

EMPOWERED SERVANTHOOD

Biblical Wisdom for Serving Others



LifeSpring
NETWORK

SEMINAR WORKBOOK

Life Spring Network Seminar Facilitator and Life Coach: Jason Pankau

Quick Bio:



Jason K. Pankau

President of Life Spring Network
jason@lifespringnetwork.org
(888) 958-3331

Jason brings a diverse background of athletics, finance, Christian studies, executive life coaching, wisdom and leadership to people and organizations with whom he works. He is a sought after speaker, seminar leader, life coach, and consultant. He has experience in Church planting, serving as the lead pastor in two church plants, and mentoring and consulting with church planters. In addition to this, he served on the staff of Stanwich Congregational Church in Greenwich, Connecticut for six years. During this time he developed the Omega seminar series and his life coaching ministry, which the church has commissioned him to share beyond the its own walls.

Jason received a Masters of Divinity degree from Southern Theological Seminary, and currently is completing his Doctorate in Christian Leadership at Gordon-Conwell Theological Seminary. He received a B.A in Business Economics and Organizational Behavior and Management from Brown University, where he was captain, pre-season All-American, and all-Ivy team member of the football team. He also holds the school record in the discus.

Jason is a co-founder and partner of E Pluribus Partners, a Greenwich, CT based think tank and consulting firm focused on helping organizations create engaging work environments. He serves as a consultant and life coach to many corporate executives and pastors, helping them lead their own lives and create engaging organizations. Jason is a contributing author to “What Managers Say What Employees Hear, Connecting with Your Front line (So They’ll Connect with Customers.)” He is also a co-author of, “Fired Up or Burned Out - How to Reignite Your Team’s Passion, Creativity, and Productivity.”

Jason’s wife Jen is also a graduate of Brown University with the B.A. in Psychology, as well as Boston University with a Masters of Social Work. She is active in several ministries, especially those relating to youth and families. Jason and Jen have four children.

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The 18 Natural Laws, Identity Roles Paradigm, P.R.E.P.²,
Life Focus Process, 7 G's
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The background of the slide is divided into two main sections. On the left, there is a solid brown area with a grid of three horizontal and three vertical bands of varying shades of brown. On the right, there is a vertical strip containing an abstract painting of a tree. The tree's trunk and roots are rendered in dark brown and black lines, with some lighter brown and green washes. The foliage is depicted with green and yellow brushstrokes. The title text is centered over the brown grid area.

Session 1: Understanding God's Toolbox

Session 1: Understanding God's Toolbox

Why Are You Here?

- Perhaps you are here because you are interested in the whole notion of God giving Spiritual Gifts to His followers.
- Perhaps you're new to faith and you are just simply curious.
- Perhaps you have been thinking about how you might serve God better and it seemed prudent to come to this class while you are thinking about it.
- Or perhaps you have been serving God for years and simply want to sharpen your understanding of Spiritual Gifts and how they function.

Understanding Your Diving P.U.R.P.O.S.E.

P assions
U pbringing
R esources
P ersonality
O riginal Abilities
S piritual Gifts
E xperience of Love

Reflective Question:

What has been your understanding of Spiritual Gifts thus far in your journey of faith?

Question #1 - What is a Spiritual Gift?

Definition #1 "A distinctive ability, given by the Holy Spirit to every Christian, according to God's grace and design, for the purpose of building up the Body of Christ."

Definition #2 "A God-given supernatural capacity that enables you to do an effective ministry."

Question #2 - What are the primary Scripture passages related to Spiritual Gifts?

- Romans 12:3-8 and 1-2,9-21 for proper attitude towards the gifts
- 1 Corinthians 12:1-31, and Chapters 13 & 14 for proper understanding of their use
- Ephesians 4:7-16
- 1 Peter 4:7-11

Session 1: Understanding God's Toolbox

Ephesians 4:7-16

"But to each one of us grace has been given as Christ apportioned it. ⁸ This is why it says: 'When he ascended on high, he led captives in his train and gave gifts to men.' ⁹ (What does 'he ascended' mean except that he also descended to the lower, earthly regions? ¹⁰ He who descended is the very one who ascended higher than all the heavens, in order to fill the whole universe.) ¹¹ It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, ¹² to prepare God's people for works of service, so that the body of Christ may be built up ¹³ 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. ¹⁴ Then we will no longer be infants, tossed back and forth by the waves, and blown here and there by every wind of teaching and by the cunning and craftiness of men in their deceitful scheming. ¹⁵ Instead, speaking the truth in love, we will in all things grow up into him who is the Head, that is, Christ. ¹⁶ From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work."

1 Peter 4:7-11

"The end of all things is near. Therefore be clear-minded and self-controlled so that you can pray. ⁸ Above all, love each other deeply, because love covers over a multitude of sins. ⁹ Offer hospitality to one another without grumbling. ¹⁰ Each one should use whatever gift he has received to serve others, faithfully administering God's grace in its various forms. ¹¹ If anyone speaks, he should do it as one speaking the very words of God. If anyone serves, he should do it with the strength God provides, so that in all things God may be praised through Jesus Christ. To him be the glory and the power for ever and ever. Amen."

Reflective Question:

How could we better keep in mind that the Holy Spirit is the true gift, and not become over-focused on individual expressions of giftedness?

Question #3 - Do I choose my own gift?

Yes and No.

Yes. The Holy Spirit is the real Gift and you choose to allow His leadership and power into your life. If we choose to be led and empowered by God He gives us His Spirit.

No. The Holy Spirit chooses to manifest particular gifts through particular individuals according to His understanding of the needs of the Kingdom at that time!



Session 1: Understanding God's Toolbox

1 Corinthians 12:11

"All these are the work of one and the same Spirit, and he gives them to each one, just as he determines."

Question #4 - Can I lose my gift?

How long can I keep my gift? Will my gifts change?

No! The Holy Spirit is the Gift and He will never leave you! But like a muscle our gifts need to be exercised!

God is Sovereign. The gifts the Holy Spirit gives you can manifest themselves in different ways during different seasons in your life according to your maturity, position in ministry, and the requirements of any given situation!

Question #5 - Do all Christians receive Spiritual Gifts?

Yes, we all have some gifts but we simply might not understand them or be using them.

We might not be asking God to serve through us in some way. Instead we are trying to do it all in our own strength!

We all get some gifts but nobody gets them all! This is why we need one another.

Question #6 - Why did God choose to give me Spiritual Gifts?

The simple answer is for Service so that effective ministry will take place, but there are many reasons that Scripture illuminates for us:

Reflective Question:

What kinds of things keep us trying to do it all in our own strength? How can we rely better on His Spirit to help us?

Session 1: Understanding God's Toolbox

To glorify Himself

1 Peter 4:11

"If anyone speaks, he should do it as one speaking the very words of God. If anyone serves, he should do it with the strength God provides, so that in all things God may be praised through Jesus Christ."

To build up the Body of Christ

Ephesians 4:11-12

"It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, ¹² to prepare God's people for works of service, so that the body of Christ may be built up."

To develop unity in the Body of Christ

Ephesians 4:13

"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."

To develop maturity in the Body of Christ

Ephesians 4:14-15

"Then we will no longer be infants, tossed back and forth by the waves, and blown here and there by every wind of teaching and by the cunning and craftiness of men in their deceitful scheming. ¹⁵ Instead, speaking the truth in love, we will in all things grow up into Him who is the Head, that is, Christ."

To grow the Body of Christ

Ephesians 4:16

"From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work."

For the common good of the Body of Christ

1 Corinthians 12:7

"Now to each one the manifestation of the Spirit is given for the common good."

Reflective Question:

In what ways have you seen God use your giftedness in service?

Session 1: Understanding God's Toolbox

Question #7 - What is the difference between Spiritual Gifts and Original Abilities?

| Original Abilities | Spiritual Gifts |
|--------------------------------------|--|
| Received from biological parents | Given by God through the Holy Spirit |
| Present from natural birth | Present from conversion |
| Benefits people in the earthly realm | Benefits people in the spiritual realm |
| Advances human or God's plans | Advances God's plans |
| Results are usually temporal | Results are eternal |
| Glorifies self | Glorifies God |

Reflective Question:

What thoughts or questions come to mind as you look at this list?

God can convert natural talents into Spiritual Gifts upon conversion and take our experience with our gift to the next level with eternal impact!

Some of these “gifts” are obviously Spiritual Gifts. Others are debatable. However, it is not particularly important whether a certain ability is a Spiritual Gift, a blessing from God, a God-given talent, an inherited trait, a natural human ability, or something learned.

The thing that is important is that we discover what gifts are more pronounced in us and to learn how to use them to serve God. God is just as pleased when we use a learned ability to serve Him as He is when we use a Spiritual Gift to serve Him.

The key is to discover our God-given capabilities (Spiritual Gifts and Original Abilities) and learn to use them to love, worship, and serve God and others.

Session 1: Understanding God's Toolbox

Question #8 - What is the difference between the Fruit of the Spirit and Spiritual Gifts?

Galatians 5 lists nine Fruit of the Spirit - love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control.

These are character attributes that every Christian can exhibit and should allow the Holy Spirit to enable them to exhibit!

| Fruit of the Spirit | Spiritual Gifts |
|-------------------------------------|-----------------------------------|
| Shapes the character of a Christian | Shapes the service of a Christian |
| The same for every Christian | Different for each Christian |
| Evidence of Maturity | Evidence of Faithfulness |
| Permanent, continually available | God can redirect Spiritual Gifts |
| The desired attribute itself | The method and means for ministry |

Question #9 - How are Spiritual Gifts and Christian responsibilities interrelated?

Six common examples are:

1. The gift of Giving and the responsibility of tithing.
2. The gift of Evangelism and the responsibility to share our faith.
3. The gift of Intercession and the responsibility to pray.
4. The gift of Faith and the responsibility to exercise our faith.
(Hebrews 11:6)
5. The gift of Service and the responsibility to serve in some form of ministry.
6. The gift of Hospitality and the responsibility to be hospitable to one another! (1 Peter 4:9)

Reflective Question:

What impact do our Spiritual Gifts have on our responsibilities as Christians?



Session 1: Understanding God's Toolbox

Question #10 - What Gifts does my pastor have?

The 10 most common gifts that pastors have are:

1. Leadership
 2. Faith
 3. Teaching
 4. Administration
 5. Evangelist
 6. Intercession
 7. Mercy
 8. Pastor/Shepherd
 9. Wisdom
 10. Knowledge
-
-

Question #11 - Are there any dangers related to Spiritual Gifts?

Yes, there are. They include:

1. Coveting a particular Spiritual Gift.
 2. Assuming an attitude of spiritual superiority.
 3. Neglecting your gift. [1 Timothy 4:14 "Do not neglect your gift, which was given you through a prophetic message when the body of elders laid their hands on you."]
 4. Focusing more on the gift than on its ministry application.
 5. Becoming legalistic in how gifts are to operate.
 6. Bringing attention to yourself rather than to God.
 7. Hiding behind your gift, by neglecting to serve in general!
-
-

Reflective Question:

To which one of these dangers are you most susceptible? How can you effectively address this so that it loses its hold on the expression of your gift(s)?

Question #12 - How long do I need to be a Christian before exercising my Spiritual Gifts?

There is no set time. It has to do with maturity and understanding the Character/Gifting balance! If you are a new Christian it may be best to take a new Christian course such as Alpha so you understand the basics! If you are considering a leadership position as a new Christian, we

Session 1: Understanding God's Toolbox

recommend you wait longer while you are being trained in the faith, probably at least a year. The Apostle Paul talks about the danger of young Christians becoming leaders too soon.

Question #13 - Are my gifts complete or mature when I discover what they are?

No, your gifts mature with you as you mature in faith, knowledge and experience!

It is like a muscle – it must be exercised!

Question #14 - Do Spiritual Gifts operate independently of one another?

No, God designed the Body to be interdependent – just as all of the pieces of a puzzle come together!

1 Corinthians 12:14-26

"Now the body is not made up of one part but of many. ¹⁵If the foot should say, "Because I am not a hand, I do not belong to the body," it would not for that reason cease to be part of the body. ¹⁶And if the ear should say, "Because I am not an eye, I do not belong to the body," it would not for that reason cease to be part of the body. ¹⁷If the whole body were an eye, where would the sense of hearing be? If the whole body were an ear, where would the sense of smell be? ¹⁸But in fact God has arranged the parts in the body, every one of them, just as he wanted them to be. ¹⁹If they were all one part, where would the body be? ²⁰As it is, there are many parts, but one body. ²¹The eye cannot say to the hand, "I don't need you!" And the head cannot say to the feet, "I don't need you!" ²²On the contrary, those parts of the body that seem to be weaker are indispensable, ²³and the parts that we think are less honorable we treat with special honor. And the parts that are unpresentable are treated with special modesty, ²⁴while our presentable parts need no special treatment. But God has combined the members of the body and has given greater honor to the parts that lacked it, ²⁵so that there should be no division in the body, but that its parts should have equal concern for each other. ²⁶If one part suffers, every part suffers with it; if one part is honored, every part rejoices with it."

Session 1: Understanding God's Toolbox

Question #15 - How many Spiritual Gifts are there?

The primary Scripture passages list 20 and there is Biblical support for at least 12 others. For definitions, see Appendix G.

| | | |
|---------------|-----------------|----------------------------|
| Prophecy | Knowledge | Hospitality |
| Stewardship | Faith | Missionary |
| Teaching | Healing | Intercession |
| Miracles | Craftsmanship | Exhortation/Disciple Maker |
| Giving | Discernment | Music/Worship Leader |
| Leadership | Helps/Service | Creative Communication |
| Apostleship | Pastor/Shepherd | Mercy/Compassion |
| Wisdom | Tongues | Interpretation of Tongues |
| Evangelist | Deliverance | Administration |
| Martyrdom | Celibacy | Voluntary Poverty |
| Encouragement | | Community Builder |

Reflective Question:

If there were a gift "mix" that you saw in yourself, what would it be? Pick out three gifts that you think you operate in most.

Scripture itself in the passages where Spiritual Gifts are discussed does not record them in a consistent or "set" list. This does not suggest that God is unclear on the subject! To the contrary, it reveals to us that He is immensely creative, wonderful and sovereign. He knows us well enough to know that if the list was finite and concrete we would likely "codify" it and thereby, from a human perspective, limit His sovereign freedom and creativity to work through us according to our design and not His!

Don't get hung up on "the list," but focus on the big picture which is discovering and serving in meaningful ministry! This list is probably not exhaustive, and God may add to it based upon the challenges that His church may face in the future. The bottom line is that God has enough tools in his tool box to accomplish what He is calling us to do!

Summary

In this session we discussed:

- 15 Key Questions about Spiritual Gifts

Session 1: Understanding God's Toolbox

Discussion and Reflection

1. Which Scriptures, questions or concepts really stood out to you?

2. Discuss which of these 15 commonly asked questions stood out to you.

Homework

1. Review the questions and make a note of the Scriptures that really stand out to you, so we can discuss them in more depth in the next session!

2. Read Romans 12 and reflect on how God has designed us to work together!



The background features a vertical illustration of a tree with a thick trunk and spreading roots, rendered in shades of green, yellow, and brown. This illustration is overlaid with a semi-transparent grid of four large squares. The leftmost column of the grid is a solid brown color, while the other three columns are semi-transparent, allowing the tree illustration to be visible through them.

Session 2: Unwrapping the Gifts Part 1

Session 2: Unwrapping the Gifts Part 1

Review

In the previous session we discussed:

- 15 Key Questions about Spiritual Gifts

Unwrapping the Gifts Part 1

By looking at the various gifts that God gives us there are three important aspects of God's character that become clear!

- A. God is generous. (These are great gifts.)
 - B. God is creative. (Only God could have thought this up.)
 - C. God is industrious. (He has a purpose and a plan for the use of these gifts.)
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Romans 12:4-8

"Just as each of us has one body with many members, and these members do not all have the same function, ⁵ so in Christ we who are many form one body, and each member belongs to all the others. ⁶ We have different gifts, according to the grace given us. If a man's gift is prophesying, let him use it in proportion to his faith. ⁷ If it is serving, let him serve; if it is teaching, let him teach; ⁸ if it is encouraging, let him encourage; if it is contributing to the needs of others, let him give generously; if it is leadership, let him govern diligently; if it is showing mercy, let him do it cheerfully."

Get-It-Done Gifts

We have broken the 32 gifts into seven categories of gifts. This category is called the "Get-It-Done Gifts."

Get-It-done Gifts are divine empowerments that serve people by enabling the church to get ministry done.

Session 2: Unwrapping the Gifts Part 1

Get-It-Done Gifts

- Administration
- Helps/Service
- Giving
- Craftsmanship
- Stewardship

*"Of all the things I have done,
the most vital is coordinating
the talents of those who
work for us and pointing
them towards a certain goal."
~ Walt Disney*



As these gifts are discussed, think about how well they describe how God works in and through your life and the lives of people you know.

1. Administration
2. Helps/Service
3. Giving
4. Craftsmanship
5. Stewardship

Administration

Definition:

The gift of Administration is the distinctive ability to coordinate and organize people and projects.

The Purpose:

To ensure that dreams, plans, goals, and objectives are realized in a smooth and efficient manner for the glory of God.

Cautions:

- a. You may tend to put projects before people.
- b. You may become overly concerned with details.
- c. You may have a tendency toward perfectionism.
- d. You may have a tendency to focus more on rules and procedures than on accomplishing the mission.

Evidence:

- A. You enjoy planning and goal-setting.
- B. Organization comes easy to you.
- C. You can manage several tasks at once.
- D. You possess a servant's heart.
- E. You will stick to a project until it is complete.
- F. You tend to be thorough and objective.

Scriptures:

1 Corinthians 12:28, Nehemiah 3 – The organization of the rebuilding of the wall of Jerusalem. Kings David and Solomon building Jerusalem and the temple.

Session 2: Unwrapping the Gifts Part 1

Get-It-Done Gifts

- Administration
- **Helps/Service**
- Giving
- Craftsmanship
- Stewardship

"How wonderful it is that nobody need wait a single moment before starting to improve the world."
~Anne Frank

Preferences:

- Content Administrators - are excellent detail people who prefer to focus on the business of the church or ministry projects.
 - Organizational Administrators - excel at organizational systems and structures.
 - Human Resource Administrators - excel at people dynamics.
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Helps/Service

Definition:

The gift of Helps/Service is the divine enablement to accomplish practical and necessary tasks which free-up, support, and meet the needs of others.

The Purpose:

To enable other Christians to be more effective and fruitful in ministry, through the accomplishment of practical and necessary work.

Cautions:

- a. Thinking it's a lowly gift.
 - b. Missing the big picture.
 - c. An inability to say no.
-
-

Evidence:

- A. You enjoy helping others accomplish specific tasks.
- B. You don't need much public recognition.
- C. Other people give you opportunities to help them.
- D. You possess a servant spirit.
- E. You tend to be available and reliable.

Scriptures:

Acts 9:36, Luke 10:38, 1 Corinthians 12:28-31, Romans 16:1-2, Mark 15:40-41, Galatians 6:2, Romans 12:6-8, 1 Peter 4:11, Philippians 2:19-23, Luke 22:24-27, John 13:14.

Session 2: Unwrapping the Gifts Part 1

Preferences:

- You prefer to help individuals. You may feel a particular passion to use your gift of Helps within the lives of individuals. You prefer one-on-one interaction. You like to see tangible results from the direct impact God is making through you in the lives of others.
 - You prefer to help ministry teams. You may feel that you best fit within a positive team environment. You prefer not to be alone, and value the support and camaraderie that can only be experienced in partnership with others for the sake of the Kingdom.
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Get-It-Done Gifts

- Administration
- Helps/Service
- **Giving**
- Craftsmanship
- Stewardship

*"Money is like manure; it's not worth a thing unless it's spread around encouraging young things to grow."
~ Thorton Wilder*



Giving

Definition:

The gift of Giving is the distinctive ability to discern God's guidance as to how He desires to resource His Kingdom, and cheerfully and generously contribute personal resources to God's work.

The Purpose:

To discover and provide for the physical needs of the Body of Christ in such a way that God is glorified, not the giver.

Cautions:

- a. Giving with the wrong motives.
- b. Controlling others by your gifts.
- c. Pride.

Evidence:

- A. You tend to give quietly and/or secretly.
- B. You take the initiative to find needs to contribute to.
- C. You experience deep joy and satisfaction through giving.
- D. You are resourceful or have the ability to make money.
- E. It is easy for you to give large amounts of time, talents and money.
- F. You are more concerned with meeting the need, than how much you actually give.
- G. You manage your own time, talents and money well.

Session 2: Unwrapping the Gifts Part 1

Scriptures:

Romans 12:6-8, 2 Corinthians 9:6-15, 2 Corinthians 8:2-5, Mark 12:41-44, Matthew 6:3-4.

Types:

- Giving of Resources. Whether God has blessed you financially, or like the Macedonians, you are called to give from out of your poverty...either way, you believe God has called you to give of your financial resources for the work of ministry.
 - Giving of Time. Time is a valuable resource and gift from God. It is often far easier to write a check to meet a need than it is to invest personal time. However, many people gifted with the gift of Giving, believe that God has called them to invest their time to support others.
 - Giving of Abilities. God has given all of us many skills and talents. Talents differ from Spiritual Gifts in that each one of us has developed our skills and talents over our lives.
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Get-It-Done Gifts

- Administration
- Helps/Service
- Giving
- **Craftsmanship**
- Stewardship

Craftsmanship

Definition:

The gift of Craftsmanship is the distinctive ability to design and build tangible items and resources which facilitate the functioning of ministry and help to draw people to God.

The Purpose:

To enhance the physical surroundings of the Body of Christ in such a way as to be attractive, functional and glorifying to God.

Cautions:

- a. Mistaking a self-centered hobby as a Spiritual Gift.
 - b. Protecting your work and valuing it over people.
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Session 2: Unwrapping the Gifts Part 1

*"Without craftsmanship,
inspiration is a mere reed
shaken in the wind."*

~Johannes Brahms

Get-It-Done Gifts

- Administration
- Helps/Service
- Giving
- Craftsmanship
- **Stewardship**



Evidence:

- A. People ask for your help working on church facility projects.
- B. You have unique constructing vision and abilities that find their greatest value and application in the local church.
- C. You find great joy in using your hands to build and create for God's glory.
- D. You tend to be resourceful and handy.

Scriptures:

Acts 9:36-39, 2 Kings 22:5-6, Exodus 28:3-4, Exodus 31:1-11, Exodus 35:30-35.

Stewardship

Definition:

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 Purpose:

To effectively steward the resources of the Church for maximum strategic Kingdom impact.

Cautions:

- a. Being so task-driven that you become fun-challenged.
 - b. Looking down on those who are wasteful and slothful with their resources.
 - c. Counting the cost so much that you shrink back from risky promptings that require the miraculous, unforeseeable provision of God.
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Evidence:

- A. You tend to steward your life wisely and are constantly evaluating your life stewardship.
- B. You are able to understand personal and organizational missions and discern how to best resource them.

Session 2: Unwrapping the Gifts Part 1

*"Life is all about stewardship.
It all belongs to God - he just loans
it to us for a short period of time."
-Rick Warren*

- C. You are sought out for advice by others as to how they should invest their resources.
- D. You are a serious person who sees the benefit of organization, structure and coordinated effort.
- E. You are asked to serve in manager roles in organizations.

Scriptures:

Luke 12:42-44, Matthew 25:14-30.

Preferences:

- Manager of Ministry Finances - I believe God has used my training, experience and abilities to prepare me to serve as Chief Financial Officer (or to support the CFO's duties) within the ministry.
 - Budget and Financial Management Consulting - I believe God is calling me to help individuals, families and other organizations learn how to budget and manage their God-given resources in a God-honoring way.
 - Cost-Effectiveness Analysis of Ministry Programming - I believe that our ministry is responsible to use its limited resources wisely for maximum ministry impact. For this reason I would be willing to support our ministry through conducting a cost-effectiveness analysis to help our leadership plan future ministry strategy.
 - Life Stewardship Mentoring - I believe God has called me to help others steward their lives from God's perspective by putting together a comprehensive growth and investment plan for their time, talents and money.
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Nurture/Fellowship Gifts

Nurture/Fellowship Gifts are divine empowerments that serve people by enabling them to feel the care and nurture of God through His people.

As these gifts are discussed, think about how well they describe how God works in and through your life and the lives of people you know.

Session 2: Unwrapping the Gifts Part 1

Nurture/Fellowship Gifts

- Hospitality
- Mercy
- Giving
- Community Builder

*"We dare not trust our wit
for making our house
pleasant to our friend, so we
buy ice cream."
-Ralph Waldo Emerson*



Hospitality

Definition:

The gift of Hospitality is the distinctive ability to create a physical environment that makes people feel "at home," welcome and cared for by providing fellowship, food, and shelter.

The Purpose:

To create an inviting atmosphere that provides for people's needs and encourages them to be themselves and feel like a valued part of the Body.

Cautions:

- The feeling of self pity, as if you are the only one serving in this way.
 - Over committing yourself and potentially neglecting those closest to you.
 - Viewing your ministry basically as "Entertaining People."
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Evidence:

- New people enjoy your company and tend to migrate to you.
- You give without expecting in return.
- You experience joy by helping others feel "at home" and cared for.
- You love a party, but you enjoy giving one even more.
- You eagerly open your home to others.

Scriptures:

1 Peter 4:9-10, Romans 12:9-13, Acts 16:14-15, Luke 10:38, Hebrews 13:1-2, Mark 10:46-52.

Mercy

Definition:

The gift of Mercy is the distinctive ability to feel sincere empathy and compassion, and cheerfully and practically help those who are suffering or are in need by putting compassion into action with acts of love that help alleviate their distress.

Session 2: Unwrapping the Gifts Part 1

*"Being all fashioned of the
self-same dust, let us be merciful
as well as just."*

-Henry Wadsworth Longfellow

Purpose:

To bring relief, comfort, and hope to people who are hurting in order to help restore them to a place of peace and productivity.

Cautions:

- A tendency to see life with a slightly negative perspective.
 - The inability to say NO, or thinking you can meet everyone's needs.
 - Actions based on emotions without thinking issues through which can create dependencies or diminish people's dignity.
 - Failure to be firm when necessary.
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Evidence:

- You are drawn towards the hurts of others.
- You are easily and fully in touch with your emotions.
- The suffering of others disturbs your soul.
- People's feelings are more important to you than what they do.
- You cheerfully inconvenience yourself for the needs of others.

Scriptures:

Romans 12:6-8, Luke 7:12-15, Luke 10:30-37, Matthew 20:29-34, Matthew 25:34-40, Mark 9:41, Mark 10:46-52, Matthew 5:7.

Nurture/Fellowship Gifts

- Hospitality
- Mercy
- Giving
- **Community Builder**

Community Builder

Definition:

The gift of Community Builder is the special ability to share one's participation in Christ with the members of His Body and create *koinonia*, that unique type of inclusive fellowship which characterized the early Christian church.

Session 2: Unwrapping the Gifts Part 1

"The strongest bond of human sympathy outside the family relation should be one uniting working people of all nations and tongues and kindreds."
-Abraham Lincoln

Intervention Gifts

- Healing
- Miracles
- Deliverance
- Intercession



The Purpose:

To bring an overall sense of love, wholeness and unity to the Body of Christian believers.

Cautions:

- Getting over-extended relationally.
 - Avoiding confrontation and church discipline.
 - Frustrations with the lack of transformation possible in small group environments.
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Evidence:

- You easily identify the needs of others around you.
- You have a genuine desire to connect with others.
- You gain a sense of satisfaction and joy through connecting the disconnected.
- You offer love, grace and dignity to both difficult and different people.

Scriptures:

Mark 14:22-25, Romans 10:12, 1 Corinthians 12:12-13, Galatians 3:28, Philippians 4:1-10.

Intervention Gifts

Intervention Gifts are divine empowerments that serve people by enabling them to experience the supernatural power of God at work freeing them to live abundantly. As these gifts are discussed, think about how well they describe how God works in and through your life and the lives of people you know.

Healing

Definition:

The gift of Healing is the distinctive ability to be used as a human intermediary through whom God's supernatural power is applied to a person's need for wholeness (Spiritual, Emotional, Intellectual and Physical).

