** What kinds of supports does this person need to be able to experience all aspects of Church as they are intended to be received? Do they need large print? Do they need captions on video media? Do they need ramp/flat access to meeting rooms? Do they need permission to move or fidget? Do they need picture supports for better understanding? Do they need a buddy to help them navigate gathering? A commitment to fulfill these needs will support an attitude of excellence in all aspects of church life.

*Recreate this form in your favorite fill-able online form to keep this information digitally.*

# Individualized Spiritual Growth Plan

Name: \_\_\_\_\_

Date: \_\_\_\_\_

1. Your Baptism?

2. Testimony points

5. Giftings (APEST/Strengthfinders/Spiritual Gifts)

3. Family of God connections:

4. Enlisted doing:

5a. How are you currently using those gifts:

6. Specific Skills that could be used for ministry:

7. Current Spiritual Pursuits

\_\_\_\_\_ Plan of action: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_ Plan of action: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

8. Specific Accommodations:  Hearing  Sight  Mobility  Cognitive

**Individualized Spiritual Growth Plan**  
(Continued)

**Name:** \_\_\_\_\_

**Connection:**  phone call  email/letter  meeting **Date:** \_\_\_\_\_

**Notes:** \_\_\_\_\_  
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**Connection:**  phone call  email/letter  meeting **Date:** \_\_\_\_\_

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