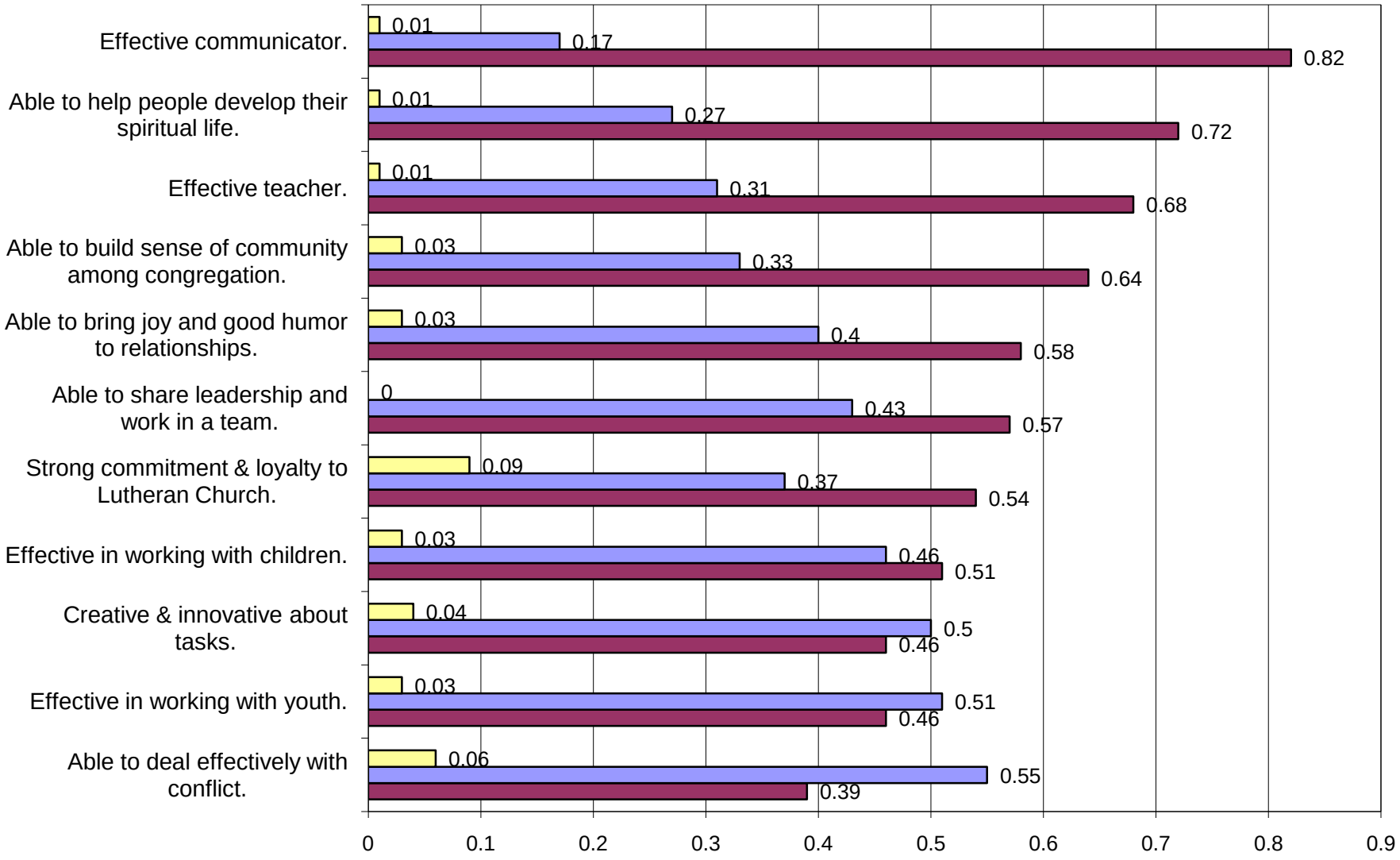SURVEY #3: DESIRED GIFTS FOR MINISTRY (193 responses)