Session 2: Unwrapping the Gifts Part 1

*"Here bring your wounded hearts,
here tell your anguish; Earth has
no sorrow that Heaven cannot
heal."*

~ Thomas More

Intervention Gifts

- Healing
- **Miracles**
- Deliverance
- Intercession

Purpose:

To bring spiritual, emotional, intellectual and physical wholeness and health to individuals and the Body of Christ, as well as lift and exalt the name of Jesus.

Cautions:

- Thinking that you can heal others whenever you desire.
- Believing that it is your power and not God's.
- Believing that if the sick person just had more faith, they would be healed.
- Believing it is always God's will to heal someone.

Evidence:

- People have been healed when you prayed for them.
- People have sought you out to pray for physical, emotional, spiritual and intellectual healing.
- You have a great measure of faith and spend much time in prayer.

Scriptures:

1 Corinthians 12:7-11, 1 Corinthians 12:28-31, Acts 3:1-16,
Acts 14:8-10, James 5:14-16, Luke 9:1-2, Acts 9:32-35, Acts 28:7-10,
Mark 2:1-12.

Miracles

Definition:

The gift of Miracles is the distinctive ability as an instrument or agent of God to perform supernatural acts which alter the expected course of nature.

Purpose:

To change or alter the expected course of nature in order to draw attention to God, accomplish His purposes and glorify His name.

Cautions:

- Thinking that you are the source of power or cause behind the miracle.
- Drawing attention to yourself or taking any credit for the miraculous results.

Session 2: Unwrapping the Gifts Part 1

*"Miracles are not contrary
to nature, but only contrary
to what we know about nature."
-Augustine*

Intervention Gifts

- Healing
- Miracles
- **Deliverance**
- Intercession



Evidence:

- A. God has used you to alter the expected course of nature.
- B. You have extraordinary faith.
- C. God has answered your specific prayers with miraculous results.
- D. You tend to be bold and convincing.

Scriptures:

1 Corinthians 12:7-11, 1 Corinthians 12:28-31, Mark 16:17-18,
Acts 9:36-42, Acts 20:9-12, Hebrews 2:4, Romans 15:17-19, Acts 8:13,
Acts 19:11-20.

Deliverance

Definition:

The gift of Deliverance is the distinctive ability to deliver people who are being harassed, attacked, oppressed or possessed by a demonic presence.

Purpose:

To free people up from the harassment, attack, oppression and possession of evil.

Cautions:

- a. Underestimating the power of evil to creep into our lives.
 - b. Spiritual superiority resulting in pride rather than humility and walking in the authority of God.
 - c. Feeling that their gift is seen as weird and misunderstood by people who don't understand spiritual warfare.
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Evidence:

- A. You believe that all believers have the authority to cast out demons in Jesus' name.
- B. You have been used by God to release people from demonic harassment, oppression or possession.
- C. You are asked to pray for people suffering great hardships and uncontrollable behavioral problems.

Session 2: Unwrapping the Gifts Part 1

*"An exorcism is tantamount to a miracle - an extraordinary intervention of God."
- Father Gabriele Nanni*

Intervention Gifts

- Healing
- Miracles
- Deliverance
- **Intercession**

Scriptures:

Matthew 12:22-32, Acts 8:5-8, Romans 8:38-39, Ephesians 6:10-12, Luke 10:16-24, Acts 16:18, Luke 11:14-28, Matthew 10:1, Mark 6:7, 16:17.

Intercession

Definition:

The gift of Intercession is the distinctive ability to pray for significant lengths of time, on a regular basis, on behalf of and for others, and see frequent and specific answers to prayer to a degree much greater than that which is experienced by the average Christian.

Purpose:

To pray fervently according to the Spirit of God for specific needs in the Body of Christ, as well as for the lost.

Cautions:

- a. Assuming you are the final authority when you believe you hear from God.
- b. Spiritual superiority resulting in pride.
- c. Feeling that your gift is not valued (Remember that interceding for others is your ministry and spiritual contribution to the Body of Christ).

Evidence:

- A. You see frequent and specific answers to your prayers.
- B. You pray for extended periods of time on a regular basis.
- C. You have a passion to pray for the lost.
- D. You find great fulfillment in deep and intensive prayer.
- E. You pray for others and "kingdom issues" far more than you pray for yourself.
- F. You have a daily awareness of ongoing spiritual battles.
- G. You pray in response to a leading from the Spirit, whether you understand it or not.

Session 2: Unwrapping the Gifts Part 1

*"You can do more than pray,
after you have prayed, but
you cannot do more than pray
until you have prayed."
~John Bunyan*

Life Focus Gifts

- Faith
- Martyrdom
- Celibacy
- Volunteer Poverty



Scriptures:

Ephesians 6:18, 1 Timothy 2:1-2, 1 Kings 13:6, Luke 11:1-10,
Matthew 6:6-15, Mark 11:22-25, James 5:14-16, Colossians 1:9-12,
Colossians 4:12-13, 1 Thessalonians 3:10, Romans 8:26-27,
John 17:9-26 (Jesus' prayer to the Father).

Life Focus Gifts

Life Focus Gifts are divine empowerments that serve people by enabling them to be inspired towards obedience through sacrificial examples of faith in God's preferable future. As these gifts are discussed, think about how well they describe how God works in and through your life and the lives of people you know.

Faith

Definition:

The gift of Faith is the special conviction God gives to some to be firmly persuaded of God's power and promises to accomplish His will and purpose, and to display such a confidence in Him and His Word that circumstances and obstacles do not shake that conviction.

Purpose:

To lift the Body of Christ above common distractions and discouragements to believe that God will fulfill even His seemingly impossible promises.

Cautions:

- You may tend to downplay the value of practical planning and preparation.
- You may want to tell others what will and won't happen if they only had more faith.

Evidence:

- You have a consistently positive disposition and optimistic outlook on life.
- You are confident about the promises of God.
- Other people's faith is increased when they are around you.

Session 2: Unwrapping the Gifts Part 1

"Faith is taking the first step even when you don't see the whole staircase...."

-Martin Luther King, Jr.

All individual Christians need faith for salvation (Ephesians 2:8) to build a right relationship with God (Colossians 2:6) and to please God (Hebrews 11:6). The gift of Faith enhances the personal spiritual growth of others.

Scriptures:

1 Corinthians 12:7-11, Mark 5:25-34, Acts 27:21-25, Hebrews 11, Romans 4:18-21.

Preferences:

- Faith for Physical, Emotional or Spiritual Restoration. When the gift of Faith is used in this manner, the person possessing the gift of Faith may also possess the gift of Healing, Spiritual Discernment or Intercessory Prayer.
- Faith for Financial or Material Provision. When the gift of Faith is used in this manner, the person possessing the gift of Faith may also possess the gift of Giving, Stewardship or Encouragement.
- Faith for Risky Ministry Opportunities. People with the gift of Faith are often frustrated when they perceive people and ministries taking small manageable risks for Christ's Kingdom.

Life Focus Gifts

- Faith
- **Martyrdom**
- Celibacy
- Volunteer Poverty

Martyrdom

Definition:

The gift of Martyrdom is the distinctive ability to surrender one's life for the cause of Christ and love those who have chosen to be your enemy.

Purpose:

To confront evil with good and lay down our lives in love so that others might know God, in order to be faithful to God.

Cautions:

- a. Being overzealous when people aren't really opposing you.
- b. Spiritual superiority resulting in pride.
- c. Avoid feeling that your gift is not valued, even if those around you don't seem to want to commit as passionately as you.

Session 2: Unwrapping the Gifts Part 1

*"It is not the punishment but
the cause that makes the martyr."
~Augustine*

Life Focus Gifts

- Faith
- Martyrdom
- **Celibacy**
- Volunteer Poverty



Evidence:

- A. You have the ability to forgive those who hurt you and who profess to be your enemies.
- B. You confront evil with good on a regular basis with a sense of abandonment that gets people's attention.
- C. You desire to be a role model of love in order for others to see God's love enfleshed (lived out).

Scriptures:

Psalm 44:22, Matthew 10:39, John 12:25, Matthew 23:34-35,
Luke 9:24.

Celibacy

Definition:

The gift of Celibacy is the special ability God gives to some to voluntarily remain single, abstain from sexual activity and remain unmarried without regret and with the ability to maintain control over sexual impulses, so as to serve the Lord without distraction.

Purpose:

To free someone up for lovingly building contagious Christian Communities without the struggle and division that comes from sexual desires.

Cautions:

- a. Being insensitive to the struggle of others.
- b. Feelings of spiritual superiority resulting in pride.
- c. Feeling different and incomplete because you are not married and building a nuclear family; rather your devotion can be focused on building the family of God.

Evidence:

- A. You have a much lower than normal sexual desire.
- B. You have an ability to see men and women as people and not sexual objects of desire.

Session 2: Unwrapping the Gifts Part 1

Life Focus Gifts

- Faith
- Martyrdom
- Celibacy
- **Volunteer Poverty**

*"Celibacy is not a matter of compulsion. Someone is accepted as a priest only when he does it of his own accord."
~Joseph Ratzinger*

Scriptures:

Matthew 19:10–12, 1 Corinthians 7:1, 2, 7–9, 25, 26, 32–40, 1 Corinthians 9:5, 1 Timothy 4:1–3, Revelation 14:1–5.

Voluntary Poverty

Definition:

The gift of Voluntary Poverty is the distinctive ability to be a channel of God's loving presence by living a life of cheerful, voluntary simplicity or poverty in order to identify with Jesus and the poor.

Purpose:

To bring honor and glory to God and serve those in need by embracing a contented lifestyle of simplicity, and generously sharing everything else you have with those in need as God guides.

Cautions:

- Too quickly judging those who are rich in this world as hoarders, when God might have called them to identify with wealthy people and be a light in their life.
 - Spiritual superiority resulting in pride.
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Evidence:

- You have a generous heart and an ability to sacrifice so that others' needs might be met.
- You love the freedom and focus that a life of simplicity provides.
- You find great satisfaction and contentment in knowing that you are doing everything you can to maximize your resources and bless as many people as possible.

Scriptures:

James 1:9–10, Matthew 5:42, Matthew 8:20, Psalm 146:7, 1 Corinthians 13:1–3, 2 Corinthians 8:9, Acts 2:44–45, Acts 4:32–35.

Session 2: Unwrapping the Gifts Part 1

By looking at the various gifts of the Spirit we can learn three more aspects of God's character!

- A. God values order and unity.
- B. God trusts us and is trustworthy.
- C. God desires relationship with us.

1 Corinthians 12:4-7

"There are different kinds of gifts, but the same Spirit. ⁵ There are different kinds of service, but the same Lord. ⁶ There are different kinds of working, but the same God works all of them in all men. ⁷ Now to each one the manifestation of the Spirit is given for the common good."

1 Corinthians 12:12-13

"The body is a unit, though it is made up of many parts; and though all its parts are many, they form one body. So it is with Christ. ¹³ For we were all baptized by a one Spirit into one body-whether Jews or Greeks, slave or free-and we were all given the one Spirit to drink."

1 Corinthians 12:24-26

"While our presentable parts need no special treatment. But God has combined the members of the body and has given greater honor to the parts that lacked it, ²⁵ so that there should be no division in the body, but that its parts should have equal concern for each other. ²⁶ If one part suffers, every part suffers with it; if one part is honored, every part rejoices with it."

*"Grant me the treasure of
sublime poverty: permit the
distinctive sign of our order
to be that it does not possess
anything of its own beneath
the sun, for the glory of
your name."*

~Saint Francis of Assisi



Session 2: Unwrapping the Gifts Part 1

- **Get it Done Gifts**
 - Administration
 - Helps/Service
 - Giving
 - Craftsmanship
 - Stewardship
- **Nurture/Fellowship Gifts**
 - Hospitality
 - Mercy
 - Community Builder
- **Intervention Gifts**
 - Healing
 - Miracles
 - Deliverance
 - Intercession
- **Life Focus Gifts**
 - Faith
 - Martyrdom
 - Celibacy
 - Voluntary Poverty

Discussion and Reflection

1. What Spiritual Gifts or concepts really stood out to you?

2. Which gifts do you need to dive deeper into on your own or pray for?

Homework

1. Make a note of the Scriptures that really stood out to you, so we can discuss them in more depth next session!
2. Read 1 Corinthians 12 and reflect on how God has designed us to work together!

The background of the slide is divided into two main sections. On the left, there is a large, solid brown area with a subtle grid pattern. On the right, there is a vertical strip containing an abstract painting of a tree. The tree's trunk and roots are rendered in shades of brown and green, with the roots spreading out at the bottom. The foliage at the top is depicted with dark, thin lines and some green and yellow washes. The overall style is artistic and textured.

Session 3: Unwrapping the Gifts Part 2

Session 3: Unwrapping the Gifts Part 2

Review

In the previous session we discussed:

- **Get-It-Done Gifts**
 - Administration
 - Helps/Service
 - Giving
 - Craftsmanship
 - Stewardship
- **Intervention Gifts**
 - Healing
 - Miracles
 - Deliverance
 - Intercession
- **Nurture/Fellowship Gifts**
 - Hospitality
 - Mercy
 - Community Builder
- **Life Focus Gifts**
 - Faith
 - Martyrdom
 - Celibacy
 - Volunteer Poverty

Unwrapping the Gifts Part 2

Guidance Gifts

Guidance Gifts are divine empowerments that serve people by enabling them to understand God's guidance for their lives. As these gifts are discussed, think about how well they describe how God works in and through your life and the lives of people you know.

Guidance Gifts

- **Exhortation/Disciple Maker**
- Encouragement
- Wisdom
- Prophecy
- Discernment

Exhortation/Disciple Maker

Definition:

The special ability God gives some to help strengthen weak, faltering, growing and fainthearted Christians in such a way that they are motivated to live Christ-centered lives.

The Purpose:

To bring health and maturity to the Body of Christ through discipling and mentoring people in Christ-likeness.

Cautions:

- Anything less than 100% sincerity when encouraging others.
- Rebuking without love.
- Getting overloaded with people's demands.

Session 3: Unwrapping the Gifts Part 2

"Christianity without discipleship is always Christianity without Christ."
~Dietrich Bonhoeffer

Evidence:

- A. Challenging others to grow comes easily to you and you enjoy it.
- B. You are not fearful to rebuke if necessary.
- C. You have a good understanding of the faith, personal maturity in Christ and are being mentored according to a personal growth plan.
- D. You are able to motivate others, whether one to one, in small groups or occasionally in larger groups.
- E. You have good people skills.

Scriptures:

1 Timothy 5:1-2, Hebrews 3:13, Hebrews 13:22, 1 Thessalonians 5:14, Acts 14:21-23, 1 Timothy 4:13-14, Acts 5, Acts 20:27-32, Acts 8:26-40, Acts 18:24-28.

Preferences:

- Pastoral Shepherding - Pastoral Shepherding has more to do with caring for and nurturing small groups of Christ Followers than it does with "running a church." Their focus is of people's progress towards Christ-likeness. They usually function best when leading covenant growth groups whose purpose is transformational growth towards Christ-likeness.
- Biblical Instructor. - Biblical Instructors care about people, but they prefer to focus on communicating Biblical concepts and truths to people.
- Personal Mentor - Personal Mentors invest their lives into the lives of others and function like spiritual parents to those they are helping to grow. They prefer intense one-on-one relationships.

Encouragement

Definition:

The gift of Encouragement is the special ability God gives some to offer comfort, words of encouragement, hope, and reassurance to discouraged, weak, or troubled Christians in such a way that they gain a positive mental, emotional and spiritual perspective on their circumstances.

Purpose:

To bring health and wholeness to the Body of Christ through well chosen and anointed words, gifts, letters and other forms of communication.



Session 3: Unwrapping the Gifts Part 2

Guidance Gifts

- Exhortation/Disciple Maker
- **Encouragement**
- Wisdom
- Knowledge
- Prophecy
- Discernment

*"Correction does much, but
encouragement does more."
~Johann Wolfgang von Goethe*

Cautions:

- Anything less than 100% sincerity when encouraging others.
 - Being unwilling to see the dark side of people's lives.
 - Not listening to both sides of a conflict.
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Evidence:

- Encouraging others comes easily to you and you enjoy it.
- You are not fearful to approach those who are discouraged and in a bad mood.
- You have a good self-image and are generally a confident person.
- You are able to motivate others, whether one to one, in small groups or occasionally in larger groups.
- You have good people skills.

Scriptures:

Romans 12:6-8, Titus 1:9, Acts 11:23-24, Acts 14:21-22,
1 Thessalonians 2:11-12, 1 Thessalonians 5:9-11.

Preferences:

- Sacrificing Self for Welfare of Others - Barnabas sold all he had for the welfare of others within the Church. Encouragement is best received by others when the encourager will not receive any personal benefit from the encouragement offered.
 - Supporting Risky Ministry Ventures - New ministry ventures are risky. There is no greater encouragement to the New Ministry Developer than when the "Encourager" gets personally involved and "takes the risk" with everyone else.
 - Serving Ministry Leadership - Leadership is lonely and emotionally draining. Typically, people seek to receive from the ministry leader, but very few seek to minister to the ministry leader. Encouragers are essential to the success of any ministry leader.
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Session 3: Unwrapping the Gifts Part 2

Guidance Gifts

- Exhortation/Disciple Maker
- Encouragement
- **Wisdom**
- Knowledge
- Prophecy
- Discernment

*"The doors of wisdom are never shut."
- Benjamin Franklin*



Wisdom

Definition:

The gift of Wisdom is the distinctive ability to discern the mind of Christ and apply Scriptural truth to a specific situation in order to make the right choices and help others move in the right direction.

Purpose:

To apply Scriptural truth and God's heart to everyday situations so that decisions can be made in such a way as to please God.

Cautions:

- a. Believing you are the source of the wisdom.
 - b. Using wisdom with impure motives.
 - c. Looking down on those who don't have the gift of Wisdom.
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Evidence:

- A. Making the right decision in difficult situations is easily to you.
- B. You possess good common sense and people seek you out for counsel about their problems.
- C. You have a practical nature when it comes to the application of wisdom.
- D. You have the ability to see situations from God's perspective.
- E. You find insightful and creative ways of solving problems.

Scriptures:

1 Corinthians 12:7-11, James 3:13-18, 2 Chronicles 1:7-11, Acts 6:3-10, 1 Corinthians 2:6-13, James 1:5-8, 1 Kings 3:16-28.

Knowledge

Definition:

The gift of Knowledge is the distinctive ability to know facts and insights about life that are revealed by the Holy Spirit.

Session 3: Unwrapping the Gifts Part 2

Guidance Gifts

- Exhortation/Disciple Maker
- Encouragement
- Wisdom
- **Knowledge**
- Prophecy
- Discernment

"Wonder is the desire for knowledge."

~ Thomas Aquinas

Purpose:

To guide, encourage and challenge people with a timely fact or insight which produces an "Epiphany" moment opening people up to the ministry of God.

Cautions:

- a. Relying solely on Spiritual insight and neglecting the study of the Scriptures.
 - b. Pride or arrogance brought about through a display of knowledge.
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Evidence:

- A. You have been used by God to speak a word of knowledge into someone's life.
- B. You have received a word of knowledge which informed your prayer life.
- C. In situations where you are providing spiritual counsel to people, you have received divine facts and insights about them that inspired them to open themselves up to God.
- D. You believe that God guides and empowers people through the Holy Spirit.

Scriptures:

Mark 2:6-8, 1 Corinthians 12:7-11, 2 Chronicles 1:7-12, Colossians 2:2-3, 2 Corinthians 11:6, Daniel 2:20-21, Proverbs 2:6, Proverbs 9:10, Psalm 119:66, Jeremiah 3:15, Acts 5 (Peter was given a word of knowledge), John 1:45-50.

Prophecy

Definition:

The gift of Prophecy is the divine enablement to receive messages from God and communicate those messages in a timely and relevant manner for understanding, correction, repentance, comfort, exhortation or edification.

Session 3: Unwrapping the Gifts Part 2

Guidance Gifts

- Exhortation/Disciple Maker
- Encouragement
- Wisdom
- Knowledge
- **Prophecy**
- Discernment

*"We are all at times
unconscious prophets."
~ Charles Spurgeon*



Purpose:

To deliver the truth of God with divine insight and authority in order that people repent of sin and live for God.

Cautions:

- Relating to people as groups rather than as individuals.
 - Relating to people too harshly.
 - Lacking in flexibility.
 - Focusing more on law than grace.
 - Listeners may reject the message if not spoken with love and compassion.
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Evidence:

- A bold sense of confidence in speaking for God.
- A hatred of sin.
- A passionate reliance upon the Word of God.
- A desire to see lives change as a result of hearing God's truth.
- You possess the gift of discernment.
- You speak a timely word from God causing conviction, repentance, and edification.
- You expose sin or deception in others for the purpose of reconciliation.

Scriptures:

1 Corinthians 12:7-11, Romans 12:6-8, Ephesians 4:11-13, 1 Corinthians 12:28-31, Deuteronomy 18:18-22, 1 Corinthians 14:1-5, 1 Corinthians 14:24-25, 1 Corinthians 14:30-33, 1 Corinthians 14:37-40, Acts 2:37-40 (Peter), Acts 7:51-53 (Stephen), Acts 26:24 (Paul), Revelation 4:1, 2 Samuel 15:27, 2 Samuel 24:11, 2 Chronicles 9:29, 2 Chronicles 29:30.

Session 3: Unwrapping the Gifts Part 2

Guidance Gifts

- Exhortation/Disciple Maker
- Encouragement
- Wisdom
- Knowledge
- Prophecy
- **Discernment**

Preferences:

- Interpretation of Dreams - The gift of Interpretation of Dreams is a special insight given by God which interprets the dreams of others in order to reveal prophetic messages from God concerning someone's life and circumstances. It is like a word of knowledge that needs interpretation and application.
 - Fore-Telling Future Events - Acts 21:10-11 is an excellent example of Prophecy as fore-telling events.
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Discernment/Distinguishing Spirits

Definition:

The gift of Discernment is the distinctive ability to know with assurance whether certain behavior or teaching is from God, Satan, human error, or human power.

Purpose:

To prevent confusion and false teaching from infiltrating the Body of Christ by discerning where the Holy Spirit of God is at work.

Cautions:

- a. Possessing a spiritually superior attitude.
 - b. Spotting a "demon" behind every bush.
 - c. Becoming skeptical about people.
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Evidence:

- A. You have a clear sense of when people are telling the truth or telling a lie.
- B. Your spirit is sensitive to the things of God.
- C. You can spot insincerity quickly and easily.
- D. You have a close and committed relationship with God.
- E. You tend to be perceptive and insightful.

Session 3: Unwrapping the Gifts Part 2

*"Discernment is God's call to
intercession, never to faultfinding."
~Corrie Ten Boom*



Scriptures:

1 Corinthians 12:7-11, 1 John 4:1-6, 1 Corinthians 2:9-16, 2 Chronicles 2:12, Psalm 119:125, Proverbs 3:21, 1 Kings 3:9, Hebrews 5:14.

Preferences:

- Restoration & Recovery Ministries - Restoration and recovery ministries often address serious spiritual strongholds and spiritual bondage issues that have dominated a person's life for many years. The ability to discern between habitual or chemical dependency problems and spiritual problems is an important distinction.
- Instructional Accountability Ministry - To properly use the gift of Spiritual Discernment within the context of "Instructional Accountability," the person with this gift should ensure that they know their Biblical doctrine well, and test all judgments by the Word of God.
- Front-Line Evangelism Ministry - The ministry of evangelism seeks to take back people who knowingly or unknowingly serve the Evil One, and help them become followers of Jesus Christ.
- Counseling Ministry - Today, counseling ministries tend to take a holistic approach toward those they serve, seeking to minister to the mind, emotions and spirit.

Communication Gifts

Communication Gifts are divine empowerments that serve people by enabling them to understand God's greatness in a way that draws them toward Him. As these gifts are discussed, think about how well they describe how God works in and through your life and the lives of people you know.

Teaching

Definition:

The gift of Teaching is the Spirit-empowered ability to understand, clearly explain and apply God's word, will, and principles, causing greater Christ-likeness in the lives and ministries of the listeners.

Purpose:

To strengthen the faith of the Body of Christ and help equip the Body for mature Christian living and effective Spirit-empowered ministry.

Session 3: Unwrapping the Gifts Part 2

Communication Gifts

- **Teaching**
- Evangelist
- Music/Worship Leader
- Tongues
- Interpretation of Tongues
- Creative Communication

*"Effective teaching may be
the hardest job there is."
~ William Glasser*

Cautions:

- Getting "lost in the details" of study and getting sidetracked from the ultimate purpose of the study.
- Placing too much emphasis on the "glory" of being up front before people.
- Teaching information without application.

Evidence:

- You have a gift for public speaking.
- You can study and organize your thoughts in a clear and concise manner.
- People enjoy your teaching and want more.
- You are disciplined and articulate.
- You communicate Biblical truth that inspires greater obedience to the Word.
- You present the whole counsel of God for maximum life change.
- You challenge listeners simply and practically with the truths of Scripture.

Scriptures:

Ephesians 4:11-16, Romans 12:6-8, 1 Corinthians 12:28-31, Hebrews 5:12-14, Acts 18:24-28, 2 Timothy 2:2.

Preferences:

- Large Group Corporate Instruction
- Classroom Instruction
- eLearning Instruction
- Mentorship
- Small Group Instruction
- Children's Ministries Instructor
- Student Ministries Instructor
- One-On-One Instruction

Evangelism

Definition:

The gift of Evangelism is the distinctive ability to share the good news of Jesus Christ effectively so that people respond to the promises of Christ through conversion to Christianity and movement towards discipleship.

Session 3: Unwrapping the Gifts Part 2

Communication Gifts

- Teaching
- Evangelist
- Music/Worship Leader
- Tongues
- Interpretation of Tongues
- Creative Communication

*"Evangelism is not an option
for the Christian life."*

~Luis Palau



Purpose:

To actively initiate and develop relationships with the lost in order to share the salvation message and lead them to repentance from sin and eternal life in Christ.

Cautions:

- Looking down on those who do not have the gift of evangelism.
- Pressuring people to receive Christ who are not ready.
- Losing sight of the fact that the primary focus is to share the Gospel in obedience to the prompting of the Holy Spirit, not "win a convert."

Evidence:

- You have a passion and confidence about sharing your faith.
- You eagerly develop authentic relationships with the lost with hopes of witnessing to them about Jesus.
- You have a strong grasp of Scripture (especially the Gospel story and where key truths are found).
- People are drawn toward Christ through you.
- You tend to be candid and direct.
- You adapt your presentation of the Gospel to connect with the individual's needs.

Scriptures:

Ephesians 4:11-16, Matthew 28:16-20, Acts 2:36-40, Acts 8:5-6, Acts 14:21, Acts 8:26-40, 2 Timothy 4:5, Acts 21:8, Luke 19:1-10.

Preferences:

- Programmed Evangelism - Programmed Evangelism centers around "Seeker Events." Seeker events may include Sunday Seeker Services, Evangelism Crusades, or Alpha-type evangelistic programs. Programmed Evangelism utilizes the gifts and abilities of many people to accomplish the work of communicating and relating the Gospel message.
- Personal Evangelism - If God has given you a highly relational personality, you will likely prefer Personal Evangelism over Programmed Evangelism. This type of Evangelist can be found wherever people gather. A personal evangelist seeks to build authentic relationships, and through the trust established in those relationships, to share the Gospel of Jesus Christ one-on-one.

Session 3: Unwrapping the Gifts Part 2

Communication Gifts

- Teaching
- Evangelist
- **Music/Worship Leader**
- Tongues
- Interpretation of Tongues
- Creative Communication

"It is in the process of being worshipped that God communicates His presence to men."

~C.S. Lewis

Music/Worship Leader

Definition:

Worship is the special gift whereby the Spirit enables certain Christians to praise God through music in such a way as to enhance the worship experience of other believers and draw them into the presence of God.

Purpose:

To bring glory and praise to God through song and instruments.

Cautions:

- a. Difficulty in distinguishing between a human talent for music and the Spiritual Gift of music.
 - b. Seeking the attention and praise that often accompanies singing or playing a musical instrument.
 - c. Allowing the gift to bring your responsibilities beyond your level of maturity and character development.
-
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Evidence:

- A. You have a passion for worship and praise that exalts God.
- B. People often ask you to sing, or play a musical instrument as part of a worship experience.
- C. People often say to you that the expression of your gift helps them draw close to God during worship.

Scriptures:

1 Samuel 16:14-23, 1 Corinthians 14:26, Psalm 33:1-3, Psalm 96:1-2, Psalm 100:1-2, Psalm 149:3, Psalm 150:1-6, Colossians 3:16, 2 Chronicles 5:12-13, 2 Samuel 6:14-15, 1 Chronicles 16:41-42.

Session 3: Unwrapping the Gifts Part 2

Communication Gifts

- Teaching
- Evangelist
- Music/Worship Leader
- **Tongues**
- Interpretation of Tongues
- Creative Communication



Tongues

Definition:

The gift of Tongues is the distinctive ability to speak in a language which you never learned and communicate a divinely anointed message from God whether in a private prayer language or in a group setting.

Purpose:

To encourage and instruct people towards the extension of the local church and the expansion of the Kingdom.

Cautions:

- a. Viewing it as sole, essential or initial evidence of being filled with the Spirit.
- b. Insisting that everyone speak in tongues.
- c. Bringing confusion or division into the Body of Christ.
- d. Developing a spiritually superior attitude.

[The bottom line is that the expression of tongues must build up the Body of Christ or it is not a gift of the Spirit!]

Evidence:

- A. You may receive a spontaneous message from God which is made known to His Body through the gift of interpretation.
- B. You may be called to cross-cultural ministry, and be given the gift of Tongues so that you can communicate the Gospel to unlearned language groups.
- C. You speak to God in a private prayer language where you may sense His presence in a powerful way.

Scriptures:

1 Corinthians 12:7-11, 1 Corinthians 12:28-31, 1 Corinthians 14:1-40, Acts 2:1-12, Acts 10:44-46, Acts 19:1-7, Mark 16:17, Romans 8:26-27, 1 Corinthians 13:1.

Session 3: Unwrapping the Gifts Part 2

"All of them were filled with the Holy Spirit and began to speak in other tongues as the Spirit enabled them."
~Acts 2:4

Communication Gifts

- Teaching
- Evangelist
- Music/Worship Leader
- Tongues
- **Interpretation of Tongues**
- Creative Communication

Types:

- Prayer Language - I believe God has called me to a ministry of prayer, and so has given me the gift of Tongues to aid me in my prayer ministry.
 - Deliver Divine Messages to the Church - I believe God has called me to communicate messages to the Body of Christ, and has given me the gift of Tongues as the means by which God has chosen to speak through me.
 - Deliver the Gospel to Unlearned Language Groups - People with this gift resonate with the following statement. I believe God has called me to cross-cultural ministry, and has given me the gift of Tongues so that I can communicate the Gospel to different language groups.
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Interpretation of Tongues

Definition:

The gift of Interpretation of Tongues is the distinctive ability to understand someone who is speaking in Tongues and provide the meaning of its message in order to instruct and encourage the people who are hearing it and those to whom it was sent.

Purpose:

To give the meaning of a message in tongues spoken out loud in community for the deepening and extension of the local church and the expansion of the Kingdom.

Cautions:

- a. Insisting that your interpretation of someone speaking in tongues is authoritative, without allowing it to be tested by the Scriptures or others who hear from God by the Spirit.
- b. Bringing confusion or division into the Body of Christ.
- c. Developing a spiritually superior attitude.

[The bottom line is that the gift of Interpretation of Tongues must build up the Body of Christ or it is not a gift of the Spirit!]

Session 3: Unwrapping the Gifts Part 2

*“To another the working of
miracles; to another prophecy;
to another discerning of spirits;
to another divers kinds of tongues;
to another the interpretation
of tongues”
~1 Corinthians 12:10*

Communication Gifts

- Teaching
- Evangelist
- Music/Worship Leader
- Tongues
- Interpretation of Tongues
- **Creative Communication**



Evidence:

A. You have interpreted a language unknown to you and the hearers, and people were instructed and/or encouraged in their faith.

Insights from Paul's view:

1. The Gift is real!
2. He was concerned about its misuse.

Scriptures:

1 Corinthians 12:7-11, 1 Corinthians 12:28-31, 1 Corinthians 14:1-40.

Creative Communication

Definition:

The gift of Creative Communication is the divine enablement to communicate truth through a variety of art forms in a way that moves people towards God.

Purpose:

To use the arts in order to glorify God and edify others.

Cautions:

- a. Need to remember that art is not for art's sake, but it's to glorify God and edify others.
 - b. Can find evaluation and constructive criticism difficult to accept.
 - c. Might be uncooperative (because of ego, pride, or individualism) and need to work at being a team player.
-
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Evidence:

- A. Use the arts to communicate God's truth.
- B. Develop and use artistic skills such as drama, writing, art, dance, music, etc.
- C. Use variety and creativity to captivate people and cause them to consider Christ's message.

Session 3: Unwrapping the Gifts Part 2

*"Music . . . can name the
unnameable and communicate
the unknowable."
-Leonard Bernstein*

D. Challenge people's perspective of God through various forms of the arts.

E. Demonstrate fresh ways to express the Lord's ministry and message.

Scriptures:

Luke 1:1-3, 1 John 2:1, 1 John 2:12-14, 1 Timothy 3:14-15, Jude 1:3, Psalm 150, 2 Samuel 6:14-15, Mark 4:2, 33.

Preferences:

- Oral Communication Arts
 - Written Communication Arts
 - Graphical Arts (computer based)
 - Performing Arts
 - Technical Arts
 - Visual Arts
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Authority Gifts

Authority Gifts are divine empowerments that serve people by enabling them to be influenced by God's loving leadership advancing His Kingdom. As these gifts are discussed, think about how well they describe how God works in and through your life and the lives of people you know.

Authority Gifts

- Leadership
- Apostleship
- Missionary
- Pastor/Shepherd

Leadership

Definition:

It is the special ability God gives to some to set goals in accordance with God's purpose and to communicate these goals to others in such a way that they voluntarily and harmoniously work together to accomplish these goals for the glory of God.

Purpose:

To direct and enhance the efforts of others in a positive way so that the Kingdom of God is advanced.

Session 3: Unwrapping the Gifts Part 2

*"You do not lead by hitting
people over the head - that's assault,
not leadership."
-Dwight Eisenhower*



Cautions:

- a. A prideful attitude and a tendency to look down on others who not are leaders.
- b. Misusing power.
- c. Using people to accomplish personal goals and objectives.
- d. Not appreciating people with "helping" gifts.
- e. Not appreciating the importance of providing a spiritual covering!

Evidence:

- A. You seem to have a significant amount of influence on other people.
- B. You are offered opportunities to serve in leadership capacities.
- C. You see the big picture easily and clearly.
- D. Decision-making comes naturally to you, and others desire your opinion.
- E. You possess a strong desire to "change the world" and make a positive difference.
- F. You are not afraid to take a risk.
- G. You speak with confidence and conviction.

Scriptures:

Romans 12:8, Hebrews 13:17, Nehemiah 2:11-18.

Preferences:

- Pioneering Leadership
- Strategic Leadership
- Management/Administration
- Team Leadership
- Pastoral Leadership
- Encouraging Leadership

Apostleship

Definition:

This is the distinctive ability to start churches and ministry structures coupled with the authority to exercise general leadership or oversight over a number of churches and or ministries, which is readily recognized and results in tangible fruit in ministry.

Session 3: Unwrapping the Gifts Part 2

Authority Gifts

- Leadership
- **Apostleship**
- Missionary
- Pastor/Shepherd

*"Am I not free? Am I not
an apostle? Have I not seen
Jesus our Lord?"
~ 1 Corinthians 9:1*

Purpose:

To strategically and spiritually lead, equip, and organize others for the specific mission of extending the Kingdom of God through establishing ministries and churches.

Cautions:

- Misusing the authority granted to you.
 - Following your own agenda rather than God's.
 - Operating outside of an accountable ministry team.
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Evidence:

- You demonstrate authority and vision for the mission of the church.
- You have an unusual anointing on your leadership to initiate and lay foundations.
- You are sought out as a mentor by growing and future church and ministry leaders.
- You possess a desire to pioneer and establish new ministries and churches.
- The Body of Christ has and continues to affirm you in or toward a leadership role.
- You understand the healthy functioning of the Kingdom of God and adapt the forms of ministry to meet the function.

Scriptures:

1 Corinthians 12:28, Ephesians 4:11-12, Romans 1:5, Acts 15:1-3.

Preferences:

- Church Planter
 - Cross-Cultural Missionary
 - New e-Church Ministries
 - New Campus Ministries
 - New Community Impact Ministries
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Session 3: Unwrapping the Gifts Part 2

Authority Gifts

- Leadership
- Apostleship
- **Missionary**
- Pastor/Shepherd

*"He is no fool who gives up
what he cannot keep, to gain
that which he cannot lose."
~Jim Elliot*



Missionary

Definition:

The gift of Missionary is the distinctive ability to minister whatever other Spiritual Gifts you have effectively in cultures beyond your own.

Purpose:

To advance the great commission by extending the local church on a worldwide basis.

Cautions:

- Caught up in the "glamour" of world travel and the status some churches give to missionaries.
 - Approaching foreign missions work as an escape from lack of fruit in the local church.
 - Placing foreign missions as a higher priority over other efforts of the local church.
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Evidence:

- You adapt well to other cultures.
- Learning foreign languages comes easily to you.
- You are generally flexible by nature.
- You are committed to Evangelism.
- You desire to minister to unreached people in other communities or countries.
- You adapt easily to different surroundings by being culturally sensitive and aware.

Scriptures:

Ephesians 3:6-8, Mark 16:15, Acts 1:8, Acts 13:2-5, Acts 22:21, Romans 10:14-15, 1 Corinthians 9:19-23, Acts 8:4.

Session 3: Unwrapping the Gifts Part 2

Authority Gifts

- Leadership
- Apostleship
- Missionary
- **Pastor/Shepherd**

Pastor/Shepherd

Definition:

The gift of Pastor/Shepherd is the distinctive ability to assume responsibility for the spiritual care, protection, guidance, and feeding (teaching and equipping) of a group of Christians.

Purpose:

To nurture a group of people in spiritual growth by providing spiritual direction, loving accountability and teaching by example, with the goal of leading them to greater spiritual maturity and effective ministry.

Cautions:

- a. Developing too strong a personal ownership of the people.
 - b. Leading with your agenda not God's.
 - c. Allowing popularity to mean more to you than the people's spiritual growth.
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Evidence:

- A. You possess a passion for personal spiritual growth and the spiritual growth of others around you.
- B. You have a vibrant walk with God.
- C. You are loyal and dedicated to your local church.
- D. You have the gift of teaching and/or exhortation.
- E. You are process-oriented and people are your focus.
- F. You establish trust and respect through long-term relationships.
- G. You lead and protect those within your span of care.

Scriptures:

John 10:1-16, Acts 20:28, Ephesians 4:11-15, 1 Timothy 3:1-7, 2 Timothy 4:1-2, 1 Timothy 4:11-16, 1 Peter 5:1-4.

Session 3: Unwrapping the Gifts Part 2

*"Too many leaders act as if the sheep...
their people... are there for
the benefit of the shepherd, not
that the shepherd has responsibility
for the sheep. "*
- Ken Blanchard

Preferences:

- Nurturing Pastor - Pastoral care often involves nurturing and caring for the nurturing needs within the Body.
 - Teaching Pastor - Teaching Pastors prefer to study the Word of God and expound it for others within the Body.
 - Administrative Pastor - They possess strong administrative and planning abilities, and so are able to help other pastoral-types be less reactive in their ministry.
 - Evangelistic Pastor - An Evangelistic Pastor generally has the gift of Evangelism as well as Pastor. The Evangelism Pastor is passionate about ministry to spiritual seekers.
 - Discipleship Pastor - The Discipleship Pastor is concerned about the Spiritual formation and maturity of the people within their lives.
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Summary

In this session we discussed:

- **Guidance Gifts**
Exhortation/Disciple Maker
Encouragement
Wisdom
Knowledge
Prophecy
Discernment
- **Authority Gifts**
Leadership
Apostleship
Missionary
Pastor/Shepherd
- **Communication Gifts**
Teaching
Evangelist
Music/Worship Leader
Tongues
Interpretation of Tongues
Creative Communication



Session 3: Unwrapping the Gifts Part 2

Discussion and Reflection

1. What Spiritual Gifts or concepts really stood out to you?

2. Which gifts do you need to dive deeper into on your own?

Homework

1. Make a note of the Scriptures that really stood out to you, so we can discuss them in more depth next session!

2. Read 1 Corinthians 13 and reflect on how God has designed us to work together!

3. Complete the Spiritual Gifts Test! (In Appendix A.)

The background of the page is a composite image. On the right side, there is a vertical strip featuring a stylized tree with a thick, textured trunk and a dense canopy of leaves. The colors are muted greens, yellows, and browns, giving it a painterly or watercolor-like appearance. This strip is overlaid on a larger background that is divided into a 2x2 grid of squares. The top-left and bottom-left squares are a solid, warm tan or light brown color. The top-right and bottom-right squares are a solid, medium brown color. The text 'Session 4: Discover Your Spiritual Gifts' is centered over the grid, specifically spanning across the top-right and bottom-right squares.

Session 4: Discover Your Spiritual Gifts

Session 4: Discover Your Spiritual Gifts

Review

In the previous session we discussed:

- **Guidance Gifts**
 - Exhortation/Disciple Maker
 - Encouragement
 - Wisdom
 - Knowledge
 - Prophecy
 - Discernment
- **Authority Gifts**
 - Leadership
 - Apostleship
 - Missionary
 - Pastor/Shepherd
- **Communication Gifts**
 - Teaching
 - Evangelist
 - Music/Worship Leader
 - Tongues
 - Interpretation of Tongues
 - Creative Communication

*"Divine discoveries are among
our greatest joys."*

~Jason Pankau

Discovering what kind of tool you are in God's toolbox!

Establishing a Solid Foundation Concerning your Spiritual Gifts

A. You must be a Christian to discover your Spiritual Gifts.

John 3:16

"For God so loved the world that He gave His one and only Son, that whoever believes in Him shall not perish but have eternal life."

Romans 3:23

"For all have sinned and fall short of the glory of God."

Romans 6:23

"For the wages of sin is death, but the gift of God is eternal life in Christ Jesus our Lord."

B. You need an authentic desire to serve God and others through your church.

Session 4: Discover Your Spiritual Gifts

- C. Invest time in the study of Spiritual Gifts for the fullest possible understanding.
 - D. Be honest with yourself about the implications of not discovering and using your gifts.
 - E. Know and embrace the benefits of employing your Spiritual Gifts.
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Love is Always the Biblical Context and Must Always be the Motivation for Using Spiritual Gifts

A. Make sure your love is sincere.

Romans 12:9-10

“Love must be sincere. Hate what is evil; cling to what is good.

¹⁰Be devoted to one another in brotherly love. Honor one another above yourselves.”

B. The greatest of these is love.

1 Corinthians 13:1-13

“And now I will show you the most excellent way. If I speak in the tongues of men and of angels, but have not love, I am only a resounding gong or a clanging cymbal. ²If I have the gift of prophecy and can fathom all mysteries and all knowledge, and if I have a faith that can move mountains, but have not love, I am nothing. ³If I give all I possess to the poor and surrender my body to the flames, but have not love, I gain nothing. ⁴Love is patient, love is kind. It does not envy, it does not boast, it is not proud. ⁵It is not rude, it is not self-seeking, it is not easily angered, it keeps no record of wrongs. ⁶Love does not delight in evil but rejoices with the truth. ⁷It always protects, always trusts, always hopes, always perseveres. ⁸Love never fails. But where there are prophecies, they will cease; where there are tongues, they will be stilled; where there is knowledge, it will pass away. ⁹For we know in part and we prophesy in part, ¹⁰but when perfection comes, the imperfect disappears. ¹¹When I was a child, I talked like a child, I thought like a child, I reasoned like a child. When I became a man, I put childish ways behind

“I have found the paradox, that if you love until it hurts, there can be no more hurt, only more love.”

– Mother Theresa



Session 4: Discover Your Spiritual Gifts

me. ¹²Now we see but a poor reflection as in a mirror; then we shall see face to face. Now I know in part; then I shall know fully, even as I am fully known. ¹³And now these three remain: faith, hope and love. But the greatest of these is love.”

C. Live a life that models love and grace.

Ephesians 4:1-2

“As a prisoner for the Lord, then, I urge you to live a life worthy of the calling you have received. ² Be completely humble and gentle; be patient, bearing with one another in love.”

D. Invest yourself in loving others deeply, through sharing your Spiritual Gifts with them.

1 Peter 4:8-9

“Above all, love each other deeply, because love covers over a multitude of sins. ⁹ Offer hospitality to one another without grumbling.”

Expressing Your Gifts Through a Fulfilling Ministry

It is extraordinarily rewarding and fulfilling to seek and find your unique place of contribution in God’s Kingdom.

Seven Good Reasons to Serve in Local Church Ministry

1. To express gratitude to God for what He has done for you.

Ephesians 2:8-9

“For it is by grace you have been saved, through faith and this not from yourselves, it is the gift of God ⁹ not by works, so that no one can boast. ¹⁰ For we are God’s workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do.”

Session 4: Discover Your Spiritual Gifts

*"I would maintain that thanks
are the highest form of thought,
and that gratitude is happiness
doubled by wonder.
~G.K. Chesterton*

James 2:26

"As the body without the spirit is dead, so faith without deeds is dead."

- 2. To be a good and responsible steward of your Spiritual Gifts.**
- 3. To fulfill your part of the ministry partnership with your pastor.**

Ephesians 4:11-12

"It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, ¹² to prepare God's people for works of service, so that the body of Christ may be built up"

- 4. To participate in God's plan for church growth.**

Matthew 28:18-20

"Then Jesus came to them and said, 'All authority in heaven and on earth has been given to me. ¹⁹ Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, ²⁰ and teaching them to obey everything I have commanded you. And surely I will be with you always, to the very end of the age.'"

- 5. To expand the depth and dimension of your worship.**
- 6. To unify and enhance the potential of the Body of Christ.**
- 7. To glorify God.**

1 Peter 4:10-11

"Each one should use whatever gift he has received to serve others, faithfully administering God's grace in its various forms. ¹¹ If anyone speaks, he should do it as one speaking the very words of God. If anyone serves, he should do it with the strength God provides, so that in all things God may be praised through Jesus Christ. To him be the glory and the power for ever and ever. Amen."

Session 4: Discover Your Spiritual Gifts

Common Hindrances that Prevent You from Serving in Ministry

- A. Your life is over crowded by non-priorities.
 - B. You wrestle with unresolved personal problems.
 - C. You are unaware of or unconcerned about the concerns of other people.
 - D. You are fearful to take a risk with something new or different.
 - E. Your last ministry experience was not a positive one.
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Improper Motives for Ministry

- A. The tendency to be a people pleaser.
 - B. A performance orientation.
 - C. The martyrdom syndrome.
 - D. A way to escape your personal life.
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Watch Out for the Hindrances that Prevent You from Discovering and Using Your Spiritual Gifts

- A. Your walk with God is in a spiritually dormant season.
- B. You are knowingly disobedient.
- C. You are unwilling to accept the gifts that God gives you.
- D. You are waiting for the right feeling.
- E. Fear.

Possibilities that Produce Fear

- 1. Denominational or faith background that doesn't accept the gifts of the Spirit.
 - 2. Insecure about what is unknown, or not clearly understood.
 - 3. Concerned about looking foolish.
 - 4. Worry that you will be made to "do" a certain ministry you are not interested in once your gift is discovered.
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"It is not death that a man should fear, but he should fear never beginning to live."

~ Marcus Aurelius

Session 4: Discover Your Spiritual Gifts

10 Steps to Discovering a Fulfilling Ministry

1. Invest yourself fully into the process of discovering and living in and through God's divine power and P.U.R.P.O.S.E. by:
 - a. Asking God who you are and what He wants you to do.
 - b. Asking other friends and mentors who know you and who you are involved in ministry for their insights about your divine P.U.R.P.O.S.E.
 - c. Try different ministries to discover your unique long-term ministry fit.
2. Identify your passions.
 - Complete the Passion discovery assessment tool in Appendix B.
3. Analyze your Upbringing to see if there are any curses or generational sin patterns that are inhibiting you from walking in the Spirit more fully.
 - Using the seven deadly sins as a sin tendencies paradigm, evaluate your sin tendencies and those of your family.
 - Construct a Genogram if you know how and use it to evaluate generational sin patterns.
4. Analyze your Resources and consider how God might have blessed you to serve others in unique ways because of the way you have been resourced by God.
 - Evaluate the assets under your stewardship and consider how these resources uniquely position you to serve others and advance the Kingdom of God.
5. Analyze your Personality and consider how God might have blessed you to serve others in unique ways because of the ways in which your personality functions best.
 - Take the Meyers Briggs, Keirsey Temperament Sorter, DISC or another personality profile that can help you to better understand your core personality.

Session 4: Discover Your Spiritual Gifts

"Many persons have a wrong idea of what constitutes true happiness. It is not attained through self-gratification but through fidelity to a worthy purpose."
~Helen Keller

6. Analyze your Original Abilities and consider how God might have blessed you to serve others in unique ways because of the original and learned capabilities that He has given you.
 - Reflect upon and write out a list of your capabilities whether they are natural or learned skills and talents.
7. Analyze and discover your "Package" of Spiritual Gifts and consider how God might have blessed you to serve others in unique ways through your Spiritual Gift mix.
 - Seek out God's direction through studying the various gifts definitions and descriptions and strive to discern what you resonate with.
 - Take the Spiritual Gifts Test and evaluate the results with those who know you best for affirmation and perspective.
8. Analyze your Love Language and consider how God might have blessed you to serve others in unique ways because of the ways that you prefer to experience and express love.
 - Look at the Five Love Languages assessment tool to discover how you prefer to experience and express love.
 - This knowledge coupled with knowing others' love languages will make working together with others in team ministry more fruitful.
9. Meet with a personal ministry consultant in your church who knows about the various opportunities that your church has to serve, and discern where you can plug in.
 - When you bring all of the pieces to this P.U.R.P.O.S.E. puzzle together with an experienced mentor you should be able to discern several ways in which you can contribute to building God's Kingdom in a divinely purposed and empowered way!
10. Try several different serving opportunities which require various gifts and abilities and discover where God uses your life to bear fruit and you are energized.
 - Constantly evaluate your ministry effectiveness and stay sensitive to new serving opportunities for God to love and serve others through You.

Session 4: Discover Your Spiritual Gifts

Don't Forget:

- A. Your power for ministry comes from the Holy Spirit.
- B. Confirmation or Affirmation from the body of believers is a vital component to your ministry.
- C. The bottom line...
 - 1. Fruit
 - 2. Joy

*"All life is an experiment."
-Ralph Waldo Emerson*

Summary

In this session we discussed:

- Establishing a Solid Foundation Concerning your Spiritual Gifts
- Love is Always the Biblical Context and Must Always be the Motivation for Using Spiritual Gifts
- Expressing Your Gifts Through a Fulfilling Ministry
- Seven Good Reasons to Serve in Local Church Ministry
- Common Hindrances that Prevent You from Serving in Ministry
- Improper Motives for Ministry
- Watch Out for the Hindrances that Prevent You from Discovering and Using Your Spiritual Gifts
- Possibilities that Produce Fear
- 10 Steps to Discovering a Fulfilling Ministry



Session 4: Discover Your Spiritual Gifts

Discussion and Reflection

1. What steps or concepts really stood out to you?

2. Are there any hindrances to you serving more effectively that came to mind?

Homework

1. Read Ephesians 4:11-13 and think through what it means for the pastors to be the coach/equipper and the people the ministers!

2. Complete all ten steps to discovering your fulfilling ministry!

The background of the page is a composite of several elements. On the left, there are three horizontal bands of solid color in shades of brown and tan. On the right, there is a vertical strip featuring a stylized, abstract illustration of a tree. The tree's canopy is composed of numerous thin, dark, curved lines, while its trunk and roots are rendered in thick, expressive brushstrokes of green and brown. The entire composition is overlaid with a faint, light-colored grid pattern.

Appendices

Appendix A: Spiritual Gifts Test

Empowered Servanthood Spiritual Gifts Test

God has blessed each believer with Spiritual Gifts. Do you know what Spiritual Gifts God has given you? This Spiritual Gifts Test will help you determine what Spiritual Gift(s) and/or Special Talent(s) God has given you. The test evaluates 32 Gifts and Talents. Do NOT look ahead to see what these Gifts and Talents are because that will influence your results!

Instructions:

This Spiritual Gifts Test consists of 160 statements that you are to respond to by entering in a number for each on the Analysis Sheet. Depending on how you feel about each statement, enter a number between 1 and 10. (1 means that the statement does not describe you at all and 10 means that the statement describes you perfectly).

This test is designed for Christians. If you have been a Christian for at least a few years, you should use your personal experiences as the basis for your responses. If you consider yourself to be a new Christian, then your responses should be based on how well each statement describes the desire of your heart (even if you have not yet done what the statement talks about).

Please keep in mind that this test was written by people, not by God, and as such it is certainly imperfect. It should be used as a starting place to begin to discover how God has gifted you, but not as an absolute indicator. The test may not always indicate your true Spiritual Gift(s). It is just one tool in what should be a life-long search for how God has blessed you so you can bless others.

Read this VERY CAREFULLY!

1. Before you start the test, find the Analysis Sheet and fold it along the gray line that runs down the middle of the sheet. Fold it so that you can see the 160 numbered boxes, but cannot see the names of the Spiritual Gifts and Talents, or at least discipline yourself not to look.
2. As you take the test, enter a response (number from 1 to 10 indicating how well the statement describes you) in each of the pre-numbered boxes.
3. Continue this process for all five test pages. The test will take about a half-hour to complete.
4. Respond to each statement quickly with your first feeling. Don't be too modest. However, unless you can walk on water, you will probably have many more low number responses than high number responses.
5. Are you ready to start? Take a deep breath and begin . . .
6. When you are done, read the Analysis Instructions.

This Spiritual Gifts Test has been influenced from several sources and modified and adapted to work with the Empowered Servanthood Course. These sources include: Dr. Dan Reiland's "*Spiritual Gifts*" course, David Posthuma's "*Grace Gifts*" inventory, Ken Ellis' Spiritual Gifts Inventory, *Your Spiritual Gifts Can Help Your Church Grow* by C. Peter Wagner, *Jesus on Leadership: Becoming a Servant Leader* by C. Gene Wilkes and Tom Wells' Spiritual Gifts course.

Appendix A: Spiritual Gifts Test

1. I naturally organize goals into steps and enjoy coordinating their accomplishment.
2. I do what I can to help around the church, whether I have special skills or not.
3. I cheerfully give considerably more than 10% of my income to the Lord's work.
4. I enjoy using my skills and artistic talents to make things that bring glory to God.
5. I have the ability to analyze and discern the "cost" required to make plans succeed and be properly resourced.
6. Our home is always open to whomever God brings to us.
7. I have patiently supported people going through painful experiences, and I found it satisfying and rewarding.
8. I enjoy gathering people together to facilitate getting to know God and one another better.
9. I feel strongly that my prayers for a sick person affect wholeness for that person.
10. People have pointed to specific instances where my prayers have resulted in clear miracles.
11. I have successfully prayed for other people, a family, or a church to be released from a curse.
12. I often receive leadings from the Holy Spirit as to what God wants me to pray for.
13. I have urged others to seek Biblical solutions to their affliction or suffering.
14. I have spoken words of hope that God confirmed in others by the Holy Spirit.
15. I have felt an unusual presence of God and personal confidence when important decisions needed to be made.
16. I have had insights of spiritual truth that others have said helped bring them closer to God.
17. I sometimes feel that I know exactly what God wants to do in a ministry at a specific point in time.
18. It is easy to me to perceive whether a person is honest or dishonest.
19. Studying the Bible and sharing my insights with others is very satisfying for me.
20. I am attracted to non-believers because of my desire to win them to Christ.
21. Good Christian music always lifts my spirit and makes me want to praise and worship God.
22. Sometimes when I pray, it seems as if the Spirit steps in and prays in words I cannot understand.
23. I have interpreted tongues so as to help others worship God without confusion.
24. Sometimes, I express my love for God by writing poems, songs, prayers, or devotionals.
25. Others seem to allow me to influence them and to follow my guidance in accomplishing tasks for the Kingdom.
26. I feel empowered to break ground and lay Kingdom-building foundations for Christ in challenging environments.
27. I am able to relate well to people of different cultures.
28. I have enjoyed relating to a particular group of people over a long period of time, sharing personally in their successes and their failures.
29. I hold fast to my personal belief in the truth even in the presence of ridicule, apparent failure, or pain.
30. I have felt led and empowered by God to radically abandon my old life and stand for His Kingdom.
31. I readily identify with Paul's desire for others to be single as he was.
32. I choose to live a simple lifestyle so I will have more time and money to devote to God's service.

Appendix A: Spiritual Gifts Test

33. I have been able to make effective and efficient plans for accomplishing the goals of a group or team.
34. The Spirit sometimes leads me to do a simple thing for someone that touches him or her deeply.
35. I am so confident that God will meet my needs that I give to Him sacrificially and consistently.
36. I like to make gifts for others that will remind them of God or Jesus.
37. I am sought out for my ability to manage resources effectively and efficiently.
38. I like to create an environment where people feel that they are not alone and can get to know others.
39. I empathize with people who are hurting, lonely, or in trouble; it doesn't matter why they came to be that way.
40. I regularly network the Body of Christ together and help people meet one another who can help each other grow.
41. When I pray for the sick, either they or I feel sensations of tingling or warmth.
42. Others can point to specific instances where my prayers have resulted in what seems impossible happening.
43. Other people have been instantly delivered from demonic possession when I have prayed.
44. I seem to recognize prayer needs before others.
45. I can challenge others without making them feel condemned.
46. It is a joy to speak uplifting words to people who are discouraged.
47. Sometimes God gives me an insight into the proper course of action others should take.
48. Sometimes I know a person's need for prayer or healing, without anyone having told me.
49. I sometimes have a strong sense of what God wants to say to people in response to particular situations.
50. I can sense whether a person is moved by the Holy Spirit, an evil spirit, or by their own flesh.
51. People have told me that I have helped them gain new insights and understanding of how to apply God's word in their lives.
52. I have led others to a decision for salvation through faith in Christ.
53. God seems to use me to orchestrate worship experiences that inspire and comfort people through worshiping God's presence.
54. I can pray to God in a language I have never learned.
55. Sometimes when a person speaks in tongues, I get an idea about what God is saying.
56. I am able to take complex spiritual matters and communicate them through writing, drama, speaking, humor, parables, pictures and/or visual mediums in a way that others can understand more easily.
57. I have influenced and challenged others to accept a vision and then work successfully to achieve it.
58. The thought of beginning a new church in a new community is exciting to me.
59. I would be willing to leave comfortable surroundings if it would enable me to share Christ with more people.
60. I have enjoyed assuming responsibility for the spiritual wellbeing of a group of Christians over time.
61. Once I have heard from God, I am totally convinced He will fulfill His word and I persevere even if He is not doing so yet.
62. When others ridicule me for my faith I am able to stand against their malicious slander and love them.
63. I am single and enjoy it.

Appendix A: Spiritual Gifts Test

64. I have found that by living in the same poor conditions as other people I am better able to minister to them.
65. It is easy for me to organize ideas, people, and projects to achieve a specific ministry goal.
66. I have enjoyed doing routine tasks that have led to more effective ministry by others.
67. I have been led by God to regularly maintain a lower standard of living in order to resource the Kingdom of God.
68. I enjoy working creatively with wood, cloth, paints, metal, glass or other raw materials.
69. I believe God is calling me to help individuals, families and other organizations learn how to budget and manage their God-given resources in a God-honoring way.
70. I try to make everyone feel welcome and comfortable at church suppers or social events.
71. I like to visit people in hospitals, nursing homes and assisted living facilities, and God uses me to help them feel better.
72. I am driven and enabled to love and bear with difficult people, and I work to include them in community.
73. Others have told me that God healed them of an emotional problem when I ministered to them.
74. God has used me personally to perform supernatural signs and wonders.
75. Others call on me when they suspect that someone is demonized.
76. When I hear a prayer request, I pray for that need for several days at least.
77. People will take correction from me because they know I am on their side.
78. I can effectively motivate people to get involved in ministry
79. People tell me that I can perceive and apply Biblical truth to the specific needs of fellow believers.
80. Through study or experience I have discerned major strategies God seems to use in furthering His kingdom.
81. Sometimes I have a burning desire to speak God's word even if I know it will not be well received.
82. I can readily distinguish between truth and error, good and evil.
83. Teaching a Bible class is one of the most enjoyable things I do (or could do).
84. Non-Christians say they feel comfortable when they are around me, and that God uses me to develop their faith in Christ.
85. People have said they see the love of Jesus on my face when I sing, lead worship or play music.
86. Praying in tongues has been meaningful to me in my personal prayer life.
87. When others have prayed in tongues, I felt that I understood the meaning of their prayer.
88. I love to study God's Word and think of creative ways that I can communicate Biblical truth.
89. I have been able to identify and attract the right people to accomplish kingdom projects.
90. I have the ability to understand what makes people and ministries grow reproductively.
91. I feel God has called me to go forth to establish new churches where people have never heard the gospel.
92. I feel that I am responsible to help protect weak Christians from dangerous influences.
93. My hope in God's ability to advance His plans, against all odds, seems to be inspiring to others.
94. I have been led and have followed God's lead to minister in dangerous parts of the world joyfully.
95. I am glad I have more time to serve the Lord because I am single.

Appendix A: Spiritual Gifts Test

96. I could live more comfortably, but I choose not to in order to live with poor people.
97. I can recognize talents and gifts in others, and find ways of using these for God.
98. I would rather work in secret than have my work recognized publicly.
99. I give liberally and joyfully to people in financial need or to kingdom projects requiring support.
100. I experience joy when I design and make things that help the church and enhance its ministry.
101. I believe God has used my training, experience and abilities to prepare me to serve as CFO (or to support the CFO's duties) within the ministry.
102. I do NOT feel uncomfortable when people drop in unexpectedly.
103. I enjoy visiting in hospitals and retirement homes, and feel I do well in such a ministry.
104. People tell me that I am gifted in how I appropriately and winsomely relate to people.
105. Sometimes I have a strong sense that God wants to heal someone through my prayers or words.
106. The Holy Spirit leads me to pray for impossible things that really come true.
107. I have actually heard a demon speak in a loud voice.
108. Praying for others is one of my favorite ways of spending time.
109. It is enjoyable to motivate people to a higher spiritual commitment.
110. I have verbally given confidence to the wavering, the troubled, or the discouraged.
111. I can quickly anticipate the practical and spiritual consequences of a decision or action.
112. I sometimes find I know things that I have never learned, which are confirmed by mature believers.
113. People have told me that I have communicated timely messages that must have come directly from the Lord.
114. I can judge well between the truthfulness and error of a given theological statement.
115. I devote considerable time to learning new Biblical truths in order to communicate them to others.
116. I minister better to the spiritually unborn than to believers.
117. People have told me they were moved by the Holy Spirit through my singing or playing music.
118. I have been led to give a public message in tongues which was interpreted.
119. When I hear others speak in tongues, I am compelled to explain the meaning.
120. People have been touched spiritually by things I have either written, created, spoken in creative ways, (Master of Ceremonies, Radio Host, Television Personality), performed (Drama, Dance) or produced (lighting, sound, video).
121. I am able to cast a vision that inspires others to greater involvement in church work, and enjoy the process.
122. I am sought out for mentoring by growing and future church and ministry leaders.
123. More than most, I have had a strong desire to see people of other countries won to the Lord.
124. I feel a call from God to be the spiritual leader of a group of Christians.
125. I am ready to try the impossible if I am convinced it is God's will because I have a great trust in God.
126. My friends would describe me as a forceful person for the Kingdom of God.
127. I am single and have little difficulty controlling my sexual desires.

Appendix A: Spiritual Gifts Test

128. Living a simple lifestyle is an exciting challenge for me.
129. People sometimes look to me for guidance in coordination, organization, and ministry opportunities.
130. If someone is facing a serious crisis, I enjoy the opportunity to help them.
131. I strive to find ways to give to others without calling attention to myself.
132. I feel compelled to use my hands to craft things that show the beauty of God's creation.
133. I see wasted resources everywhere I go, and strive to help people and organizations maximize their resources.
134. The comfort of a visitor is one of my highest priorities.
135. Sometimes I am overcome with emotion for the person I am praying for.
136. People seem to come to the gatherings that I plan and facilitate, and openly share their lives in my presence.
137. In the name of the Lord, I have prayed for others and physical healing has actually occurred.
138. People have told me that I was God's instrument to bring supernatural change in lives or circumstances.
139. I have spoken to evil spirits and they have obeyed me.
140. Others have told me that my prayers for them have been answered in tangible ways.
141. I can identify with weakness and temptation so as to encourage people to repent and believe.
142. People who are feeling perplexed sometimes come to me for comfort.
143. People with spiritual problems seem to come to me for advice and counsel.
144. God has given me words to say in witnessing situations that surprised even me.
145. Through God I have revealed specific things that will happen in the future.
146. I can quickly recognize whether or not a person's teaching is consistent with God's word.
147. I feel I can communicate Biblical truths to others and see resulting changes in knowledge, values, or conduct.
148. I'm troubled when people and churches are not reaching out and calling the lost toward salvation in Christ.
149. I sense the presence of God when I use my musical talents to sing or play Christian music.
150. When I speak in tongues, I believe it is edifying to the group I am with.
151. My interpretation of tongues has been confirmed by mature believers.
152. I sometimes prefer to write down, draw or create images of my thoughts about God rather than speaking them out loud.
153. God motivates others to obey Christ by the living testimony of my life.
154. God has used me to establish new ministries and churches that meet vital Kingdom growth needs.
155. People of a different race or culture have been attracted to me, and we have related well.
156. God has given me the ability to teach and preach spiritual truth.
157. I have believed God for the seemingly impossible and seen it happen in a tangible way.
158. I have felt God's strength empowering me to stand against persecution and serve my enemies.
159. I am single and feel indifferent toward being married.
160. I feel that I can best fulfill God's calling on my life by living simply.

Appendix A: Spiritual Gifts Test

| Response 129-160 Enter 1 - 10 | Response 97-128 Enter 1 - 10 | Response 65-96 Enter 1 -10 | Response 33-64 Enter 1 - 10 | Response 1-32 Enter 1 - 10 | | Sum of first 5 columns | Rank in order highest to lowest | Name of Spiritual Gift / Talent |
|--|---------------------------------------|-------------------------------------|--------------------------------------|-------------------------------------|--|------------------------------|--|---------------------------------------|
| 129 | 97 | 65 | 33 | 1 | | | | Administration |
| 130 | 98 | 66 | 34 | 2 | | | | Helps/Service |
| 131 | 99 | 67 | 35 | 3 | | | | Giving |
| 132 | 100 | 68 | 36 | 4 | | | | Craftsmanship |
| 133 | 101 | 69 | 37 | 5 | | | | Stewardship |
| 134 | 102 | 70 | 38 | 6 | | | | Hospitality |
| 135 | 103 | 71 | 39 | 7 | | | | Mercy/Compassion |
| 136 | 104 | 72 | 40 | 8 | | | | Community Builder |
| 137 | 105 | 73 | 41 | 9 | | | | Healing |
| 138 | 106 | 74 | 42 | 10 | | | | Miracles |
| 139 | 107 | 75 | 43 | 11 | | | | Deliverance/Exorcism/ Ekbballism |
| 140 | 108 | 76 | 44 | 12 | | | | Intercession/Prayer |
| 141 | 109 | 77 | 45 | 13 | | | | Exhortation/Disciple Maker |
| 142 | 110 | 78 | 46 | 14 | | | | Encouragement |
| 143 | 111 | 79 | 47 | 15 | | | | Wisdom |
| 144 | 112 | 80 | 48 | 16 | | | | Knowledge |
| 145 | 113 | 81 | 49 | 17 | | | | Prophecy |
| 146 | 114 | 82 | 50 | 18 | | | | Discernment/Distinguishing Spirits |
| 147 | 115 | 83 | 51 | 19 | | | | Teaching |
| 148 | 116 | 84 | 52 | 20 | | | | Evangelism/Evangelist |
| 149 | 117 | 85 | 53 | 21 | | | | Music/Worship Leader |
| 150 | 118 | 86 | 54 | 22 | | | | Tongues |
| 151 | 119 | 87 | 55 | 23 | | | | Interpretation of Tongues |
| 152 | 120 | 88 | 56 | 24 | | | | Creative Communication |
| 153 | 121 | 89 | 57 | 25 | | | | Leadership |
| 154 | 122 | 90 | 58 | 26 | | | | Apostleship/New Ministry Developer |
| 155 | 123 | 91 | 59 | 27 | | | | Missionary |
| 156 | 124 | 92 | 60 | 28 | | | | Pastor/Shepherd |
| 157 | 125 | 93 | 61 | 29 | | | | Faith |
| 158 | 126 | 94 | 62 | 30 | | | | Martyrdom |
| 159 | 127 | 95 | 63 | 31 | | | | Celibacy |
| 160 | 128 | 96 | 64 | 32 | | | | Voluntary Poverty |

Appendix A: Spiritual Gifts Test

Analysis Instructions Spiritual Gifts Test - Analysis Sheet

Analysis:

1. First, look over the Analysis Sheet to make sure you have entered a number from 1 to 10 in each of the 160 pre-numbered Response Boxes. If you left any of the boxes empty, go back to the corresponding question(s) and enter your response.
2. Now, unfold the Analysis Sheet. Calculate the sum of the 5 responses in each horizontal row and enter it in the Sum column. You need to do this for each of the 28 rows of responses. Each sum should be a number between 5 and 50.
3. Next, look over the 32 numbers you have just entered in the vertical Sum column. Look for the highest number you can find (for example 47). Now, place an "A" in the Rank column for the row with the highest Sum. If there is more than one row with this same high number, place an "A" in the Rank column for each.
4. (If you placed an "A" in 3 or more Rank boxes, then skip this step) - Look for the second highest number (for example 43). Place a "B" in the Rank column for each row with this number.
5. (If you placed an "A" or "B" in 3 or more Rank boxes, then skip this step) - Look for the third highest number and place a "C" in the Rank column for each row with this number.
6. Now look at the names of the Spiritual Gifts / Talents beside the Rank boxes where you entered "A," "B," or "C." These are the Spiritual Gifts and Talents that it seems God has given to you.
7. You can find out more about your Spiritual Gifts and Talents by reading the Spiritual Gifts Definitions in Appendix G of your workbook.
8. A reminder about Spiritual Gifts and Original Abilities: Some of these "gifts" are obviously Spiritual Gifts. Others are debatable. However, it is not particularly important whether a certain ability is a Spiritual Gift, a blessing from God, a God given talent, an inherited trait, a natural human ability, or something learned. The thing that is important is that we discover what gifts are more pronounced in us and to learn how to use them to serve God. God is just as pleased when we use a learned ability to serve Him as He is when we use a Spiritual Gift to serve Him. The key is to discover our capabilities (Spiritual Gifts and Natural Abilities) and learn to use them to love, worship, and serve God and others.

Appendix B: Passion Discovery Assessment

10 Ways to Recognize It's a Passion¹

from *Shifting into High Gear* by Tom Siciliano and Jeff Caliguire

1. Your face turns red and you become animated when you talk about it.
2. You typically find yourself curious and seek to learn more about it.
3. You don't get tired when actively engaged with it.
4. You could stay up late talking about it or doing it and wonder where the time went.
5. You wouldn't need to get paid to invest time or energy in it.
6. Others seem interested in speaking with you about it.
7. You sometimes wonder why others are not as passionate as you about it.
8. If you had a day off, you would enjoy engaging in it.
9. If you had all the money, time, and freedom in the world, you would be involved in it.
10. If you were in a book store, you might easily gravitate toward issues that relate to the topic of your passion.

Appendix C: The Seven Deadly Sins

Pride

The Oxford Dictionary defines pride as “a high and overweening opinion of one’s qualities, attainments or estate.” Pride has traditionally been considered the root of all sin. As such, it is a disordered or exaggerated self-centeredness. It results in isolation from God and fractures the bonds that link us to each other and the community.

The obvious outcome of pride is a dismissal of the need to be in relationship with others. With this distance, hard-heartedness ensues, and compassion and empathy for human suffering is minimized. This holds not only for individuals but also for groups and even nations. Pride undermines community and it ridicules Holy Communion.

Many of our age’s cultural values fuel the sin of pride. In a materialistic, competitive society, it is difficult not to struggle against others or compare one’s success in relation to other’s failures. The more we have, the more entitled or privileged we feel. Success breeds arrogance and intolerance of others less fortunate.

Pride is self-exaltation. In fact, it is a pre-occupation with self. It places self at the very center of life. We are to love the Lord our God with all our heart, soul, mind and strength. Pride puts self in the center and loves self first. Pride loves self more than God. There is little room for God when we are full of ourselves.

Pride even destroys faith. We can’t believe two opposite claims at the same time. It is impossible to believe that the one who is happiest is the one who cares for himself first, and at the same time, believe the teaching of Jesus that the one who finds his life is the one who gives it away.

The Opposite Virtue: Humility

The counter-virtue to the sin of pride is humility.

The virtue of humility is a hard sell today (perhaps it always has been). The popular view is that humility makes us doormats for others. We do well to remember the teaching of Saint Thomas Aquinas, that humility is “a praiseworthy depreciation of oneself.” It has to do with an accurate sense of self and others with a deep reliance on God throughout the seasons of life.

Envy

The dictionary defines envy as “the painful or resentful awareness of an advantage enjoyed by another, joined with a desire to possess the same advantage.”

In 1 Corinthians 13:4, the Apostle Paul describes envy as the opposite of love. Galatians 5:21 lists envy as the fruit of the “flesh.” The letter of James (3:14-16) associates jealousy and selfish ambition with evil and chaos.

According to Aristotle, envy grows naturally in relationships between equals (or apparent equals). Chaucer describes envy as sorrow at the prosperity of others and joy in their hurt. Saint Thomas Aquinas defines envy as sorrow over another’s good.

Appendix C: The Seven Deadly Sins

Feeling so insecure, the envious person sees anything good in another as detracting from his or her own personal value. The average blue-collar worker does not envy or compete with the corporate CEO as he would with a coworker. An envious one watches others with an eagle eye in order to make sure that nobody gets ahead or becomes “more equal” than the rest of the pack.

As a sin among equals, envy has a profoundly negative impact on the members of any group. The Christian community struggles with the demon of envy among its members. It turns up time and again in unexpected situations.

The Opposite Virtue: Contentment

Saint Thomas Aquinas reminds us that envy is contrary to love, the source of the soul’s spiritual life. Love rejoices in a neighbor’s good, but envy grieves over it. The most powerful statement of love is, of course, Saint Paul’s teaching in 1 Corinthians 13.

Wrath

As an emotion or passion, anger is a natural reaction caused by someone or something which restricts our freedom to act or carry out our desires. It arises when we face obstacles (frustration of our plans, restraint of our activities, physical harm, insult or psychological injury). Wrath can also result from real or perceived hurt, unmet needs and

expectations, or attacks against us...usually by significant people in our lives, like parents and family members, friends and working associates.

Anger is first an emotion. However, it becomes a deadly sin when it becomes inordinate, that is, against reason, and is connected with the desire for revenge, damage or destruction against the perceived cause of our hurt.

In Ephesians 4:26-32, Paul instructs the community not to let the sun go down on wrath, to rid themselves of bitterness, passion, anger, harsh words, slander and malice. Anger must give way to forgiveness. While this has psychological significance, the grace of reconciliation and union comes from the Lord.

Anger unacknowledged leads to destructive behavior. As the letter of James indicates, it does not lead to the building of God’s kingdom. Such anger is often expressed in indirect ways. The symptoms are backbiting, gossip, sarcasm, scapegoating, and passive-aggressive behavior. In many cases, sinful conduct that is consciously chosen is rooted in unresolved or displaced anger.

The Opposite Virtue: Meekness

Meekness is related to patience. It has to do with an inner strength or grace which allows one to embrace and endure an injury without self-pity or having to retaliate in kind. It is part of the ability to maintain perspective in the stressful heat of injury.

Appendix C: The Seven Deadly Sins

The virtues that take the wind out of anger are meekness and patience. Add to these humor, the ability to laugh at self and others, and at the ironies of life can also help deflate anger. Both “humor” and “humility” spring from the root of humus, which is Latin for “ground.”

Jesus’ meekness appears in his desire to forgive his murderers in the midst of his crucifixion.

Sloth

Sloth is popularly known today as laziness.

The ancient Greek word was *acedia*: lack of caring, apathy, aimless indifference, lack of desire for anything.

The deadly sin of sloth is an apathy of the spirit in the face of the effort required to attain a goal and sustain it. In addition to *acedia*, another aspect of sloth is *tristitia*, sadness or sorrow. Theologian Bernard Haring describes sloth as “a lack of zeal for things spiritual.”

Sloth is a dissipation of desire for anything that entails energy or effort. It is like living in a malaise akin to a mild depression. Sloth has to do with choosing to live in a spiritual vacuum. Its symptoms include disinterest in things of the Spirit, flight from worship of God and disinterest or lack of care for others. It is having an indifferent will toward doing God’s will for your life.

In a recent issue of *Leadership* magazine, John Ortberg described the challenges of sloth as it surfaces in the lives of pastors and church leaders today. He concludes: “Sloth doesn’t necessarily mean we’re doing nothing. Sloth is the failure to do what needs to be done when it needs to be done.”

Deep down, however, slothful people fear God’s will and the cost to be paid if they respond from the heart. It is easier in the malaise to put off or reject spiritual support or direction.

According to St. Gregory the Great, some of the “children” of sloth are melancholy, malaise and despair. Far too many people chronically complain about what is tragic or wrong in life while failing to recognize its concomitant beauty, loveliness and joy. These negative patterns of thinking need regular confrontation since they dissipate faith, hope and love.

The Opposite Virtue: Obedience (Pro-actively On Mission with God)

This is stewarding your life from God’s perspective. It requires us to reflect on our life mission and the various roles we play in life, and allocate our time wisely in each role in order to be growing toward Christ-likeness. Since our drift pattern is away from God’s mission, focus and discipline are necessary. The Omega Course was created to help you get “On Mission” with God.

Appendix C: The Seven Deadly Sins

Greed

Greed is an inordinate love of money or material acquisitions and the dedication to – or even the obsession with – their pursuit.

The implicit belief behind greed is that more is always better. Acquisition is the way to happiness. Financial savvy and success confer status and make a nobody into a somebody. The economy is driven by these needs and beliefs.

The deadliness of greed lies also in the fact that we are desensitized to those who lack the basic amenities of life: food, housing, clothing, etc. It is interesting that as we seek the comforts of upper-class life, we are confronted in our communities with the continuing plight of poverty and the violence and hopelessness that it breeds. We are easily cut off from the neighbors who need us. If our hearts are set on possessions because of greed, and if that which really motivates us in life is the accumulation of things, then our hearts are diseased. People are often greedy because they believe money and possessions bring security, that money will keep them safe from hunger or homelessness. We may also view greed as a lack of faith, coming out of a fear of not having enough.

The Opposite Virtue: Stewardship

We all must come to terms with our radical poverty as creatures before God. The virtue of stewardship also calls us to a greater sensitivity to the poor, God's special people. Disciples must give themselves to the social ministries that care for the underclasses of society and the world. This requires not only a Good Samaritan attitude, but a prophetic concern for all who lack the basic amenities of life.

Gluttony

St. Thomas Aquinas defines the deadly sin of gluttony as an inordinate or immoderate appetite in eating and drinking. Medieval writers considered eating and drinking excessive when they were driven by the hedonistic need to satiate the palate or stomach.

Eating disorders such as anorexia and bulimia are very common in our time, causing cycles of starving or bingeing, and swinging between food-related anxiety, depression and guilt and the pursuit of sensory pleasure in food “addiction.”

Professionals in this area have concluded that beneath this symptomatic behavior is an inner sense of alienation from the depths of oneself. This inner brokenness is a sad and destructive reality. Indulging and purging are merely symptoms of this inner ambivalence or endless hatred of and flight from self.

Appendix C: The Seven Deadly Sins

The Opposite Virtue: Temperance

Temperance is moderation in the enjoyment of food and drink. Sobriety is moderation in the use of intoxicating drink. These virtues are often a hard sell because they challenge our desire for immediate gratification. The rewards of virtue never come quickly enough. For those who are obsessed with getting what they want and getting it right now, postponement of gratification is not only unbearable, it is unimaginable.

Wellness experts remind us of what good common sense has perennially maintained: Good health is fostered by a reasonably balanced diet, an adequate routine of physical exercise, and a proper blend of work and rest or recreation. It all has to do with introducing some modicum of reason into otherwise chaotic, inordinate self-defeating beliefs and behavior.

Lust

Lust might be considered sexual gluttony. It is the inordinate need to experience sexual or genital gratification, with little concern about the persons or relationships involved.

The deadliness of lust is akin to all the others. We were made in God’s image for relationship and self-giving: to spouse, to others, to God. Due to our fallen human nature we suffer from concupiscence (strong sexual desire) which redirects authentic sexual self-giving to another into self-satisfying pleasure at the expense of another.

As an obsession, lust can also be cruel. It can be linked to most of the forms of sexual assault reported in the daily news: rape, incest, sexual abuse of children and minors, and sexual promiscuity outside of marriage.

Genesis 1:27 shows the divine gift of sexuality, the ability for embodied persons to enter into relationship with each other and with God. This intimacy was damaged first in Eden as Adam and Eve felt the need to cover their nudity.

We are seduced and we seduce one another in many ways. We are seduced by beauty, virility, power and control. Without moral sensitivity, seduction can become a way of life at the expense of true love and intimacy. Herein lies the deadliness of the sin of lust.

The Opposite Virtue: Chastity

The virtue of chastity is greatly misunderstood and often dismissed as naive. Chastity orders human sexual desire toward an exclusive union of two persons. It would be helpful to explore more deeply the implications of chastity for authentic human friendships, not only in relationship to celibacy and religious life.

Chastity correlates with the beatitude, “Blessed are the pure of heart.” It sees human sexuality and intimacy as an integral dimension of God’s call to love and, of course, we cannot love God or others outside our bodies. Chastity has to do with the physical as well as the spiritual.

Appendix D: My Genogram

My Genogram

Appendix E: Net Worth Calculation

Net Worth Calculation Worksheet

| What I Own (Assets) | Amount |
|------------------------------|--------|
| Checking Account | |
| Savings Account | |
| Other Savings | |
| Insurance (cash value) | |
| Retirement | |
| Home (market value) | |
| Auto (market value) | |
| Second Auto (market value) | |
| Other Possessions (estimate) | |
| Money owed to me | |
| Other | |
| Other | |
| Other | |
| Total of all I own: | |

| What I Owe (Liabilities) | Amount | Minimum Monthly Payment | Interest Percentage |
|----------------------------|--------|-------------------------|---------------------|
| Mortgage (current balance) | | | |
| Home Equity Loans | | | |
| Credit Cards | | | |
| | | | |
| | | | |
| | | | |
| Car Loans | | | |
| Education Loans | | | |
| Family/Friends | | | |
| Other | | | |
| Total of all I owe: | | | |

Net Worth

(Total of All I Own – Total of All I Owe = Net Worth (in earthly terms, not God's!)*

_____ – _____ = _____

*Never confuse your self-worth with your net worth. In God's eyes each one of us is of infinite worth.

Appendix F: Temperament and Original Abilities Worksheet

Personality (Temperament)²

- Visit www.keirsey.com

| | Score | | Score | |
|-------------|-------|-----------------------|-------|--------------|
| E Extrovert | | Social Preference | | Introvert I |
| S Sensing | | Information Gathering | | Intuitive N |
| T Thinking | | Decision Making | | Feeling F |
| J Judging | | Life Style | | Perceiving P |

Other Insights:

Original Abilities

The Spiritual Gifts Definitions

We have intentionally included the widest variety of gifts and their definitions that we could support through Scripture and observable experience, so that everyone in the Body of Christ might be able to sense where they fit into God’s Kingdom-building efforts.

Spiritual Gifts and Original Abilities

Some of these “gifts” are obviously Spiritual Gifts. Others are debatable. However, it is not particularly important whether a certain ability is a Spiritual Gift, a blessing from God, a God-given talent, an inherited trait, a natural human ability, or something learned. The thing that is important is that we discover what gifts are more pronounced in us and learn how to use them to serve God. God is just as pleased when we use a learned ability to serve Him as He is when we use a Spiritual Gift to serve Him. The key is to discover our capabilities (Spiritual Gifts and Original Abilities) and learn to use them to love, worship, and serve God and others.

These definitions are influenced and adapted from Dr. Dan Reiland’s “*Spiritual Gifts*” course, David Posthuma’s “*Grace Gifts*” inventory, Ken Ellis’s Spiritual Gifts Inventory, *Your Spiritual Gifts Can Help Your Church Grow* by C. Peter Wagner, *Jesus on Leadership: Becoming a Servant Leader* by C. Gene Wilkes and Tom Wells’ Spiritual Gifts course. The seven categories they are organized into are unique to the Empowered Servanthood Seminar.

Get-It-Done Gifts:

Get-It-Done gifts are divine empowerments that serve people by enabling the church to get ministry done.

1. Administration

The gift of Administration is the distinctive ability to coordinate and organize people and projects.

The Purpose: To ensure that dreams, plans, goals, and objectives are realized in a smooth and efficient manner for the glory of God.

It is the special ability to effectively manage the affairs of the church and its respective ministries. It is the special ability God gives to some to steer the Body toward the accomplishment of God-given goals and directives by planning, organizing, and supervising others. It is the divine enablement to understand what makes an organization function and the special ability to plan and execute procedures that accomplish the goals of the ministry.

People with the gift of Administration are highly effective at implementing and sustaining the mission and goals of the organization. Administrators tend to focus more on achieving goals and objectives than nurturing people. Like Timothy in Philippians 2:19-22, Administrators can be self-sacrificing for the welfare of the organization’s mission. 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 and 12 tells us that one of the requirements for leadership consideration within the Church is that the potential leaders must “administer their family well.” The passage continues: “...for how can they administer the affairs of the church if they cannot manage their own family?”

Appendix G: Spiritual Gifts Definitions

People with this gift:

- develop strategies or plans to reach identified goals.
- assist ministries to become more effective and efficient.
- create order out of organizational chaos.
- manage or coordinate a variety of responsibilities to accomplish a task.
- organize people, tasks and/or events.

Evidence:

- A. You enjoy planning and goal-setting.
- B. Organization comes easily to you.
- C. You can manage several tasks at once.
- D. You possess a servant's heart.
- E. You will stick to a project until it is complete.
- F. You tend to be thorough and objective.

Cautions:

- a. You may tend to put projects before people.
- b. You may become overly concerned with details.
- c. You may have a tendency toward perfectionism.
- d. You may have a tendency to focus more on rules and procedures than on accomplishing the mission.

The gift of Administration can be shaped by the personality of the person who possesses the gift. As a result, people with the gift of Administration tend to fall into the following preferred roles. Not all may apply to your life and ministry:

- Content Administrators are excellent detail people who prefer to focus on the business of the church or ministry project. They will naturally see all the details that must be addressed. This strength can be a wonderful asset to a ministry's stability and health when properly balanced, so that the Content Administrator does not impede further ministry development because of "all the details." Content Administrators may have difficulty delegating details to others out of a concern that "balls will be dropped" or from an inner belief that "no one can do the job as well as I can" ... and often their experience has proved to them that these perspectives are correct.

- Organizational Administrators excel at organizational systems and structures. They will approach a complex project or organization and immediately begin to systematize it in an attempt to maximize efficiency and ministry impact. Organizational Administrators will devise master strategic plans that make logical sense. However, in the implementation of the strategic plan it is important that the Organizational Administrator not make the people impacted feel like pawns of the process. Organizational Administrators tend to delegate effectively the many details of the complex strategic plan.

- Human Resource Administrators excel at people dynamics. They naturally think of both individual needs and how the individual can add value to an overall team dynamic. While Human Resource Administrators value organizational structures and objectives, they also value people. People tend to trust and rely upon the Human Resource Administrator to seek their welfare as well as the welfare of the organization.

Scriptures: 1 Corinthians 12:28, Nehemiah 3, Luke 14:28-30

2. Helps/Service

The gift of Helps/Service is the divine enablement to accomplish practical and necessary tasks which free up, support, and meet the needs of others.

The Purpose: To enable other Christians to be more effective and fruitful in ministry, through the accomplishment of practical and necessary work.

It is the special ability God gives certain people to work gladly behind the scenes or to invest their talents in the life of and ministry to other members of the Body, enabling them to increase their effectiveness in order that God's work is accomplished. The gift of Helps is sometimes also called the gift of Service. 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

Appendix G: Spiritual Gifts Definitions

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. I ask you to receive her in the Lord in a way worthy of the saints and give her any help she may need from you, for she has been a great help to many people, including me" (Romans 16:1-2). In 1 Corinthians 12:27-31, the Apostle Paul also lists "helping others" among the "greater gifts." In 1 Peter 4:11, Peter instructs: "if any one serves, he should do it in the strength that God provides...."

Depending upon your personality type, you will likely prefer one of the following ways to apply your gift of Helps.

- I prefer to help individuals. You may feel a particular passion to use your gift of Helps within the lives of individuals. You prefer one-on-one interaction. You like to see tangible results from the direct impact God is making through you in the lives of others.

- I prefer to help ministry teams. You may feel that you best fit within a positive team environment. You prefer not to be alone, and value the support and camaraderie that can only be experienced in partnership with others for the sake of the Kingdom. In addition, you may also view yourself as a "resource" person who desires to ensure that everyone on the ministry team has what is needed to be successful.

People with this gift:

- serve behind the scenes whenever needed to support the gifts and ministries of others (with and without having to be asked).
- see the tangible and practical things to be done and enjoy doing them.
- sense God's purpose and pleasure in meeting every-day responsibilities.
- attach spiritual value to practical service.
- enjoy knowing that they are freeing up others to do what God has called them to do.
- would rather do a job than find someone else to do it.

Evidence:

- A. You enjoy helping others accomplish specific tasks.
- B. You don't need much public recognition.
- C. Other people give you opportunities to help them.
- D. You possess a servant spirit.
- E. You tend to be available and reliable.

Cautions:

- a. Thinking it's a lowly gift.
- b. Missing the big picture.
- c. An inability to say no.

Scriptures: Acts 9:36, Luke 10:38, 1 Corinthians 12:28-31, Romans 16:1-2, Mark 15:40-41, Galatians 6:2, Romans 12:6-8, 1 Peter 4:11, Philippians 2:19-23, Luke 22:24-27, John 13:14

3. Giving

The gift of Giving is the distinctive ability to discern God's guidance as to how He desires to resource His Kingdom, and cheerfully and generously contribute personal resources to God's work.

The Purpose: To discover and provide for the resource needs of the Body of Christ in such a way that God is glorified, not the giver.

It is the gift that enables a believer to recognize God's blessings and to respond to those blessings by generously, sacrificially and cheerfully giving of

Appendix G: Spiritual Gifts Definitions

one's resources (time, talent and treasure) without thought of return.

It is the divine enablement to contribute money and resources to the work of the Lord with cheerfulness and liberality. People with this gift do not ask, "How much money do I need to give to God?" but "How much money do I need to live on?"

The gift of Giving is a special enabling 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 praises 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. This gift is often associated with the gift of Voluntary Poverty, as many with the gift of Voluntary Poverty also have the gift of Giving. However, not all with the gift of Giving also have the gift of Voluntary Poverty.

The gift of Giving is generally expressed in three areas of life: Resources, Time and Abilities.

- **Giving of Resources.** Whether God has blessed you financially, or like the Macedonians, you are called to give out of your poverty, you believe God has called you to give of your financial resources for the work of ministry.

- **Giving of Time.** Time is a valuable resource and gift from God. It is often far easier to write a check to meet a need than it is to invest personal

time. However, many people gifted with the gift of Giving believe that God has called them to invest their time to support others.

- **Giving of Abilities.** God has given all of us many skills and talents. Talents differ from Spiritual Gifts in that each one of us has developed our skills and talents since our childhood.

People with this gift:

- manage their finances and limit their lifestyle in order to give as much of their resources as possible.
- support the work of ministry with sacrificial gifts to advance the Kingdom.
- meet tangible needs that enable spiritual growth to occur.
- provide resources, generously and cheerfully, trusting God for His provision.
- may have a special ability to make money so that they may use it to further God's work.

Evidence:

- A. You tend to give quietly and/or secretly.
- B. You take the initiative to find needs to contribute to.
- C. You experience deep joy and satisfaction through giving.
- D. You are resourceful or have the ability to make money.
- E. It is easy for you to give large amounts of money.
- F. You are more concerned with meeting the need than with how much you actually give.
- G. You manage your own time, talents and money well.

Cautions:

- a. Giving with the wrong motives.
- b. Controlling others by your gifts.
- c. Pride.

Scriptures: Romans 12:6-8, 2 Corinthians 9:6-15, 2 Corinthians 8:2-5, Mark 12:41-44, Matthew 6:3-4

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4. Craftsmanship

The gift of Craftsmanship is the distinctive ability to design and build tangible items and resources which facilitate the functioning of ministry and help to draw people to God.

The Purpose: To enhance the physical surroundings of the Body of Christ in such a way as to make them attractive, functional and glorifying to God. Craftsmen desire to become virtuosos in their craft. They like to work with their hands, using their hands to create something from nothing. Woodcraft, metal craft, sculpture, painting, sewing and software programming are all hands-on arts that require expertise/skill.

This is the gift that enables a believer to create, build, maintain or repair items used within the church.

People with this gift:

- work with wood, cloth, paint, metal, glass and other raw materials.
- make things which increase the effectiveness of others' ministries.
- design and build tangible items and resources for ministry use.
- work with different kinds of tools and are skilled with their hands.

Evidence:

- A. People ask for your help working on church facility projects.
- B. You have unique construction vision and abilities that find their greatest value and application in the local church.
- C. You find great joy in using your hands to build and create for God's glory.
- D. You tend to be resourceful and handy.

Cautions:

- a. Mistaking a self-centered hobby as a Spiritual Gift.
- b. Protecting your work and valuing it over people.

Scriptures: Acts 9:36-39, 2 Kings 22:5-6, Exodus 28:3-4, Exodus 31:1-11, Exodus 35:30-35

5. 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 Purpose: To effectively steward the resources of the Church for maximum strategic Kingdom impact.

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 their 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.

Based upon your personality style and gift mix, you may prefer to use your gift of Stewardship in the following ways:

- **Manager of Ministry Finances.** People with this gift resonate with the following statement: I believe God has used my training, experience and abilities to prepare me to serve as Chief Financial Officer (or to support the CFO's duties) within the ministry.
- **Budget and Financial Management Consulting.** People with this gift resonate with the following statement: I believe God is calling me to help individuals, families and other organizations learn how to budget and manage their God-given resources in a God-honoring way.
- **Cost-Effectiveness Analysis of Ministry Programming.** People with this gift resonate with the following statement: I believe that our ministry is responsible to use its limited resources wisely for maximum ministry impact. For this reason I would be willing to support our ministry through

Appendix G: Spiritual Gifts Definitions

conducting a cost-effectiveness analysis to help our leadership plan future ministry strategy.

- **Life Stewardship Mentoring.** People with this gift resonate with the following statement: I believe God has called me to help others steward their lives from God's perspective by putting together a comprehensive growth and investment plan for their time, talents and money.

Evidence:

- A. You tend to steward your life wisely and are constantly evaluating your life stewardship.
- B. You are able to understand personal or organizational missions and discern how to best resource them.
- C. You are sought out for advice by others as to how they should invest their resources.
- D. You are a serious person who sees the benefit of organization, structure and coordinated effort.
- E. You are asked to serve in manager roles in organizations.

Cautions:

- a. Being so task-driven that you become fun challenged.
- b. Looking down on those who are wasteful and slothful with their resources.
- c. Counting the cost so much that you shrink back from risky promptings that require the miraculous, unforeseeable provision of God.

Scriptures: Luke 12:42-44, Matthew 25:14-30

Nurture/Fellowship Gifts:

Nurture/Fellowship gifts are divine empowerments that serve people by enabling them to feel the care and nurture of God through His people.

6. Hospitality

The gift of Hospitality is the distinctive ability to create a physical environment that makes people feel "at home," welcome and cared for by providing fellowship, food, and shelter.

The Purpose: To create an inviting atmosphere that provides for people's needs, encourages them to be themselves and feel like a valued part of the Body.

It is the special ability God gives to some to provide an open home and warm welcome to those in need of food, lodging, and fellowship. It involves a readiness to invite strangers to your home (or church) for the sake of the Gospel.

People with this gift:

- provide an environment where people feel valued and cared for.
- meet new people and help them feel welcomed.
- create a safe and comfortable setting where relationships can develop.
- seek ways to connect people together into meaningful relationships.
- set people at ease in unfamiliar surroundings.

Evidence:

- A. New people enjoy your company and tend to migrate to you.
- B. You give without expecting in return.
- C. You experience joy by helping others feel "at home" and cared for.
- D. You love a party, but you enjoy giving one even more.
- E. You eagerly open your home to others.

Cautions:

- a. The feeling of self pity, as if you are the only one serving in this way.
- b. Over committing yourself and potentially neglecting those closest to you.
- c. Viewing your ministry basically as "Entertaining People."

Scriptures: 1 Peter 4:9-10, Romans 12:9-13, Acts 16:14-15, Luke 10:38, Hebrews 13:1-2, Mark 10:46-52

Appendix G: Spiritual Gifts Definitions

7. Mercy/Compassion

The gift of Mercy is the distinctive ability to feel sincere empathy and compassion, and cheerfully and practically help those who are suffering or are in need by putting compassion into action with acts of love that help alleviate their distress.

The Purpose: To bring relief, comfort and hope to people who are hurting in order to help restore them to a place of peace and productivity.

People with this gift:

- focus upon alleviating the sources of pain or discomfort in suffering people.
- address the needs of the lonely and forgotten.
- express love, grace, and dignity to those facing hardships and crisis.
- serve in difficult or unsightly circumstances and do so cheerfully.
- concern themselves with individual or social issues that oppress people.

Evidence:

- A. You are drawn towards the hurts of others.
- B. You are easily and fully in touch with your emotions.
- C. The suffering of others disturbs your soul.
- D. People's feelings are more important to you than what they do.
- E. You cheerfully inconvenience yourself for the needs of others.

Cautions:

- a. A tendency to see life with a slightly negative perspective.
- b. The inability to say NO, or thinking you can meet everyone's needs.
- c. Actions based on emotions without thinking issues through which can create dependencies or diminish people's dignity.
- d. Failure to be firm when necessary.

Scriptures: Romans 12:6-8, Luke 7:12-15, Luke 10:30-37, Matthew 20:29-34, Matthew 25:34-40, Mark 9:41, Mark 10:46-52, Matthew 5:7

8. Community Builder

The gift of Community Builder is the special ability to share one's participation in Christ with the members of His Body and create koinonia, that unique type of inclusive fellowship which characterized the early Christian church.

The Purpose: To bring an overall sense of love, wholeness and unity to the body of Christian believers.

Those with this gift have a desire to see themselves along with others grow further in their walk and relationship with Jesus Christ. They enjoy participating in and planning for moments where various numbers of individuals are able to gather for the study of God's Word, discussion, dialogue and prayer. They are especially suited for leading in a small group ministry where growth in faith and Christian living are embraced and encouraged. These individuals also tend to know how to make others feel welcome and typically generate a sense of safety to those around them. They understand the power of positive peer pressure and seek to create relational environments that live out the "one another" commands of Scripture. They are usually characterized by an unusually high capability to extend grace and understanding to difficult and diverse populations. They have an amazing ability to "bear with one another in love" (Ephesians 4:2, Colossians 3:13). Community builders are Relational Artists and they are skilled in the art of relationship-building. They are impeccable hosts. They know how to throw a party, but more importantly, they know how to make every participant at that party feel valued. Relational Artists thrive at networking people with people. People skills, manners, appropriateness and tact are defining traits of the Community Builders.

People with this gift:

- focus on gathering people to seek God together and learn about God through one another.
- express love, grace and dignity to both difficult and diverse populations of people.

Appendix G: Spiritual Gifts Definitions

- love creating small group environments where people are stimulated to trust God in and through one another and move toward deeper levels of intimacy with God and one another.
- concern themselves with individual differences that divide people and strive to bring about unity and forbearance.

Evidence:

- A. You easily identify the needs of others around you.
- B. You have a genuine desire to connect with others.
- C. You gain a sense of satisfaction and joy through connecting the disconnected.
- D. You offer love, grace and dignity to both difficult and different people.

Cautions:

- a. Getting over-extended relationally.
- b. Avoiding confrontation and church discipline.
- c. Frustrations with the lack of transformation possible in small group environments.

Scriptures: Mark 14:22-25, Romans 10:12, 1 Corinthians 12:12-13, Galatians 3:28, Philippians 4:1,10

Intervention Gifts:

Intervention gifts are divine empowerments that serve people by enabling them to experience the supernatural power of God at work freeing them to live abundantly.

9. Healing

The gift of Healing is the distinctive ability to be used as a human intermediary through whom God's supernatural power is applied to a person's need for wholeness (spiritual, emotional, intellectual and physical).

The Purpose: To bring spiritual, emotional, intellectual and physical wholeness and health to individuals and the Body of Christ, as well as lift and exalt the name of Jesus.

The gift of Healing is the special ability God gives to some to serve as a human instrument through whom it pleases Him to cure illness and restore health (physically, emotionally, mentally or spiritually) apart from the use of natural means. It is the divine enablement to be God's means for restoring people to wholeness. This gift is exercised when one prays, touches or speaks words that bring healing to others.

The use of this gift is one way that Jesus proved His message that "the Kingdom of God is at hand," and it still proves that message today through those whom the Holy Spirit moves to heal. 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 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 the gifted person, 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. He will do even greater things than these, because I am going to the Father. And I will do whatever you ask in my name, so that the Son may bring glory to the Father. You may ask me for anything in my name, and I will do it."

Appendix G: Spiritual Gifts Definitions

People with this gift:

- demonstrate the power of God.
- bring restoration to the sick and diseased.
- authenticate a message from God through healing.
- use it as an opportunity to communicate a Biblical truth and to see God glorified.
- pray, touch or speak words that miraculously bring healing to one's body.

Evidence:

- A. People have been healed when you prayed for them.
- B. People have sought you out to pray for physical, emotional, spiritual and intellectual healing.
- C. You have a great measure of faith and spend much time in prayer.

Cautions:

- a. Thinking that you can heal others whenever you desire.
- b. Believing that it is your power and not God's.
- c. Believing that if sick people just had more faith, they would be healed.
- d. Believing that it is always God's will to heal someone.

Scriptures: 1 Corinthians 12:7-11, 1 Corinthians 12:28-31, Acts 3:1-16, Acts 14:8-10, James 5:14-16, Luke 9:1-2, Acts 9:32-35, Acts 28:7-10, Mark 2:1-12

10. Miracles

The gift of Miracles is the distinctive ability as an instrument or agent of God to perform supernatural acts which alter the expected course of nature.

The Purpose: To change or alter the expected course of nature in order to draw attention to God, accomplish his purposes and glorify His name.

It is the gift to serve as a human intermediary through whom God may perform powerful acts that are perceived by observers to have altered the ordinary course of nature.

People with this gift:

- speak God's truth and may have it authenticated by an accompanying miracle.
- express confidence in God's faithfulness and ability to manifest Christ's presence.
- bring the ministry and message of Jesus Christ with power.
- claim God to be the source of miracles and glorify the Lord.
- represent Christ and, through this gift, point people to a relationship with Christ.

Evidence:

- A. God has used you to alter the expected course of nature.
- B. You have extraordinary faith.
- C. God has answered your specific prayers with miraculous results.
- D. You tend to be bold and convincing.

Cautions:

- a. Thinking that you are the source of power or the cause behind the miracle.
- b. Drawing attention to yourself or taking any credit at all for the miraculous results.

Scriptures: 1 Corinthians 12:7-11, 1 Corinthians 12:28-31, Mark 16:17-18, Acts 9:36-42, Acts 20:9-12, Hebrews 2:4, Romans 15:17-19, Acts 8:13, Acts 19:11-12

11. Deliverance/Exorcism/Ekballism

The gift of Deliverance is the distinctive ability to deliver people who are being harassed, attacked, oppressed or possessed by a demonic presence.

The Purpose: To free people up from harassment, attack, oppression and possession by evil spirits.

It is the special ability that God gives certain members of the Body of Christ to cast out demons and evil spirits in the name of Jesus Christ. 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

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gift of Exorcism may also display the gifts of Spirit Discernment and Intercessory Prayer. An Exorcist will conduct spiritual warfare utilizing prayer and fasting; help oppressed people understand their freedom, authority and identity in Christ Jesus; and through direct confrontation of demonic spirits, gain freedom for them through the name and authority of Jesus Christ.

Ekbollism: Traditionally, this gift is known as Exorcism, which comes from the Greek word exorkizo, and means to extract by an oath. In spiritual terms this refers to the incantations and spells used by pagans to extract the demonic. Scripturally, this term is only used in relation to the demonic to describe the sons of Sceva's work (Acts 19:13). Wherever Jesus, an apostle, or other believer casts out a demon, the Greek term is ekballo, which means to eject, pluck out, or send away. This term is command-driven, and not dependent upon a formula. In Christian life the term Ekbollism demonstrates the power we have in Jesus, and minimizes the need for a formula to accomplish Christ's work. Ekbollism is a term that separates the power of Christ from the confusion of spiritism around the world. Jesus gave His apostles the authority to cast out demons (Mark 3:14-15; 6:13), and the gift was used during the earliest days of the church (Acts 15:16; 16:16-18). Although Western society often dismisses spiritual powers with rational explanations, there is no reason to believe that evil spirits are no longer at work in our world. However, those with this gift should be discerning in their use of it, and not develop an excessive preoccupation with demons and evil spirits. The Christian focus should be on the victory won in Jesus Christ, and the salvation and abundant life He offers, not the ever-present forces of evil in this world. The first spirit to look for is always the Holy Spirit.

Evidence:

- A. You believe that you have the authority to cast out demons in Jesus' name.
- B. You have been used by God to release people from demonic harassment, oppression or possession.
- C. You are asked to pray for people suffering great hardships and uncontrollable behavioral problems.

Cautions:

- a. Underestimating the power of evil to creep into our lives.
- b. Spiritual superiority resulting in pride rather than humility and walking in the authority of God.
- c. Feeling that their gift is seen as weird and misunderstood by people who don't understand spiritual warfare.

Scriptures: Matthew 12:22-32; Acts 8:5-8; Romans 8:38-39; Ephesians 6:10-12. There are many passages that describe the gift of Exorcism in practice. Luke 10:16-24, Luke 11:14-28; Matthew 10:1; Mark 6:7; 9:38; 16:17 are but a few. The disciples cast them out in Luke 10:17-20; Acts 5:16; Paul in Acts 16:16-18; 19:12; by Philip in Acts 8:7

Note: Very often inner healing needs to occur before deliverance.

12. Intercession/Prayer

The gift of Intercession is the distinctive ability to pray for significant lengths of time, on a regular basis, on behalf of and for others, and see frequent and specific answers to prayer to a degree much greater than that which is experienced by the average Christian.

The Purpose: To pray fervently according to the Spirit of God for specific needs in the Body of Christ, as well as for the lost.

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Biblical examples and instruction regarding Intercessory Prayer include 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....” In 1 Timothy 2:1, the Apostle Paul states: “I urge, then, first of all, that requests, prayers, intercession and thanksgiving be made for everyone....” Jesus ever lives to make intercession (Hebrews 7:25) and the Holy Spirit makes intercession for us (Romans 8:26, 27, 34). True intercessors enter into the ongoing work of Jesus and the Holy Spirit. 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.

People with this gift:

- feel compelled to earnestly pray on behalf of someone or some cause.
- have a daily awareness of the spiritual battles being waged and pray.
- are convinced God moves in direct response to prayer.
- pray in response to the leading of the Spirit, whether they understand it or not.
- exercise authority and power for the protection of others and for equipping them to serve.

Evidence:

- A. You see frequent and specific answers to your prayers.
- B. You pray for extended periods of time on a regular basis.
- C. You have a passion to pray for the lost.
- D. You find great fulfillment in deep and intensive prayer.
- E. You pray for others and “kingdom issues” far more than you pray for yourself.
- F. You have a daily awareness of ongoing spiritual battles.
- G. You pray in response to a leading from the Spirit, whether you understand it or not.

Cautions:

- a. Assuming you are the final authority when you believe you hear from God.
- b. Spiritual superiority resulting in pride.
- c. Feeling that your gift is not valued. (Remember that interceding for others is your ministry and spiritual contribution to the Body of Christ).

Scriptures: Ephesians 6:18, 1 Timothy 2:1-2, 1 Kings 13:6, Luke 11:1-10, Matthew 6:6-15, Mark 11:22-25, James 5:14-16, Colossians 1:9-12, Colossians 4:12-13, 1 Thessalonians 3:10, Romans 8:26-27, John 17:9-26 (Jesus’ prayer to the Father)

Life Focus Gifts:

Life Focus gifts are divine empowerments that serve people by enabling them to be inspired towards obedience through sacrificial examples of faith in God’s preferable future.

13. Faith

The gift of Faith is the special conviction God gives to some to be firmly persuaded of God’s power and promises to accomplish His will and purpose, and to display such a confidence in Him and His Word that circumstances and obstacles do not shake that conviction.

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The Purpose: To lift the Body of Christ above common distractions and discouragements to believe that God will fulfill even His seemingly impossible promises.

It is the divine enablement to act on God's promises with confidence and unwavering belief in God's ability to fulfill his purposes and bring about His preferable future despite the circumstances.

Every Christ Follower has established a relationship with God through faith in the work and person of Jesus Christ. Beyond that, however, the gift of Faith enables a person to trust God for remarkable provision, especially in circumstances that appear 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 just know that God wants to do more through us than we could think or imagine (Ephesians 3:20).

The gift of Faith is often combined with miracles (Matthew 7:20) or healing (Matthew 17:17-21). 1 Corinthians 12:9 specifically identifies Faith within its list of gifts granted by the Holy Spirit. Hebrews 11 portrays a lineage of people who possessed great faith in God. James 2:22-24 makes it clear that true faith will be evidenced by the actions taken by the person claiming to have faith. All Christians need faith for Salvation (Ephesians 2:8) to build a right relationship with God (Colossians 2:6) and to please God (Hebrews 11:6). The gift of Faith enhances the personal spiritual growth of others.

Within the Church, faith can find expression in many ways. However, based upon your personality

type, gift mix and passions, you may be more inclined to utilize the gift of Faith in one of the following ways:

- Faith in God's promises regarding physical, emotional or spiritual restoration. When the gift of Faith is used in this manner, the person possessing the gift of Faith may also possess the gift of Healing, Discernment or Intercessory Prayer.
- Faith in God's promises regarding financial or material provision. When the gift of Faith is used in this manner, the person possessing the gift of Faith may also possess the gift of Giving, Stewardship or Encouragement. People with the gift of Faith, expressed in the area of finance and material provision, will likely demonstrate this gift through personal giving well above their tithe. In addition, when they see a person or family in need, they are likely to extend themselves to meet that need.
- Faith in God's assurances regarding risky ministry opportunities. People with the gift of Faith are often frustrated when they perceive people and ministries taking small, manageable risks for Christ's Kingdom. They know that God can do more than we think or imagine. People with the gift of Faith can dream big because they are enabled by the Holy Spirit to trust big. For this reason, this type of gifted person will gravitate to roles and leaders who desire to accomplish great things for the Kingdom.

People with this gift:

- believe the promises of God and inspire others to do the same.
- act with complete confidence in God's ability to overcome obstacles.
- demonstrate an attitude of trust in God's will and his promises.
- advance the cause of Christ because they go forward when others will not.
- ask God for what is needed and trust him for his provision.

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Evidence:

- A. You tend to have a consistently positive disposition and optimistic outlook on life.
- B. You are confident about the promises of God.
- C. Other people's faith is increased when they are around you.

Cautions:

- a. You may tend to downplay the value of practical planning and preparation.
- b. You may want to tell others what will and won't happen if they only had more faith.

Scriptures: 1 Corinthians 12:7-11, Mark 5:25-34, Acts 27:21-25, Hebrews 11, Romans 4:18-21

14. Martyrdom

The gift of Martyrdom is the distinctive ability to surrender one's life for the cause of Christ and love those who have chosen to be your enemy.

The Purpose: To confront evil with good and lay down our lives in love so that others might know God, in order to be faithful to God.

It is the ability to undergo suffering for witnessing to the faith even to death while consistently displaying a joyous and victorious attitude that brings glory to God. It empowers one to have a willingness to die, whether or not death actually occurs.

People with this gift:

- are empowered by God to minister in dangerous areas of the world.
- are unique in their courage and bravery when serving others.
- are definitely forceful though not violent men and women for God.

Evidence:

- A. You have the ability to forgive those who hurt you and who profess to be your enemies.
- B. You confront evil with good on a regular basis with a sense of abandonment that gets people's attention.

- C. You desire to be a role model of love in order for others to see God's love enfleshed.

Cautions:

- a. Being overzealous when people aren't really opposing you.
- b. Spiritual superiority resulting in pride.
- c. Feeling that your gift is not valued, even if those around you don't seem to want to commit as passionately as you.

Scriptures: Psalm 44:22, Matthew 10:39, John 12:25, Matthew 23:34-35; Luke 9:24

15. Celibacy

The gift of Celibacy is the special ability God gives to some to voluntarily remain single, abstain from sexual activity and remain unmarried without regret and with the ability to maintain control over sexual impulses, so as to serve the Lord without distraction.

The Purpose: To free someone up for lovingly building contagious Christian communities without the struggle and division that comes from sexual desires.

Celibacy is a state totally opposed to all of the biological, social, and emotional needs espoused by secular society and it resists those built into man or woman by God. Only God is able to overrule our human instincts and by grace control them so that a person can remain unmarried. This is often formalized by a person called to this through the use of spiritual vows. Being unmarried is not necessarily the same as having this gift. Those who have this gift remain single because they feel they can serve the Lord more fully that way.

People with this gift:

- remain single so as to be able to devote themselves completely to ministry.
- have other gifts that they are able to use more effectively because they are celibate.

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Evidence:

- A. You have a much lower than normal sexual desire.
- B. You have an ability to see men and women as people and not sexual objects of desire.

Cautions:

- a. Being insensitive to the struggle of others.
- b. Spiritual superiority resulting in pride.
- c. Avoid feeling different and incomplete because you are not married and building a nuclear family, rather your devotion can be focused on building the family of God.

Scriptures: Matthew 19:10–12;
1 Corinthians 7:1, 2, 7–9, 25, 26, 32–40;
1 Corinthians 9:5; 1 Timothy 4:1–3;
Revelation 14:1–5

16. Voluntary Poverty

The gift of Voluntary Poverty is the distinctive ability to be a channel of God's loving presence by living a life of cheerful, voluntary simplicity or poverty in order to identify with Jesus and the poor.

The Purpose: To bring honor and glory to God and serve those in need by embracing a contented life style of simplicity, and generously sharing every thing else you have with those in need, as God guides.

It is the special ability God gives to some to purposely live an impoverished lifestyle to serve and aid others with their material resources. It is the special ability that God gives to some members of the Body of Christ to renounce material comfort and luxury and adopt a personal lifestyle equivalent to that of people living at the poverty level in a given society, in order to serve God more effectively.

People with this gift:

- will often choose to live among people who are considered poverty-stricken.
- live at a poverty level although they have the means to live at a higher standard of living.
- choose this lifestyle in order to minister more effectively to people through identification.

Evidence:

- A. You have a generous heart and an ability to sacrifice so that other's needs might be met.
- B. You love the freedom and focus that a life of simplicity provides.
- C. You find great satisfaction and contentment in knowing that you are doing everything you can to maximize your resources and bless as many people as possible.

Cautions:

- a. Too quickly judging those who are rich in this world as hoarders, when God might have called them to identify with wealthy people and be a light in their lives.
- b. Spiritual superiority resulting in pride.

Scriptures: James 1:9–10, Matthew 5:42, Matthew 8:20, Psalm 146:7, 1 Corinthians 13:1–3, 2 Corinthians 8:9, Acts 2:44–45, Acts 4:32–35

Guidance Gifts:

Guidance gifts are divine empowerments that serve people by enabling them to understand God's guidance for their lives.

17. Exhortation/Disciple Maker

The gift of Exhortation/Disciple Maker is the special ability God gives some believers to help strengthen weak, faltering, growing and faint-hearted Christians in such a way that they are motivated to live Christ-centered lives.

The Purpose: To bring health and maturity to the Body of Christ through discipling and mentoring people in Christlikeness.

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It is the ability to help others reach their full potential by means of encouraging, challenging, comforting and guiding. It is the divine enablement to present truth so as to strengthen or urge to action those who are discouraged or wavering in their faith. It 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 are not properly developed, the person gifted with Exhortation/Disciple Maker may not immediately be appreciated.

A person possessing the gift of Exhortation/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 wisdom and likes to help others identify and achieve spiritual development goals.

The gift of Exhortation/Disciple Maker is somewhat similar to the role of the Old Testament prophets in challenging God's people to remain faithful and pointing the way to live in obedience to God. 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. In Acts 14:22, the Apostle Paul consistently serves to "strengthen the disciples and to encourage them to remain true to the faith." In Acts 11:23, Barnabas encouraged the people of Antioch to remain true

to the Lord with all their hearts. Again, in 1 Thessalonians 2:12, the Apostle Paul describes their ministry among the Thessalonians as "encouraging, comforting and urging you to live lives worthy of God, who calls you into his kingdom and glory." The gift of Exhortation/Disciple Maker is always expressed in a "personal appeal" even when focused on a group. The group is comprised of individuals, and all of them are responsible for their own decisions and actions before God. This is why people often react defensively when first hearing a word of exhortation.

When this gift is utilized appropriately, it will either be received by humble and contrite hearts, or the recipients will respond with hostility and transference. They may assert that the person using the gift of Exhortation/Disciple Maker is judgmental, critical or harsh. For this reason, people utilizing the gift of Exhortation/Disciple Maker should make every effort to ensure that "how" they communicate does not get in the way of "what" they are called to communicate on God's behalf. However, even when every effort has been made to communicate a word of exhortation carefully and lovingly, the exhorter should not be surprised if the communication is initially rejected ... along with the one who communicated the message. People with the gift of Exhortation/Disciple Maker quickly learn that they need to give the Holy Spirit an opportunity to do his work of conviction and sanctification. People with this gift see God's potential in the person and speak to that potential.

Depending upon the personality traits, gift mix and passions of the Disciple Makers, they will usually prefer to use their gift in one of the following three ways:

- Pastoral Shepherding. Pastoral Shepherding has more to do with caring for and nurturing small groups of Christ Followers than it does with "running a church." Pastoral Shepherds passionately care for the welfare of the group as well as the individuals who comprise the group. In Acts 20:27-32, Paul gives his instructions to the Ephesian pastoral leaders:

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“Guard yourselves and all the flock of which the Holy Spirit has made you overseers. Be shepherds of the church of God, which he bought with his own blood...” Their focus is on people’s progress towards Christlikeness. They usually function best when leading covenant growth groups whose purpose is transformational growth towards Christlikeness.

- **Biblical Instructor.** Biblical Instructors care about people, but they prefer to focus on communicating Biblical concepts and truths to people. Biblical Instructors make excellent Bible study leaders, Sunday school teachers and small group leaders when the need of the small group is for instruction rather than pastoral care. In Acts 8:26-40, Philip utilizes his gift of Disciple Maker in an instructor capacity when he conducts a Bible study with the Ethiopian leader.

- **Personal Mentor.** Personal Mentors invest their lives into the lives of others and function like spiritual parents to those they are helping to grow. They prefer intense one-on-one relationships. They feel a personal responsibility for the spiritual welfare of their disciples. The account of Priscilla, Aquilla and Apollos in Acts 18:24-28 is an excellent example of Personal Mentorship. Priscilla and Aquilla invited Apollos to live with them while they mentored and instructed him. This intense mentorship was exactly what Apollos required in order to be Biblically and spiritually prepared to support the ministry of the Apostle Paul.

People with this gift:

- come to the side of those who are weak in spirit to strengthen them.
- challenge or confront others to trust and hope in the promises of God.
- urge others to action by applying Biblical truth.
- offer advice, an outline for a solution, or a program for progress.
- motivate others to grow.
- develop deep relationships with those they mentor.

Evidence:

- A. Challenging others to grow is easy for you and you enjoy it.
- B. You are not afraid to rebuke if necessary.
- C. You have a good understanding of the faith and personal maturity in Christ and are being mentored according to a personal growth plan.
- D. You are able to motivate others, whether one to one, in small groups or occasionally in larger groups.
- E. You have good people skills.

Cautions:

- a. Anything less than 100% sincerity when encouraging others.
- b. Rebuking without love.
- c. Getting overloaded with people demands.

Scriptures: 1 Timothy 5:1-2, Hebrews 3:13 (King James Version), Hebrews 13:22, 1 Thessalonians 5:14 (King James Version), Acts 14:21-23, 1 Timothy 4:13-14, Acts 5, Acts 20:27-32, Acts 8:26-40, Acts 18:24-28

18. Encouragement

The gift of Encouragement is the special ability God gives some believers to offer comfort, words of encouragement, hope and reassurance to discouraged, weak or troubled Christians in such a way that they gain a positive mental, emotional and spiritual perspective on their circumstances.

The Purpose: To bring health and wholeness to the Body of Christ through well-chosen and anointed words, gifts, letters and other forms of communication.

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 and hope into another person.”

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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 “Barnabas” which means “Son of Encouragement.” In Acts 9:26 and 27 we learn that when all the disciples were afraid of Paul (Saul) and questioned whether his conversion was real, it was Barnabas who risked his own life to visit Paul and to introduce him to the body of believers. In Acts 13, the Holy Spirit instructed the Church at Antioch to set apart Paul and Barnabas for a special missionary work ... and so Barnabas became Paul’s ministry partner.

Following Barnabas’ encouragement role, we can identify three major ways in which the gift of Encouragement may express itself within the Church. Your personality style and calling from the Holy Spirit may enable you to focus the use of your gift.

- **Sacrificing Self for the Welfare of Others.** Barnabas sold all he had for the welfare of others within the Church. Encouragement is best received by others when the encourager will not receive any personal benefit from the encouragement offered. There are many hurt and damaged people in this sinful world. They have been “used and abused.” Their level of trust in others is minimal. Sacrificial encouragement can help restore and heal.

- **Supporting Risky Ministry Ventures.** New ministry ventures are risky. Often people attempting to begin a new church, ministry or mission have critical “voices” in their life. In addition, doubt and fear of failure naturally linger in their minds. New ministry developers need to be reminded that God is in control, and that nothing that is of God will ever fail. There is no greater encouragement to the new ministry developer than when the “Encourager” gets personally involved and “takes the risk” with

everyone else. After all, the Encourager possesses significant confidence in the nature and purposes of God. Like Barnabas, Encouragers can often take the risks that others are afraid to take.

- **Serving Ministry Leadership.** Leadership is lonely and emotionally draining. Typically, people seek to receive from the ministry leader, but very few seek to minister to the ministry leader. Encouragers are essential to the success of any ministry leader.

People with this gift:

- come to the side of those who are discouraged to reassure them and give them hope.
- emphasize God’s promises and confidence in his will.

Evidence:

- Encouraging others is easy for you and you enjoy it.
- You are not afraid to approach those who are discouraged and in a bad mood.
- You have a good self-image and are generally a confident person.
- You are able to motivate others, whether one to one, in small groups or occasionally in larger groups.
- You have good people skills.

Cautions:

- Anything less than 100% sincerity when encouraging others.
- Being unwilling to see the dark side of people’s lives.
- Not listening to both sides of a conflict.

Scriptures: Romans 12:6-8, Titus 1:9, Acts 11:23-24, Acts 14:21-22, 1 Thessalonians 2:11-12, 1 Thessalonians 5:9-11

19. Wisdom

The gift of Wisdom is the distinctive ability to discern the mind of God and apply Scriptural truth to a specific situation in order to make the right choices and help others move in the right direction.

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The Purpose: To apply Scriptural truth and God's heart to everyday situations so that decisions can be made in such a way as to please God.

It is the special ability that God gives to certain members of the Body of Christ to receive insight into how knowledge may best be applied to specific needs arising in the Body of Christ. It is the gift that allows the believer to sort through desires, feelings, thoughts and capabilities in order to determine what solution would be best for the individual believer or the community of believers.

It is the ability to apply knowledge to life in such a way as to make spiritual truths quite relevant and practical in proper decision-making and daily life situations. 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 1:7 states "I keep asking that the God of our Lord Jesus Christ, the glorious Father, may give you the Spirit [1:17, or a 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."

People with this gift:

- focus on the unseen consequences in determining the next steps to take.
- receive an understanding of what is necessary to meet the needs of the Body.

- provide divinely given solutions or direction in the midst of conflict and confusion.
- hear the Spirit provide direction for God's best in a given situation.
- apply spiritual truth in specific and practical ways.

Evidence:

- A. Making the right decision in difficult situations is easy for you.
- B. You possess good common sense and people seek you out for counsel about their problems.
- C. You have a practical nature when it comes to the application of wisdom.
- D. You have the ability to see situations from God's perspective.
- E. You find insightful and creative ways of solving problems.

Cautions:

- a. Believing you are the source of the wisdom.
- b. Using wisdom with impure motives.
- c. Looking down on those who don't have the gift of wisdom.

Scriptures: 1 Corinthians 12:7-11, James 3:13-18, 2 Chronicles 1:7-11, Acts 6:3-10, 1 Kings 3:16-28, 1 Corinthians 2:6-13, James 1:5-8

20. Knowledge

The gift of Knowledge is the distinctive ability to know facts and insights about life that are revealed by the Holy Spirit.

The Purpose: To guide, encourage and challenge people with a timely fact or insight which produces an "Epiphany" moment, opening people up to the ministry of God.

It is the special gift whereby the Spirit enables certain Christians to understand in an exceptional way the great truths from God so that they can pray or reveal these facts and insights to others. It is the divine enablement to bring truth to the Body through a revelation or Biblical insight.

The "Word of Knowledge" given to an individual or to the assembly of Christ Followers will always

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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. Jesus was given special insight and facts from the Holy Spirit about the woman at the well, so that she could know that God cares for her.

People with this gift:

- receive facts from the Holy Spirit which enable them to better serve the Body.
- search the Scriptures for insight, understanding and truth.
- gain knowledge not attained by natural means.
- have been given spiritually-discerned insight and understanding that serves the church.

Evidence:

- A. You have been used by God to speak a word of knowledge into someone's life.
- B. You have received a Word of Knowledge which informed your prayer life.
- C. In situations where you are providing spiritual counsel to people, you have received divine facts and insights about them that inspired them to open themselves up to God.
- D. You believe that God guides and empowers people through the Holy Spirit.

Cautions:

- a. Relying solely on spiritual insight and neglecting the study of the Scriptures.
- b. Pride or arrogance brought about through a display of knowledge.

Scriptures: Mark 2:6-8, 1 Corinthians 12:7-11, 2 Chronicles 1:7-12, Colossians 2:2-3, 2 Corinthians 11:6, Daniel 2:20-21, Proverbs 2:6, Proverbs 9:10, Psalms 119:66, Jeremiah 3:15, Acts 5 (Peter was given a word of knowledge), John 1:45-50, John 4:1-42 (Jesus with the woman at the well)

21. Prophecy

The gift of Prophecy is the divine enablement to receive messages from God and communicate those messages in a timely and relevant manner for understanding, correction, repentance, comfort, exhortation or edification.

The Purpose: To deliver the truth of God with divine insight and authority in order that people repent of sin and live for God.

There may be immediate or future implications. It is the distinctive ability to boldly declare the heart of God, regardless of the consequences, calling people to righteous living and guiding them into God's preferable future for their life. It reminds us that the word of God has life. The words of a Prophet will always be supported by the principles and teachings of Scripture. Prophecy is the current word of God and the Bible is the continuous word of God. Prophecy is speaking to people on God's behalf. Speaking in tongues is speaking to God. Depending upon your personally type and unique gift-mix, God may prefer to utilize your gift of Prophecy in the following ways.

- Interpretation of Dreams - The gift of Interpretation of Dreams is a special insight given by God which interprets the dreams of others in order to reveal prophetic messages from God concerning someone's life and circumstances. Dreams from God function like a Word of Knowledge that need interpretation and application.
- Foretelling Future Events - Acts 21:10-11 is an excellent example of Prophecy as foretelling events. The passages reads: "After we had been there a number of days, a prophet named Agabus came down from Judea. Coming over to us, he took Paul's belt, tied his own hands and feet with it and said, "The Holy Spirit says, 'In this way the Jews of Jerusalem will bind the owner of this belt and will hand him over to the Gentiles.'"

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People with this gift:

- expose sin or deception in others for the purpose of reconciliation.
- speak a timely word from God causing conviction, repentance, edification and release.
- see truth that others often fail to see and challenge them to respond.
- warn of God's immediate or future judgment if there is no repentance, at the same time sharing God's wisdom.
- understand God's heart through experiences He takes them through.

Evidence:

- A. A bold sense of confidence in speaking for God.
- B. A hatred of sin.
- C. A passionate reliance upon the Word of God.
- D. A desire to see lives change as a result of hearing God's truth.
- E. You possess the gift of Discernment.
- F. You speak a timely word from God causing conviction, repentance and edification.
- G. You expose sin or deception in others for the purpose of reconciliation.

Cautions:

- a. Relating to people as groups rather than as individuals.
- b. Relating to people too harshly.
- c. Lacking in flexibility.
- d. Focusing more on law than grace.
- e. Listeners may reject the message if not spoken with love and compassion.

Scriptures: 1 Corinthians 12:7-11, Romans 12:6-8, Ephesians 4:11-13, 1 Corinthians 12:28-31, Deuteronomy 18:18-22, 1 Corinthians 14:1-5, 1 Corinthians 14:24-25, 1 Corinthians 14:30-33, 1 Corinthians 14:37-40, Acts 2:37-40 (Peter), Acts 7:51-53 (Stephen), Acts 26:24 (Paul), Revelation 4:1, 2 Samuel 15:27, 2 Samuel 24:11, 2 Chronicles 9:29, 2 Chronicles 29:30

22. Discernment/Distinguishing Spirits

The gift of Discernment is the distinctive ability to know with assurance whether certain behavior or teaching is from God, Satan, human error or human power.

The Purpose: To prevent confusion and false teaching from infiltrating the Body of Christ by discerning where the Holy Spirit of God is at work.

It is the divine enablement to distinguish between truth and error, to discern the spirits, differentiating between good and evil, right and wrong. Spiritual Discernment is a special ability to be aware of the presence of godly and demonic spiritual forces. It is an important gift for the Church because often the work of Satan can appear on the surface to be very positive. Without the gift of Discernment, Satan could easily lead many people away from following Christ.

1 Corinthians 12:10 specifically lists "Discerning of Spirits" in 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.

The primary purpose of the gift of Discernment is to discern the Holy Spirit. The gift of Spiritual Discernment does not typically fit into "office" positions. However, within the context of church ministry, this gift is a valuable asset to the following ministry functions.

- **Restoration & Recovery Ministries.** Restoration and recovery ministries often address serious spiritual strongholds and spiritual bondage issues that have dominated a person's life for many years. The ability to discern between habitual or chemical dependency problems and spiritual problems is an important distinction.

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• **Instructional Accountability Ministry.** Is what is taught truly of the Lord and confirmed by Scripture? Spiritual Discernment is often needed to ensure the health and welfare of the entire ministry body. In the Matthew 4 narrative, it is very clear that Satan knows and quotes the Bible. Not every “good” word is a “godly” word. In Jeremiah 14:13-14, the prophet Jeremiah was commissioned by God to deliver a tough message of discipline to God’s people, yet many other “prophets” were expounding a future of peace and prosperity. 1 Timothy 4:1-2 tells us that in the “later times some will abandon the faith and follow deceiving spirits and things taught by demons. Such teachings come through hypocritical liars, whose consciences have been seared as with a hot iron.” Again, in 2 Timothy 4:3-4, Paul instructs Timothy that “the time will come when men will not put up with sound doctrine. Instead, to suit their own desires, they will gather around them a great number of teachers to say what their itching ears want to hear. They will turn their ears away from the truth and turn aside to myths.” To properly use the gift of Spiritual Discernment within the context of “Instructional Accountability,” the person with this gift should ensure that they know their Biblical doctrine well, and test all judgments by the Word of God.

• **Front Line Evangelism Ministry.** It is at the front lines of any warfare that the real battles take place. This is true of spiritual warfare as well. The ministry of evangelism seeks to take back people who knowingly or unknowingly serve the Evil One, and help them become followers of Jesus Christ. The Apostle Paul tells us in 2 Corinthians 10:4-5 that “the weapons we fight with are not the weapons of the world. On the contrary, they have divine power to demolish strongholds. We demolish arguments and every pretension that sets itself up against the knowledge of God....” Often, it is not so black and white whether a particular person is a Christian or not. They may go to church ... maybe having done so their whole life. They may say the right words, or act the right way. But this does not make a person right with God. Only true faith in the work of Jesus

Christ, evidenced by the sanctifying and gifting work of the Holy Spirit, enables a person to be “in-Christ.” Discernment can provide clarity regarding a person’s spiritual state as well as help identify their spiritual formation roadblocks. In Acts 8:18-23 Peter demonstrates Spiritual Discernment regarding the spiritual health of Simon the Sorcerer: that he was “full of bitterness and captive to sin.”

• **Counseling Ministry.** Today, counseling ministries tend to take a holistic approach toward those they serve, seeking to minister to the mind, emotions and spirit. It is the “spirit” aspect of counseling where Spiritual Discernment can be of great value. The spiritual state of people can have a great impact upon their emotional and mental wellbeing. However, just having the gift of Spiritual Discernment does not qualify one to be a counselor of others. Additional gifts and professional training, are generally required before a person is qualified to be a counselor. However, the gift of Spiritual Discernment can help a counselor identify a person’s spiritual condition.

People with this gift:

- distinguish truth from error, good from evil, pure motives from impure.
- identify deception in others with accuracy and appropriateness.
- determine whether a word attributed to God is authentic.
- identify the spiritual source of a word, attitude or action - whether it is from God, self, other human sources or Satan and the demonic.
- are able to sense the presence of evil.

Evidence:

- A. You have a clear sense of when people are telling the truth or telling a lie.
- B. Your spirit is sensitive to the things of God.
- C. You can spot insincerity quickly and easily.
- D. You have a close and committed relationship with God.
- E. You tend to be perceptive and insightful.

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Cautions:

- Possessing a spiritually superior attitude.
- Spotting a “demon” behind every bush.
- Becoming skeptical about people.

Scriptures: 1 Corinthians 12:7-11, 1 John 4:1-6, 1 Corinthians 2:9-16, 2 Chronicles 2:12, Psalms 119:125, Proverbs 3:21, 1 Kings 3:9, Hebrews 5:14

Communication Gifts:

Communication gifts are divine empowerments that serve people by enabling them to understand God’s greatness in a way that draws them toward Him.

23. Teaching

The gift of Teaching is the Spirit-empowered ability to understand, clearly explain and apply God’s word, will, and principles, causing greater Christlikeness in the lives and ministries of the listeners.

The Purpose: To strengthen the faith of the Body of Christ and help equip the Body for mature Christian living and effective Spirit-empowered ministry.

It is the divine enablement to understand, clearly explain and apply the word of God so that those taught understand and learn. It includes instructing others in the Bible in a logical and systematic way so as to communicate pertinent information for true understanding and growth. A true teacher functioning in this gift will make you hungry for more.

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 and hearts of his/her students, but will first instruct and apply to himself/herself the lessons taught by God through Scripture and experiences with God and the Holy Spirit, and then only after the teacher can model the Biblical lesson within his/her life, will he/she be authentically able to 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 ... second only to the greater offices of Prophets and Apostles. Ephesians 4:11-14 makes it clear that the teacher’s job description includes “Equipping the people for the works of service.” Paul specifically lists Teaching as one of the Spiritual Gifts in Romans 12:7.

Based upon your personality style and passions, you may prefer to apply your gift of Teaching in one or more of the following ways:

- **Pastoral Preaching.** Teaching Pastors prefer to study and expound the Word of God for others within the Body. 2 Timothy 4:2-3 instructs Timothy, a Teaching Pastor, “Preach the Word; be prepared in season and out of season; correct, rebuke and encourage – with great patience and careful instruction. For the time will come when men will not put up with sound doctrine....” 1 Corinthians 4:6b instructs Pastoral Teachers, “Do not go beyond what is written.” James 3:1 states as a warning to those who would presume to be a teacher within the Church: “Not many of you should presume to be teachers, my brothers, because you know that we who teach will be judged more strictly.”
- **Large Group Corporate Instruction.** People with this gift resonate with the following statement: I believe God would prefer for me to use the teaching gifts He has given to me within a large group or congregational setting.

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- **Classroom Instruction.** People with this gift resonate with the following statement: I believe God would prefer for me to use the teaching gifts He has given me within an adult classroom context.

- **eLearning Instruction.** People with this gift resonate with the following statement: I believe God would prefer for me to use the teaching gifts He has given me developing online training programs, and providing online instruction and mentorship.

- **Small Group Instruction.** People with this gift resonate with the following statement: I believe God would prefer for me to use the teaching gifts He has given me within a small group context of fewer than twelve people.

- **Children's Ministries Instructor.** People with this gift resonate with the following statement: I believe God would prefer for me to use the teaching gifts He has given me within an elementary Biblical education context.

- **Student Ministries Instructor.** People with this gift resonate with the following statement: I believe God would prefer for me to use the teaching gifts He has given me within a middle school, or high school or university context.

- **One-On-One Instruction.** People with this gift resonate with the following statement: I believe God would prefer for me to use the teaching gifts He has given me within close interpersonal discipling relationships.

People with this gift:

- communicate Biblical truth that inspires greater obedience to the word.
- challenge listeners simply and practically with the truths of Scripture.
- focus on changing lives by helping others understand the Bible and God's ways better.
- give attention to detail and accuracy.
- prepare through extended times of study and reflection.

Evidence:

- A. You have a gift for public speaking.
- B. You can study and organize your thoughts in a clear and concise manner.
- C. People enjoy your teaching and want more.
- D. You are disciplined and articulate.
- E. You communicate Biblical truth that inspires greater obedience to the word.
- F. You present the whole counsel of God for maximum life change.
- G. You challenge listeners simply and practically with the truths of Scripture.

Cautions:

- a. Getting "lost in the details" of study and getting sidetracked from the ultimate purpose of the study.
- b. Placing too much emphasis on the "glory" of being up front before people.
- c. Teaching information without application.

Scriptures: Ephesians 4:11-16, Romans 12:6-8, 1 Corinthians 12:28-31, Hebrews 5:12-14, Acts 18:24-28, 2 Timothy 2:2

24. Evangelism/Evangelist

The gift of Evangelism is the distinctive ability to share the good news of Jesus Christ effectively so that people respond to the promises of Christ through conversion to Christianity and movement towards discipleship.

The Purpose: To actively initiate and develop relationships with the lost in order to share the salvation message and lead them to repentance from sin and eternal life in Christ.

While Evangelism may be the responsibility of all Christ Followers, people with the gift of Evangelism display exceptional boldness and effectiveness 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 usually list the specific names of people whom they have personally led to faith in Christ.

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Ephesians 4:11-13 lists Evangelist not only as a Spiritual Gift, but also as an important role 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. But it is the work of the Evangelist that enables those in these other ministry roles to fulfill their ministry calling, for unless a person first comes to know Jesus Christ as their Lord and Savior it is pointless to consider how they will “become mature” in Christ.

In today’s ministries, Evangelism is generally utilized in two ways: 1) Programmed Evangelism and 2) Personal Evangelism.

- **Programmed Evangelism.** Programmed evangelism centers around “Seeker Events.” Seeker events may include Sunday Seeker Services, Evangelism Crusades, or Alpha-type Evangelistic programs. Programmed Evangelism utilizes the gifts and abilities of many people to accomplish the work of communicating and relating the Gospel message. The Evangelist who prefers Programmed Evangelism will likely be highly creative or, in contrast, have strong administrative skills. They may also be “big picture” people who seek many conversions to Christ, and so do not have the patience for one-on-one evangelism as their primary ministry methodology. In Acts 17:16-34, the Apostle Paul used “Programmed Evangelism” when he entered the meeting of the Areopagus in which the Epicurean and Stoic philosophers debated new ideas every day. Paul introduced a new idea for discussion ... the “Unknown God who raises the dead to life.” The result was that a few influential philosophers believed in Jesus Christ.

- **Personal Evangelism.** If God has given you a highly relational personality, you will likely prefer Personal Evangelism over Programmed Evangelism. This type of Evangelist can be found wherever people gather. They seek to build authentic relationships, and, through the trust established in those relationships, to share the Gospel of Jesus Christ one-on-one. This type of Evangelist is thrilled when they are able to personally pray with an individual to accept Christ. In a similar fashion, they grow to care deeply about the spiritual welfare of the people God has brought within their life, and may spend considerable time praying for the salvation of those who do not currently know the Lord. The Personal Evangelist will resonate with the passion of the Apostle Paul in 2 Corinthians 5:18-20.

People with this gift:

- communicate the message of Christ with clarity and conviction.
- seek out opportunities to talk to unbelievers about spiritual matters.
- challenge unbelievers to faith and to become fully devoted followers of Christ.
- adapt their presentation of the gospel to connect with the individual’s needs.
- seek opportunities to build relationships with unbelievers.

Evidence:

- A. You have a passion and confidence about sharing your faith.
- B. You eagerly develop authentic relationships with the lost with the hope of witnessing to them about Jesus.
- C. You have a strong grasp of Scripture (especially the gospel story and where key truths are found).
- D. People are drawn toward Christ through you.
- E. You tend to be candid and direct.
- F. You adapt your presentation of the Gospel to connect with the individual’s needs.

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Cautions:

- a. Looking down on those who do not have the gift of Evangelism.
- b. Pressuring people to receive Christ who are not ready.
- c. Losing sight of the fact that the primary focus is to share the gospel in obedience to the prompting of the Holy Spirit, not “win a convert.”

Scriptures: Ephesians 4:11-16, Matthew 28:16-20, Acts 2:36-40, Acts 8:5-6, Acts 14:21, Acts 8:26-40, 2 Timothy 4:5, Acts 21:8, Luke 19:1-10

25. Music/Worship Leader

The gift of Music/Worship Leader is the special gift whereby the Spirit enables certain Christians to praise God through music in such a way as to enhance the worship experience of other believers and draw them into the presence of God.

The Purpose: To bring glory and praise to God through song and instruments.

It gives the believer the desire and capability to express personal faith and provide inspiration and comfort through the playing of a musical instrument, singing, or dancing. The spiritual aspect of the gift is revealed as the gift bearer gives witness to love and praise for the Lord, and thus glorifies God. Those listening or watching become inspired to feel the presence and majesty of God when music or song uplifts their soul in a manner that brings them closer to their Lord. It is the gift that gives a believer the capability to present personal witness and inspiration to others through instrumental music, singing or dancing. The gift of Worship enables a person to lead others to seek the heart of God. 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 to forget their surroundings and circumstances, and focus upon the greatness of God. It gives the believer

the desire and capability to express personal faith and provide inspiration and comfort through the playing of a musical instrument, singing, or leading people in worship.

The spiritual aspect of the gift is revealed as the gift bearer gives witness to love and praise for the Lord, and thus glorifies God. Those being led become inspired to feel the presence and majesty of God when music, song, or dance uplifts their soul in a manner that brings them closer to their Lord.

Within Old Testament temple worship there was a category of Levites called Door Keepers. Door Keepers were responsible for the various entrances within the temple. However, among the Door Keepers was a large number of Levites who were gifted in Worship and Musical Expression. Their job was to serve outside the main entrance to the temple as a giant worship team. They were commissioned to play and sing songs of praise and thanksgiving. And so we find Psalm 100:4 exclaiming: “Enter His gates with thanksgiving in your hearts, enter His courts with praise.” There were over 4,000 worship team members who served in rotation, providing songs of praise and thanksgiving from sunrise to sunset. 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 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 God 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).

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People with this gift:

- sing or play a musical instrument quite well, and enjoy it.
- have special joy singing praises to God, either alone or with other people.
- feel secure in the fact that their musical ability will be of benefit to other people with whom they come in contact.
- can use their musical ability to help and inspire others to worship God.
- see that their singing or instrument playing is a spiritual encouragement for others.

Evidence:

- A. You have a passion for worship and praise that exalts God.
- B. People often ask you to sing or play a musical instrument to help people worship.
- C. People often say to you that the expression of your gift helps them draw close to God during worship.

Cautions:

- a. Difficulty in distinguishing between a human talent for music and the Spiritual Gift of Music.
- b. Seeking the attention and praise that often accompanies singing or playing a musical instrument.
- c. Allowing the gift to bring your responsibilities beyond your level of maturity and character development.

Scriptures: 1 Samuel 16:14-23, 1 Corinthians 14:26, Psalm 33:1-3, Psalm 96:1-2, Psalm 100:1-2, Psalm 149:3, Psalm 150:1-6, Colossians 3:16, 2 Chronicles 5:12-13, 2 Samuel 6:14-15, 1 Chronicles 16:41-42

26. Tongues

The gift of Tongues is the distinctive ability to speak in a language which you never learned and communicate a divinely anointed message from God whether in a private prayer language or in a group setting.

The Purpose: To encourage and instruct people towards the extension of the local church and the expansion of the Kingdom.

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, in order to edify the believer (Romans 6:26, 27 and 1 Corinthians 14:4); 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) to communicate God’s love.

Based upon your personality and gift mix, God may use your gift of Tongues in any of the following ways.

- **Prayer Language.** People with this gift resonate with the following statement: I believe God has called me to a ministry of prayer, and so has given me the gift of Tongues to aid me in my prayer ministry.
- **Deliver Divine Messages to the Church.** People with this gift resonate with the following statement. I believe God has called me to communicate messages to the Body of Christ and has given me the gift of Tongues as the means by which God has chosen to speak through me.
- **Deliver the Gospel to Unlearned Language Groups.** People with this gift resonate with the following statement: I believe God has called me to cross-cultural ministry, and has given me the gift of Tongues to empower me to communicate the Gospel to different language groups. This seems

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to be true whether I have studied and learned the language or God speaks through me in an unlearned language.

If a tongue is spoken without an interpretation, the speaker is edified. If the tongue is interpreted, it is for the edification of the Body as well as the speaker.

People with this gift:

- speak in a language they have never learned and do not understand.
- worship the Lord with unknown words too deep for the mind to comprehend.
- experience an intimacy with God which inspires them to serve and edify others.
- speak in tongues as a private prayer language.
- convey messages from God in a group setting (an interpretation must take place, or else the one speaking the tongue should remain silent.)

Evidence:

- A. You may receive a spontaneous message from God which is made known to His Body through the gift of Interpretation.
- B. You may be called to cross-cultural ministry, and be given the gift of Tongues so that you can communicate the Gospel to unlearned language groups.
- C. You speak to God in a private prayer language, where you may sense His presence in a powerful way.

Cautions:

- a. Viewing it as sole, essential or initial evidence of being filled with the Spirit.
- b. Insisting that everyone speak in tongues.
- c. Bringing confusion or division into the Body of Christ.
- d. Developing a spiritually superior attitude.

The bottom line is that the gift of Tongues must build up the Body of Christ or it is not a gift of the Spirit! In Corinth, where it was divisive, Paul considered it a Spiritual Gift, but insisted it be used with love.

Scriptures: 1 Corinthians 12:7-11, 1 Corinthians 12:28-31, 1 Corinthians 14:1-40, Acts 2:1-12, Acts 10:44-46, Acts 19:1-7, Mark 16:17, Romans 8:26-27, 1 Corinthians 13:1

27. Interpretation of Tongues

The gift of Interpretation of Tongues is the distinctive ability to understand someone who is speaking in Tongues and provide the meaning of its message in order to instruct and encourage the people who are hearing it and those to whom it was sent.

The Purpose: To give the meaning of a message in tongues spoken out loud in community for the extension of the local church and the expansion of the Kingdom. The Bible makes it clear that the use of Tongues within a corporate gathering of Christ Followers should be accompanied by 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 chapter, 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. If a tongue is spoken without an interpretation, the speaker is edified. If the tongue is interpreted, it is for the edification of the Body.

People with this gift:

- express with an interpretation a word by the Spirit which edifies the Body
- enable the gift of Tongues to build up the church by interpreting God's message for the people.

Evidence:

- A. You have interpreted a language unknown to you and the hearers, and people were instructed and/or encouraged in their faith.

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Cautions:

- a. Insisting that your interpretation of someone speaking in tongues is authoritative, without allowing it to be tested by the Scriptures or others who hear from God by the Spirit.
- b. Bringing confusion or division into the Body of Christ.
- c. Developing a spiritually superior attitude.

Scriptures: 1 Corinthians 12:7-11,

1 Corinthians 12:28-31, 1 Corinthians 14:1-40

28. Creative Communication

The gift of Creative Communication is the divine enablement to communicate truth through a variety of art forms in a way that moves people towards God.

The Purpose: To use the arts in order to glorify God and edify others.

It is the gift that gives the believer the skill to create artistic expressions that produce a spiritual response of strength and inspiration. 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 be a surprise to 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. The first time in Scripture where someone is spoken of as being "filled with the Spirit" has to do with the arts and creativity (Exodus 31:3).

The gift of Creative Communication, when used within the Church, can be shaped by the personality of the person who possesses the gift. As a result, people with the gift of Creative Communication tend to fall into the following preferred roles.

- Oral Communication Arts are more and more necessary in our communication skills. Within a ministry context, creative oral gifts can be utilized in various public speaking roles. Such roles might include preaching and teaching, but may also include large-group leadership of children's or student ministries. With today's emerging technology, oral communication skills are also required for "on-air" and "on-line" radio and television broadcasts. Other often overlooked roles may include comedy, master of ceremonies, and ministry tour guides.

- Written Communication Arts are the special God-given ability to formulate thoughts and ideas into meaningful written forms so that the reader will find courage, guidance, knowledge, or edification through the words shared with them. This includes the development of song lyrics and poetry, script writing, newsletters, and content authoring for websites and reading materials. With the emergence of e-learning within the Church, people with creative communication gifts will now be in even greater demand. The Bible was written by people with this gift.

- Graphic Arts (computer-based) have become a necessity for the contemporary and postmodern ministry. Graphic arts are utilized in multi-media video (Macromedia Flash and PowerPoint) as well as static brochure and website design. If a picture is worth a thousand words, then it is no wonder that ministries are seeking to communicate more effectively through the integration of graphic arts into their ministries.

- Performing Arts are creative expressions that bring to life the issues and emotions of our everyday reality. The use of drama and/or dance

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within a worship service can help attendees detach from their present context and connect to the topic or theme being addressed within the service program. The Performing Artist is uniquely able to help the service participants connect with the characters of the dance or drama ... to see themselves in those characters, or to see in the characters how they would like to be. Performing Artists are most effective when they hold a mirror up to us and enable us to remove the mask from our own lives and truly see who we are and who God wants us to be.

- Technical Arts are crucial to the contemporary and postmodern ministry. Sound, lighting, multimedia, computer technology, software, networking and internet-based ministry are all areas that require this non-traditional creative artist. With the advent of the internet and e-Church ministry, the Technical Artists will find more and more opportunities to unleash their skills and creativity.

- Visual Arts involve an “eye” for presentation. The Visual Artist may be an interior decorator, floral arranger, stage and set designer, lighting director, etc. They may excel at drawing, painting or photography. Our present culture acquires information through the eyes much more effectively than through the ears. The Visual Artist is uniquely gifted to help pastoral teachers communicate more effectively by integrating the visual arts into their messages and programs. This includes people gifted of God to create movies that inspire, instruct and move people toward God!

People with this gift:

- use the arts to communicate God’s truth.
- develop and use artistic skills such as drama, writing, art, music, dance, etc.
- use variety and creativity to captivate people and cause them to consider Christ’s message.
- challenge people’s perspective of God through various forms of the arts.
- demonstrate fresh ways to express the Lord’s ministry and message.

- may write stories, sermons, devotions, histories, prayers, songs, or poetry to be used to build up the Body of Christ.
- may teach God’s word to others through what they write.
- may be better at expressing their thoughts in written form than in verbal form.

Evidence:

- A. Use the arts to communicate God’s truth.
- B. Develop and use artistic skills such as drama, writing, art, dance, music, etc.
- C. Use variety and creativity to captivate people and cause them to consider Christ’s message.
- D. Challenge people’s perspective of God through various forms of the arts.
- E. Demonstrate fresh ways to express the Lord’s ministry and message.

Cautions:

- a. Need to remember that art is not for art’s sake, but it’s to glorify God and edify others.
- b. Could find evaluation and constructive criticism difficult to accept.
- c. Might be uncooperative (because of ego, pride, or individualism) and need to work at being a team player.

Scriptures: Luke 1:1-3, 1 John 2:1, 1 John 2:12-14, 1 Timothy 3:14-15, Jude 1:3, Psalm 150, 2 Samuel 6:14-15, Mark 4:2, 33

Authority Gifts:

Authority gifts are divine empowerments that serve people by enabling them to be influenced by God’s loving leadership advancing His Kingdom.

29. Leadership

The gift of Leadership is the special ability God gives to some to set goals in accordance with God’s purpose and to communicate these goals to others in such a way that they voluntarily and harmoniously work together to accomplish these goals for the glory of God.

Appendix G: Spiritual Gifts Definitions

The Purpose: To direct and enhance the efforts of others in a positive way so that the Kingdom of God is advanced.

It is the distinctive ability to influence others according to a “Big Picture” purpose, mission, or plan. It is the divine enablement to cast vision, motivate, and direct people to harmoniously accomplish the purposes of God.

The Biblical image used when describing leadership is “shepherd.” A Shepherd does not force his will upon the sheep; rather he 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 principles evidenced by 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.”

Depending upon your personality style, you will likely prefer to utilize your leadership gifts in one of the following ways: (This material influenced by the Teal Trust Styles)

- **Pioneering Leadership.** Pioneering Leaders are willing to push themselves and take appropriate risks, striving to discover and reach long-term goals: “forgetting what is behind, and straining for what lies ahead” (Philippians 3:12). Pioneering leaders are passionate and are wholly committed

to a vision. Paul is a great example of a leader who was focused on pushing out the boundaries of the church, despite the personal risk. Pioneering leaders are at their strongest in the early stages of a vision or project, excited by seeking out where God is calling. However, as time passes they may lose interest in the implementation of a vision, eager to be looking ahead to the next challenge.

- **Strategic Leadership.** Leaders who can break down visions and large aims into manageable chunks are vital for the church. Strategic leaders have the insight and focus to work out ways of achieving the vision (the “how”) and are able to persuade the rest of the church to accept this plan. When Nehemiah led the Jews in rebuilding the walls of Jerusalem, he demonstrated great strategic leadership in delegating the work. The result was that the walls were rebuilt in 52 days. Strategic leaders can bring common sense to difficult tasks. They are able to help people see how the seemingly impossible can be achieved. However, like pioneers, they can be less engaged with the implementation of a task, preferring to leave this to others.

- **Management/Administration.** All churches require good stewards and managers, people with gifts of administration (Acts 6). Any vision or change requires people who are able to plan, problem solve, delegate and organize. Without this gift, the best plans may not get implemented! The apostles delegated the practical tasks of sharing food and taking care of the widows to those gifted with the necessary skills, including Stephen and Philip. Managers are often under-appreciated, having a leadership style which is less “up-front” than some of the other styles. However, much of the work simply would not get done without them. They are able to organize and follow through on all the necessary tasks and activities to ensure that projects are completed on time. They may struggle to relate to the visionary pioneers - dreaming and re-dreaming of achieving the impossible is not their tendency, but rather implementation of the current vision!

Appendix G: Spiritual Gifts Definitions

- **Team Leadership.** Team Leaders influence groups, whether having a formal leadership role in the group or not. For the church as ‘the body’ (1 Corinthians 12), working together is clearly important. The key strengths of team leaders are a desire to work with others and an ability to trust them. Team Leaders need great humility and servanthood - their sole aim is that the team achieves its goals. What they as individuals achieve is secondary. The greatest contribution Barnabas made to the church was probably training and equipping Paul so that he could go on to achieve greater things. Team Leaders are invaluable. If the church is truly to function as a Body, Team Leaders are needed to ensure harmony and effectiveness in the way the team works.

- **Pastoral Leadership.** Many church leaders feel they ought to be Pastoral leaders, although many don’t have this as their primary style. This is not a problem! Pastoral leaders are real “people-people,” who have an important role in supporting the pioneers, strategists, team leaders and the rest of the church, particularly when times are hard. Vision and moving into vision seem less important to pastoral leaders. Peter was a pastoral leader, a complete contrast to Paul’s energetic church planting and exhortation. Pastoral leadership is often unseen, and often unappreciated publicly, yet hugely important. Those who are pastoral leaders can sometimes be threatened by the pioneers and strategists - and at times are irritated by the attention to detail shown by the managers. Yet their contribution to a team is invaluable as they usually command huge respect and support for their care-giving role.

- **Encouraging Leadership.** Paul was a great encourager - his letters to the early churches contained exhortation and encouragement as well as teaching. Encouraging leaders are able to motivate whole churches, teams and individuals. They have

great discernment into people’s gifts, their feelings and what motivates them, and are able to release them into fulfilling their ministries. Encouraging leaders have the knack of knowing when a quiet word can spur people on, when to challenge and when to support, when to coach and when to give space. Occasionally they may irritate people by appearing less “involved” than other leadership styles - sometimes people want more than just encouragement.

People with this gift:

- provide direction for God’s people or ministry.
- motivate others to perform to the best of their abilities.
- present the “big picture” for others to see.
- model the values of the ministry.
- take responsibility and establish goals.

Evidence:

- A. You seem to have a significant amount of influence on other people.
- B. You are offered opportunities to serve in leadership capacities.
- C. You see the big picture easily and clearly.
- D. Decision-making comes naturally to you, and others desire your opinion.
- E. You possess a strong desire to “change the world” and make a positive difference.
- F. You are not afraid to take a risk.
- G. You speak with confidence and conviction.

Cautions:

- a. A prideful attitude and a tendency to look down on others who are not leaders.
- b. Misusing power.
- c. Using people to accomplish personal goals and objectives.
- d. Not appreciating people with “helping” gifts.
- e. Not appreciating the need to provide a spiritual covering!

Scriptures: Nehemiah 2:11-18, Romans 12:6-8, Hebrews 13:7

Appendix G: Spiritual Gifts Definitions

30. Apostleship/New Ministry Developer

The gift of Apostleship is the distinctive ability to start churches and ministry structures coupled with the authority to exercise general leadership or oversight over a number of churches and/or ministries, which is readily recognized and results in tangible fruit in ministry.

The Purpose: To strategically and spiritually lead, equip and organize others for the specific mission of extending the Kingdom of God through establishing ministries and churches.

This is an entrepreneurial gift that enables people to develop new ministries, churches or mission fields. In the strict sense this gift was confined to the twelve apostles. The New Testament does, however, give this title to a number of others (e.g. Romans 16:7 and Acts 14:14). 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 forefront 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. Seeing both the evangelism and discipleship sides of the Great Commission, they are truly Big Picture thinkers.

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."

The gift of Apostleship/New Ministry Developer is often accompanied by gifts of leadership, faith, administration and wisdom. The gift of Apostleship functions best in community with others similarly gifted and called by God to establish foundations for Kingdom building. These apostolic teams are essential for health, accountability and reproduction.

Depending upon your personality style, gift mix and passions, you may prefer one of the following applications of your gift of Apostleship/New Ministry Developer.

- **Church Planter.** A Church Planter seeks to develop new outreach church ministries in regions where such a ministry is lacking. Church Planters are typically sensitive to regional demographics, growth trends and church-per-capita statistics. They are passionate about evangelism and reaching the unreached by extending ministry into new territories and styles. They understand the need for "new wine skins" that can lead people to Christ and grow them to full maturity. They desire to extend the Kingdom of God by creating new manifestations of contagious Christian community.
- **Cross-Cultural Missionary.** Cross-Cultural Missions do not necessarily imply overseas ministry, although this is the classic ministry role. In today's cultural melting-pot, Cross-Cultural Missions may mean extending an outreach ministry to a different community across town. Cross Cultural Missionaries are sensitive to cultural distinctives as well as the value of cultural diversity. They are typically passionate about living out the ministry ideal of "the unity of the Body of Christ." Cross Cultural Missionaries are also typically passionate about the work of Evangelism.

Appendix G: Spiritual Gifts Definitions

- **New e-Church Ministries.** E-Church ministry is still a new and developing ministry medium. Attempting to define e-Church ministry is difficult at best. However, proponents of e-Church ministry tend to value freedom of expression and safe spiritual exploration. They tend to be passionate about the work of evangelism as well as mentoring people in their spiritual formation journey. They also tend to value cultural diversity. Proponents of e-Church ministry are also technically astute.

- **New Campus Ministries.** There is always room for new campus-based ministries within an established church. People called and equipped by God to develop new campus-based ministries tend to be sensitive to groups of people who are “slipping through the cracks” of the ministry, as well as those to whom the ministry is not yet properly positioned to serve. New Campus Ministry Developers typically desire to take their local church to the “next level” in its ministry development. They are dissatisfied with the status quo and desire to see the impact of a vibrant church expand into their neighborhood.

- **New Community Impact Ministries.** New Community Impact Ministry developers are typically passionate about social justice and social impact within their community, in the name of Christ. City missions, food pantries and shelters are classic examples of Community Impact Ministries. Contemporary examples include Computer Training Centers, Vocational Training, Random Acts of Kindness, After-school Care Centers, etc.

People with this gift:

- pioneer and establish new ministries or churches.
- adapt to different surroundings by being culturally sensitive and aware.
- desire to minister to unreached people in other communities or countries.
- often mature to having responsibility to oversee ministries or groups of churches.

- are experts at laying kingdom foundations for others to build upon that bear fruit.
- understand reproductive disciple-making and are always mentoring leaders.

Evidence:

- A. You demonstrate authority and vision for the mission of the church.
- B. You have an unusual anointing on your leadership to initiate and lay foundations.
- C. You are sought out as a mentor by growing and future church and ministry leaders.
- D. You possess a desire to pioneer and establish new ministries and churches.
- E. The Body of Christ has and continues to affirm you in or toward a leadership role.
- F. You understand the healthy functioning of the Kingdom of God and adapt the forms of ministry to meet the function.

Cautions:

- a. Misusing the authority granted to you.
- b. Following your own agenda rather than God's.
- c. Operating outside of an accountable ministry team.

Scriptures: 1 Corinthians 12:28, Ephesians 4:11-12, Romans 1:5, Acts 15:1-3

31. Missionary

The gift of Missionary is the distinctive ability to minister whatever other Spiritual Gifts you have effectively in cultures beyond your own.

The Purpose: To advance the great commission by extending the local church on a worldwide basis.

Those with this gift find it easy or exciting to adjust to a different culture or community. Missionaries find great joy working with minorities, people of other countries, or those with other distinct cultural differences. Those with this gift have a stronger-than-average desire to be a part of the fulfillment of the Great Commission around the world.

Appendix G: Spiritual Gifts Definitions

People with this gift:

- have an intense spirit of unease at the thought of all the unsaved people in the world.
- adapt themselves and core Biblical principles to different surroundings by being culturally sensitive and aware.
- have the ability to reach out to people groups of a different ethnicity, language, or cultural background.
- can establish meaningful relationships with people of other nationalities or cultures.
- desire to minister to unreached people in other communities or countries.

Evidence:

- A. You adapt well to other cultures.
- B. Learning foreign languages is easy for you.
- C. You are generally flexible by nature.
- D. You are committed to Evangelism.
- E. You desire to minister to unreached people in other communities or countries.
- F. You adapt to different surroundings by being culturally sensitive and aware.

Cautions:

- a. Getting caught up in the “glamour” of world travel and the status some churches give to missionaries.
- b. Approaching foreign missions work as an escape from lack of fruit in the local church.
- c. Placing foreign missions as a higher priority than the other efforts of the local church.

Scriptures: Ephesians 3:6-8, Mark 16:15, Acts 1:8, Acts 13:2-5, Acts 22:21, Romans 10:14-15, 1 Corinthians 9:19-23, Acts 8:4

32. Pastor/Shepherd

The gift of Pastor/Shepherd is the distinctive ability to assume responsibility for the spiritual care, protection, guidance, and feeding (teaching and equipping) of a group of Christians.

The Purpose: To nurture a group of people in spiritual growth by providing spiritual direction, loving accountability and teaching by example with the goal of leading them to greater spiritual maturity and effective ministry.

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, equips, 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.

People with the gift of Pastor will express that gift differently based upon their God-given personality and gift mix. You may find that you prefer one or more of the following expressions of the pastoral gift.

- **Nurturing Pastor.** Pastoral care often involves nurturing and caring for the nurturing needs within the Body. Typically, Nurturing Pastors prefer a one-on-one ministry. Visiting the sick, shut-ins, caring for a small group, or comforting those who suffer are all classic functions of a Nurturing Pastor.

Appendix G: Spiritual Gifts Definitions

- **Teaching Pastor.** Teaching Pastors prefer to study the Word of God and expound it for others within the Body. 2 Timothy 4:2 and 3 instruct Timothy, a Teaching Pastor, “Preach the Word; be prepared in season and out of season; correct, rebuke and encourage – with great patience and careful instruction. For the time will come when men will not put up with sound doctrine....” 1 Corinthians 4:6b instructs Pastoral Teachers: “Do not go beyond what is written.” James 3:1 states a warning to those who would presume to be a teacher within the Church: “Not many of you should presume to be teachers, my brothers, because you know that we who teach will be judged more strictly.”

- **Administrative Pastor.** Most personality types that God generally calls into pastoral roles are people-oriented and so are typically weak strategic planners and system administrators. However, there exists a category of people to whom God does grant the gift of “Pastor,” who care for people, but are particularly called to focus their service upon the systems and structures of the ministry. They possess strong administrative and planning abilities, and so are able to help other pastoral-types be less reactive in their ministry. The Administrative Pastor’s ability to proactively plan and create ministry systems will enable other pastoral ministry types to be more effective. These same qualities are essential in establishing a broad-based lay ministry within the Church. Administrative Pastors will seek to empower others and delegate responsibility.

- **Evangelistic Pastor.** An Evangelistic Pastor generally has the gift of Evangelism as well as Pastor. Evangelism Pastors are passionate about ministry to spiritual seekers. Typically, the “Pastoral” aspect of their gifts and personality causes them to prefer relational versus programmed approaches to the work of Evangelism.

- **Discipleship Pastor.** Discipleship Pastors are concerned about the spiritual formation and maturity of the people within their lives. They value working with people at every stage of spiritual development, from Seeker to Leader.

People with this gift:

- take responsibility to nurture the whole person in their walk with God.
- provide guidance and oversight to a group of God’s people.
- model with their life what it means to be a fully devoted follower of Jesus.
- establish trust and confidence through long-term relationships.
- lead and protect those within their span of care.

Evidence:

- A. You possess a passion for personal spiritual growth and the spiritual growth of others around you.
- B. You have a vibrant walk with God.
- C. You are loyal and dedicated to your local church.
- D. You have the gift of Teaching and/or Exhortation.
- E. You are process-oriented and people are your focus.
- F. You establish trust and respect through long-term relationships.
- G. You lead and protect those within your span of care.

Cautions:

- a. Developing too strong a personal ownership of the people.
- b. Leading with your agenda, not God’s.
- c. Allowing popularity to mean more to you than the people’s spiritual growth.

Scriptures: John 10:1-16, Acts 20:28, Ephesians 4:11-15, 1 Timothy 3:1-7, 2 Timothy 4:1-2, 1 Timothy 4:11-16, 1 Peter 5:1-4

Appendix G: Spiritual Gifts Definitions

Spiritual Gifts Reference Material

We have intentionally included the widest variety of gifts and their definitions that we could support through Scripture and observable experience, so that everyone in the Body of Christ might be able to sense where they fit into God's Kingdom building efforts.

Biblical Summary about Spiritual Gifts

1. Every Christian has at least one Spiritual Gift (1 Peter 4:10)
2. No Christian has all the gifts (1 Corinthians 12:28-30)
3. We cannot choose our gifts; God does that job (1 Corinthians 12:7-11)
4. There is no gift that every Christian possesses (1 Corinthians 12:29-30)
5. Believers will account to the Lord for how they use their gifts (1 Peter 4:10)
6. Spiritual Gifts point to God's call and purpose for a Christian's life (Romans 12:2-8)
7. Gifts used without love do not accomplish God's intended purposes (1 Corinthians 13:1-3)
8. Spiritual Gifts are for the common good to build up the Body (1 Corinthians 12:27)

Biblical Guidelines for using Spiritual Gifts

1. Usage of the gift(s) should conform to Biblical teaching (2 Timothy 3:16; Romans 12:1 Corinthians 12-14; Ephesians 4:1 Peter 4).
2. There should be affirmation and positive feedback within the Body of Christ for the expression of the gift (1 Corinthians 12:7; Ephesians 4:16).
3. There should be agreement within the Body of Christ that the Holy Spirit is at work (1 John 4:1; 1 Thessalonians 5:21).
4. We should experience the peace of the Holy Spirit in our spirits as we offer our gift(s) to the Body of Christ (John 15:26; Romans 8:16).
5. There should be evidence of godly fruit in the life of the Body (John 15:8; Matthew 7:16-20).
6. Believers should offer their gifts for the common good as others have need (Acts 2:44-45; 1 Corinthians 12:7).
7. Unless gifts are offered in love, they have no worth (1 Corinthians 13:1-3).
8. We should strive to live a life worthy of our calling (Ephesians 4:1).

Appendix G: Spiritual Gifts Definitions

The main places in the Bible where we learn about Spiritual Gifts are:

- 1 Corinthians 12-14
- Romans 12
- Ephesians 4
- 1 Peter 4:7-11

From Scripture, we learn the following key information about Spiritual Gifts:

How Many Different Spiritual Gifts Are There?

There is little agreement among Christians as to exactly how many different Spiritual Gifts there are.

- Some people look at the key Bible passages on Spiritual Gifts and limit the gifts to the ones listed there:
 - Romans 12 - Prophecy, Service, Teaching, Encouragement, Giving, Leadership, and Mercy
 - 1 Corinthians 12 - Message of Wisdom, Message of Knowledge, Faith, Healing, Miraculous Powers, Prophecy, Distinguishing between Spirits, Speaking in Tongues, and Interpreting Tongues
 - Ephesians 4 - Apostle, Prophet, Evangelist, Pastor, and Teacher
 - 1 Peter 4:7-11 - Hospitality, Preaching, Service
- Some say that the Gifts of Administration and Leadership are the same gift.
- Some say the Gifts of Service, Helps and Mercy are the same gift.
- Some add the Gifts of Craftsmanship and Music because of the skills that God gave to people to help with worship in the Old Testament Tabernacle.
- Some see Craftsmanship as a vehicle to exercise the gift of Service.
- Some stick to the gifts listed in the New Testament.
- Some believe that certain Spiritual Gifts were given to people only by the direct laying on of hands of the original Apostles and that these gifts ceased to exist after the first century.
- Some add the possibility of other gifts in addition to those already mentioned:
 - 1 Corinthians 7:1-9 - Celibacy
 - 1 Peter 4:9-10 - Hospitality
 - 1 Corinthians 13:1-3 - Martyrdom
 - Ephesians 3:6-8 - Missionary
 - 1 Corinthians 13:1-3 - Voluntary Poverty
 - Ephesians 6:18 - Intercession/Prayer
 - Luke 1:1-3 - Creative Communication
 - Mark 14:22-25 - Community Builder
 - Luke 12:42-44 - Stewardship
- Some see Prayer and Intercession as a vehicle through which the gifts of Faith, Healing and Miracles operate.

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| | How Good are you at: | What do you Prefer: |
|---------------------|----------------------|---------------------|
| | Giving | Receiving |
| Word of Affirmation | | |
| Quality Time | | |
| Gift Giving | | |
| Acts of Service | | |
| Physical Tough | | |

[illegible]

Understanding Your Divine P.U.R.P.O.S.E.

P: Passions

People have different passions that have been placed on our lives by God and that we have learned to love through life experience. This is a true combination of Nature and Nurture.

Passion is usually a combination of three things:

1. People - a passion for working with or helping certain people.
2. Place - a passion to spend time or invest yourself in a location.
3. Action - a passion to do a type of work or activity most important to you.

The dictionary defines passion as: “Compelling feeling or emotion;... a pursuit to which one is deeply devoted.” Its synonyms include love, ardent affection, and zeal.

The opposite of passionate is passive: “being without response to something, not active, inert.” Unlike passive people, passionate people can’t remain inactive or inert in the realm of their passion. They’re compelled to action.

In his book *Half Time*, businessman and nonprofit founder Bob Buford asks, “What is your passion, the spark that needs only a little breeze to ignite into a raging fire?”

U: Upbringing - Genograms

Genograms can be very useful in understanding how we have been shaped through the generations. By constructing your genogram and spending time reflecting on the relatives who have affected your life, you will be able to better know yourself and see patterns in your family.

Identification & Labeling

Male



Female



Deceased



Adopted
Or Foster



Christian

Abortion



Miscarriage



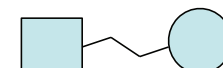
Still Born



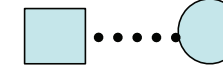
Very Close
Relationship



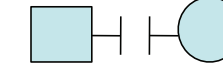
Conflicted
Relationship



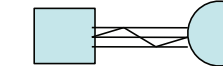
Distant
Relationship



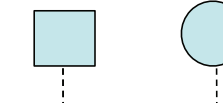
Estrangement
or Cut Off



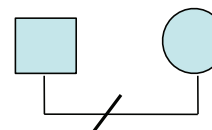
Fused and
Conflicted



Living together
relationship or
liaison



Divorce



Appendix I: Your Diving P.U.R.P.O.S.E.

Additional Labeling

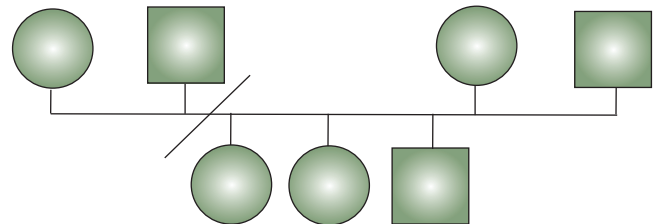
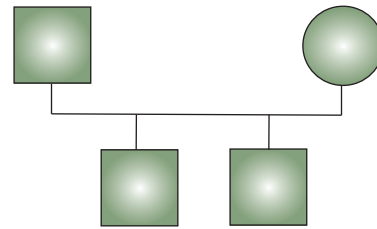
Other information that may prove helpful in tracking through your genogram to gain a picture of your upbringing and how it has impacted and is impacting you:

- Ethnic background and migration date
- Religion or Religion Change
- Education
- Occupation or unemployment
- Military Service
- Retirement
- Trouble with the law
- Physical or sexual abuse or incest
- Obesity
- Alcohol or Drug abuse (symbol is a half filled square or Circle)
- Smoking
- Dates when family members left home: LH '74
- Current location of family members

What to look for in a Genogram:

- Generational sin patterns
- Health issues
- Blessings/Curses
- Stories of Faith
- Spiritual Gifting
- Original abilities
- Unresolved Conflict Patterns
- Love Languages

Examples



R: Resources

God provides each of us with different amounts of resources to steward. In Omega Session 10 and more in-depth in Life Spring Network's Making Cent\$ Seminar, we consider five financial areas of being a Steward of Resources: Diligent Earners, Generous Givers, Wise Savers, Cautious Debtors, and Prudent Consumers.

P: Personality

Population Percentages²

| | | | |
|-----------------------|-----------------------|----------------------|----------------------|
| ISTJ 11.6 % | ISFJ 13.8 % | INFJ 1.5 % | INTJ 2.1 % |
| ISTP 5.4 % | ISFP 8.8 % | INFP 4.4 % | INTP 3.3 % |
| ESTP 4.3 % | ESFP 8.5 % | ENFP 8.1 % | ENTP 3.2 % |
| ESTJ 8.7 % | ESFJ 12.3 % | ENFJ 2.4 % | ENTJ 1.8 % |

Appendix I: Your Diving P.U.R.P.O.S.E.

Keep in Mind:

In reviewing the comparisons in the inventory, you may find yourself drawn equally to opposing choices. One strategy is think back to how you were before the age of 12. The rationale is that by age of three, the core of our cognitive organization is well-fixed, although the brain continues to allow some plasticity until puberty. After the onset of puberty, our adult learning begins to overlay our core personality – which is when the blending of nature and nurture becomes more evident. For some people, this “learning” serves to strengthen what is already there, but with others it produces multiple facets of personality. Discovering or rediscovering this innate core of yourself is part of the journey of using personality type to enrich your life.

Extrovert or Introvert?²

Questions

- What is your most natural energy orientation?
- Where do you like to focus your attention?
Outer world vs. Inner world?

Every person has two faces. One is directed towards the OUTER world of activities, excitements, people, and things. The other is directed inward to the INNER world of thoughts, interests, ideas, and imagination.

While these are two different but complementary sides of our nature, most people have an innate preference towards energy from the either the OUTER or INNER worlds. Thus one of their faces, either the Extraverted (E) or Introverted (I), takes the lead in their personality development and plays a more dominant role in their behavior.

Characteristics

Extroverted Characteristics:

- Act first, think/reflect later
- Feel deprived when cut off from interaction with the outside world
- Usually open to and motivated by outside world of people and things
- Enjoy wide variety and change in people relationships

Introverted Characteristics:

- Think/reflect first, then act
- Regularly require an amount of “private time” to recharge batteries
- Motivated internally, mind is sometimes so active it is “closed” to outside world
- Prefer one-to-one communication and relationships

Sensing or Intuitive?²

Questions

- Which way of understanding or perceiving is most “automatic?”
- How do you like to look at things?

Present/Concrete vs. Future/Patterns and Possibilities?

The Sensing (S) side of our brain notices the sights, sounds, smells and all the sensory details of the PRESENT. It categorizes, organizes, records and stores the specifics from the here and now. It is REALITY based, dealing with “what is.” It also provides the specific details of memory and recollections from PAST events.

Appendix I: Your Diving P.U.R.P.O.S.E.

The Intuitive (N) side of our brain seeks to understand, interpret and form OVERALL patterns of all the information that is collected and records these patterns and relationships. It speculates on POSSIBILITIES, including looking into and forecasting the FUTURE. It is imaginative and conceptual. While both kinds of perceiving are necessary and used by all people, each of us instinctively tends to favor one over the other.

Characteristics

Sensing Characteristics:

- Mentally live in the Now, attending to present opportunities
- Using common sense and creating practical solutions is automatic-instinctual
- Memory recall is rich in detail of facts and past events
- Best improvise from past experience
- Like clear and concrete information; dislike guessing when facts are “fuzzy”

Intuitive Characteristics:

- Mentally live in the Future, attending to future possibilities
- Using imagination and creating/inventing new possibilities is automatic-instinctual
- Memory recall emphasizes patterns, contexts, and connections
- Best improvise from theoretical understanding
- Comfortable with ambiguous, fuzzy data and with guessing its meaning

Thinking or Feeling?²

Questions

- Which way of forming judgments and making choices is most natural?
- How do you like to go about deciding things?

Logic/Objective Analysis vs. Values/Subjective Evaluation?

The Thinking (T) side of our brain analyzes information in a DETACHED, objective fashion. It operates from factual principles, deduces and forms conclusions systematically. It is our logical nature.

The Feeling (F) side of our brain forms conclusions in an ATTACHED and somewhat global manner, based on likes/dislikes, impact on others, and human and aesthetic values. It is our subjective nature.

While everyone uses both means of forming conclusions, each person has a natural bias towards one over the other so that when they give us conflicting directions – one side is the natural trump card or tiebreaker.

Characteristics

Thinking Characteristics:

- Instinctively search for facts and logic in a decision situation
- Naturally notice tasks and work to be accomplished
- Easily able to provide an objective and critical analysis
- Accept conflict as a natural, normal part of relationships with people

Appendix I: Your Diving P.U.R.P.O.S.E.

Feeling Characteristics:

- Instinctively employ personal feelings and impact on people in decision situations
- Naturally sensitive to peoples' needs and reactions
- Naturally seek consensus and popular opinions
- Unsettled by conflict; have almost a toxic reaction to disharmony

Judging or Perceiving?²

Questions

- What is your "action orientation" toward the outside world?
- How do you deal with the outer world?

Planned/Organized/Settled vs. Flexible/
Spontaneous/Open Options

All people use both judging (thinking and feeling) and perceiving (sensing and intuition) processes to store information, organize our thoughts, make decisions, take actions and manage our lives. Yet one of these processes (Judging or Perceiving) tends to take the lead in our relationship with the outside world... while the other governs our inner world.

A Judging (J) style approaches the outside world WITH A PLAN and is oriented towards organizing one's surroundings, being prepared, making decisions and reaching closure and completion.

A Perceiving (P) style takes the outside world AS IT COMES and is adopting and adapting, flexible, open-ended and receptive to new opportunities and changing game plans.

Characteristics

Judging Characteristics:

- Plan many of the details in advance before moving into action
- Focus on task-related action; complete meaningful segments before moving on
- Work best and avoid stress when keeping ahead of deadlines
- Naturally use targets, dates and standard routines to manage life

Perceiving Characteristics:

- Comfortable moving into action without a plan; plan on-the-go
- Like to multi-task, have variety, mix work and play
- Naturally tolerant of time pressure; work best close to the deadlines
- Instinctively avoid commitments which interfere with flexibility, freedom and variety

MBTI + Keirsey Temperament²

Four Temperaments:

SP: Artisan

SJ: Guardian

NF: Idealist

NT: Rational

| | | | |
|---------------------------|--------------------------|--------------------------|------------------------------|
| ISTJ Inspector | ISFJ Protector | INFJ Counselor | INTJ Mastermind |
| ISTP Crafter | ISFP Composer | INFP Healer | INTP Architect |
| ESTP Promoter | ESFP Performer | ENFP Champion | ENTP Inventor |
| ESTJ Supervisor | ESFJ Provider | ENFJ Teacher | ENTJ Field Marshal |

Appendix I: Your Diving P.U.R.P.O.S.E.

O: Original Abilities

God has given different abilities to us all, which we are able to function in whether we are empowered by God or not. List below any abilities that you have had since birth. For example: athletic ability, artistic ability, good verbal communication, intelligence.

S: Spiritual Gifts

These are in Appendix G.

E: Experience of Love

Experience of Love - The Love Languages³
Whether this is hard-wired or learned behavior, it is important to understand how we prefer to experience and express love in our lives.

Three Ways to Discover Your Love Language

1. What does your spouse/close friends do or fail to do that hurts you most deeply? The opposite of what hurts you most is probably your love language.
2. What have you most often requested of your spouse/close friends? The thing you have most often requested is likely the thing that would make you feel most loved.
3. In what way do you regularly express love to your spouse/close friends? Your method of expressing love may be an indication that would also make you feel loved.

Words of Affirmation

Verbal appreciation speaks powerfully to people whose primary Love Language is “Words of Affirmation.” Simple statements such as, “You look great in that suit,” or “You must be the best baker in the world! I love your oatmeal cookies,” are sometimes all a person needs to hear to feel loved. Aside from verbal compliments, another way to communicate through “Words of Affirmation” is to offer encouragement. Here are some examples: reinforcing a difficult decision; calling attention to progress made on a current project; acknowledging a person’s unique perspective on an important topic. If a loved one listens for “Words of Affirmation,” offering encouragement will help him or her to overcome insecurities and develop greater confidence.

Quality Time

Quality time is more than mere proximity. It’s about focusing all your energy on your mate/close friends. A husband watching sports while talking to his wife is NOT quality time. Unless all of your attention is focused on your mate, even an intimate dinner for two can come and go without a minute of quality time being shared.

Quality conversation is very important in a healthy relationship. It involves sharing experiences, thoughts, feelings and desires in a friendly, uninterrupted context. This involves “active listening” to assure that the other person knows you are truly listening. Many people don’t expect you to solve their problems. They need a sympathetic listener.

Appendix I: Your Diving P.U.R.P.O.S.E.

An important aspect of quality conversation is self-revelation. In order for you to really communicate with another person, you must be in tune with your inner emotions. It is only when you understand your emotions and inner feelings that you are able to share quality conversation and quality time with another person.

Quality activities are a very important part of quality time. Many people feel most loved when they spend physical time together, doing activities that they love to do. Spending time together will bring you closer, and, help you build a memory bank that you can draw from in the future.

Receiving Gifts

Some people respond well to visual symbols of love. If you speak this love language, you are more likely to treasure a gift as an expression of love and devotion. People who speak this love language often feel that a lack of gifts represents a lack of love from their mate. Luckily, this love language is one of the easiest to learn.

If you want to become an effective gift-giver, you might have to learn to change your attitude about money. If you are naturally a spender, you will have no trouble buying gifts for that person. However, people who are used to investing and saving their money may have a tough time adjusting to the concept of spending money as an expression of love. These people must understand that you are investing the money not in gifts, but in deepening your relationship with your mate.

The gift of self is an important symbol of love. Sometimes all a person desires is for you to be there for him or her, going through the same trials and experiencing the same things. Your body can become a very powerful physical symbol of love.

These gifts need to come every week or even every day, but they don't have to cost a lot of money. Free, frequent, expensive, or rare, if that person relates to the language of receiving gifts, any visible sign of your love will leave him or her feeling happy and secure in your relationship.

Acts of Service

Acts of service can bring about a great sense of feeling loved for those whom it is a love language. In a marriage relationship or within a family, sometimes simple chores around the house can be an undeniable expression of love. Even simple things like laundry and taking out the trash require some form of planning, time, effort, and energy. Just as Jesus demonstrated when He washed the feet of his disciples, doing humble chores can be a very powerful expression of love and devotion to your loved one.

It is very important to understand what acts of service another person most appreciates. Even though couples are helping each other around the house, couples might still fight because they are unknowingly communicating with each other in two different dialects.

Appendix I: Your Diving P.U.R.P.O.S.E.

Also of importance is to engage in these acts of service out of love and not obligation. Someone who does chores and helps out around the house out of guilt or fear, will inevitably be speaking a language of resentment rather than a language of love. It's important to perform these acts out of the kindness of your heart.

Sometimes demonstrating acts of service can mean stepping out of the stereotypes. Acts of service require both people to humble themselves into doing some chores and services that aren't usually expected from their gender. However, these little sacrifices will mean the world to the other person, and invite a happier relationship.

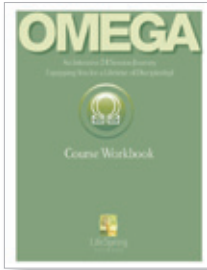
Physical Touch

Many people feel the most loved when they receive physical contact. For someone who speaks this love language loudly, physical touch can make or break the relationship.

Sexual intercourse makes many mates feel secure and loved in a marriage. However, it is only one dialect of physical touch. It is important to discover how your partner not only physically responds but also psychologically responds to these touches. Sometimes it's little acts such as touches on the cheek, on the hand, or the shoulder that can really make a difference.

All marriages will experience crises. In these cases, physical touch is very important. In a crisis situation, a hug can communicate an immense amount of love for that person. A person whose primary love language is physical touch would much rather have you hold them and be silent than offer any advice. It is important to remember that this love language is different for everyone. What type of touch makes you feel secure is not necessarily what will make your partner happy. It is important to learn each other's dialects.

Omega Course Resources



Omega Course Workbook

The Omega Workbook is a great way to follow along and take notes with the Omega sessions. You'll also find all of the graphics and descriptive charts that we use in the power point presentations. Included in this workbook is an extensive appendix filled with additional Scripture references and in-depth descriptions of various content found throughout Omega. Lastly, each session includes a set of reflective questions to help you process the information individually and with your group or mentor.



Omega Personal Development Guide

This guide complements your Course Workbook, takes you deeper into the Scriptures covered in the session and contains your homework. Each session branches out into three daily devotionals using the Scriptures found within each session of the Omega Course. This helps you absorb the content as you spend time reflecting on and applying each Scripture. The homework is designed to guide you towards creating your Personal Development Plan. Used in conjunction with the Omega Course Workbook and mentoring relationships, this guide helps you process and record God's wisdom and guidance for your life.



Omega C.O.R.E. Small Group L.E.A.D.E.R.'s Guide

Take your group to a deeper level with the Omega C.O.R.E. Small Group L.E.A.D.E.R.'s Guide. Built on the four objectives found in every session of Omega, the Small Group Leader's Guide provides evaluation questions for you to gauge how your members are processing the material. Additionally, we provide ideas for methods and moments for sharing your own stories, personal mentoring questions, and learning experiences that can be done individually or as a group. Together, you'll move closer to realizing life's potential. This guide complements the Omega C.O.R.E. Small Group L.E.A.D.E.R. seminar.



Omega Course DVDs and Audio CDs

Watch or listen to the Omega Course at your convenience: in the kitchen, on the train, or even in the living room in your pjs (we won't tell). Supplement your live seminar experience and revisit sessions that you would like to see or hear again. You can also use these resources to run an Omega Seminar (one session) or the entire Omega Course (series of 24 sessions/seminars) for your own family, small group, church or organization.



Omega Course Resources



The six-part Omega Course Workbook Series

We have created bite-sized workbooks to help you to introduce the Omega Course to your community four sessions at a time. Each workbook combines the content of the Omega Course Workbook and the Personal Development Guide so that the material for each session is all in one place. You can follow along and take notes, find all of the graphics and descriptive charts that we use in the power point presentations, and reference an extensive appendix filled with additional Scripture references and in-depth descriptions of various content found throughout Omega. Additionally each session contains four sections to aid you in maximizing your transformational journey: Omega Course Content, Discussion and Reflection Questions, Daily Devotionals and a Personal Development Plan/Homework.

Part 1 - Abundant Living - Sessions 1-4

Explore what the Scriptures say concerning Stewarding Life, Unpacking Mission, Abundant Living and the Seven Values of Abundant Living.

Part 2 - Biblical Humanity - Sessions 5-8

Explore what the Scriptures say concerning Our Core Identity, Being Fully Human, Essential Intimacy and Contagious Community.

Part 3 - Calling of Servanthood - Sessions 9-12

Explore what the Scriptures say concerning being Called to Serve, Stewarding Resources, Empowered to Serve and The Freedom of Servanthood.

Part 4 - Commit to Transformation - Sessions 13-16

Explore what the Scriptures say concerning the Journey of Transformation, Choosing to Transform, Resistance to Transformation and Blessings and Curses.

Part 5 - Know Thyself - Sessions 17-20

Explore what the Scriptures say concerning Realizing Life's Potential, Pressing into God's Purpose, the Power of Believing and the Seven Deadly Sins.

Part 6 - Running the Course - Sessions 21-24

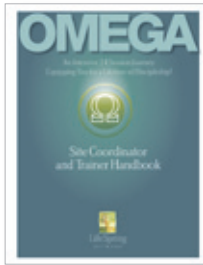
Explore what the Scriptures say concerning the Joy of Discipline, Godly Goal Setting, Aligning with God and Training for Abundant Living.

Online Community

Log onto the website to take part in the Life Spring Network online community. Read through our **blog** for thoughts, insights and ideas from Omega Trainers, Mentors and the Life Spring Network (LSN) Staff. Watch training videos, testimonials and read devotional thoughts. **Visit our resources section for free video, audio and material resources.** It's a great place to find recommended resources to take you deeper into various aspects of the Christian faith or to recommend to others you mentor.

Visit www.lifespringnetwork.org to get these and additional free resources which are designed to supplement and support your Omega Experience.

Omega Experience Resources



Leading the Omega Experience Conference

Over the course of this conference, you will be equipped to understand and implement the entire Omega Experience, from mentor and small group leader training, Pre-Omega and Post-Omega church-wide seminars, to facilitating the church-wide Omega Course and everything in between. This conference is a must for anyone aspiring to become a licensed Live Omega Course Trainer.

Omega Site Coordinator and Trainer Handbook

Everything you need to know to facilitate the Omega Experience in your own context. Role portraits help you to select just the right people for your Omega team. A full year planning checklist addresses all of the logistical needs. The Trainer Planning Guide comes with complete outlines, time frames, objectives, and follow-up learning experiences that will ensure a rich and full experience for all Omega participants. This handbook includes a resource disk with all 24 sessions of the Omega Course on PowerPoint and Keynote, in addition to the reproducible resources that you can use to track, personalize and promote your Omega Course.

Omega Mentoring and Life Coaching Handbook

This manual provides you with concepts, questions and strategies that will make your mentoring and life coaching truly transformational. Included are practical principles and coaching points for all of the major aspects of each session of the Omega Course. This guide is the distillation of our best mentoring paradigms, tools and training to aid you as a mentor and life coach of others.

Omega Course Leadership Training Seminars

Omega C.O.R.E. Small Group L.E.A.D.E.R. Seminar

Equip your small group leaders to help participants realize life's potential with Omega. This four-hour seminar gives your leaders a brief history and overview of Omega, shows them how to utilize the Small Group Leader's Guide for maximum effectiveness in facilitating their group and takes small group leadership to the next level with Life Spring Network's C.O.R.E. small group L.E.A.D.E.R. paradigm.

Omega Mentor Training Seminar

Start a mentoring movement in your own church or congregation by hosting or sending your leaders to this dynamic one-day seminar/retreat. Participants will dive into the deeper aspects of mentoring that include: The Power of Transformational Ministry, Principles of Mentoring and Coaching, and Mentoring Others Using the Omega Content.

Visit www.lifespringnetwork.org to get these and additional free resources which are designed to supplement and support your Omega Experience.

Additional Live Seminars

Pre-Omega Course Church-wide Seminars



The Mentoring Connection Seminar and Workbook

Life Spring Network, in conjunction with Arrow Leadership, offers a dynamic four-hour training seminar designed to equip and encourage people in the local church to intentionally invest in others through mentoring. In this seminar, you will explore models of mentoring and your role in this legacy ministry. Integrated into the workbook are 23 follow-through challenges to help you keep learning when the workshop is over.



Creating a Connection Culture Seminar and Workbook

Based on the book *Fired Up or Burned Out* co-authored by Jason Pankau, the Creating a Connection Culture Seminar will teach you how to create a connection culture for your church, ministry or business. In this practical and inspiring four-hour seminar, you will learn three key elements and two core elements that can empower you to transform even a lethargic, disconnected church, ministry or business into an impassioned, innovative, and thriving environment by unlocking the potential of your corporate Heart, Soul, Mind and Strength.

Post-Omega Course Church-wide Seminars



Empowered Servanthood Seminar and Workbook

This seminar is designed to help people better understand their unique call to servanthood, including understanding and identifying spiritual gifts and pursuing next-step ministry opportunities! More than just another Spiritual Gifts course, this one-day (eight-hour) seminar helps people understand their divine P.U.R.P.O.S.E. (Passions, Upbringing, Resources, Personality, Original Abilities, Spiritual Gifts and Experience with Love) and how we are created to serve one another. It further develops and expands the P.U.R.P.O.S.E. paradigm introduced in the Omega Course and personalizes the application. This material is perfect for weekend retreats or a multiple-session class format.



Making Cent\$ Seminar and Workbook

This seminar is designed to help people achieve financial freedom from God's perspective. This seminar examines what the Scriptures say about money and money management in the areas of earning, saving, giving, borrowing, consuming, budgeting and investing. It then translates that knowledge into wisdom and helps people develop a personal financial plan for stewarding the resources entrusted to them. This four-hour seminar can easily be taught on a Saturday morning or Sunday afternoon after regular church services.



U.N.I.T.Y. in Marriage Seminar and Workbook

This seminar is designed to help you build a marriage that experiences and expresses the love of God. This seminar examines what the Scriptures say about marriage and uses the U.N.I.T.Y. in Marriage paradigm to help couples build a Godly foundation for their marriage. This material is perfect for weekend retreats or a multiple-session class format.

Visit www.lifespringnetwork.org for more information or to schedule a live seminar for your church, organization or group today.

End Notes

1. Siciliano, Tom and Jeff Caliguire, 2005. *Shifting into Higher Gear: an owner's manual for uniting your calling and career*. San Francisco: Josey-Bass.
2. Compiled from <http://www.keirsey.com>. (Accessed 13 June 2007).
3. Chapman, Gary, 1995. *The Five Love Languages*. Chicago: Northfield Publishing.

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