

An Intensive 24 Session Journey Equipping You for a Lifetime of Discipleship!

Calling of Servanthood Sessions 9-12

W O R K B O O K

COURSE



III

– PART

Life Spring Network Author and Primary Trainer of The Omega Course

Quick Bio:



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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 is also a national qualifier and Brown University school record holder in the discus.

Jason is a co-founder and partner of E Pluribus Partners, a Greenwich, Connecticut 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. OMEGA Course: An Intensive 24 Session Journey Equipping You for a Lifetime of Discipleship!

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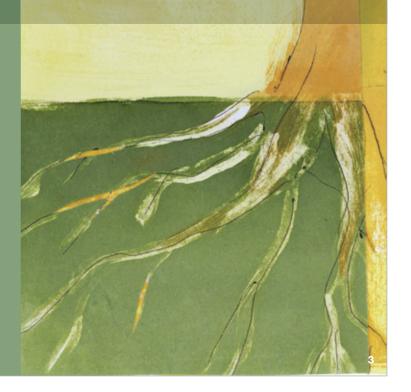


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Welcome to the Omega Course!

Welcome to Omega! Omega is a 24 Session Journey, Equipping You for a Lifetime of Discipleship! Jesus said, "I am the Alpha and the Omega..." (Revelation 1:8). In essence, He was saying "I am the beginning and the end." Therefore, as developing disciples of Christ, we begin this journey with the end in mind: that end is the person of Jesus – the OMEGA (Ω)!

What to Expect

the second

- An intensive introduction and overview of the Christian faith which will equip you for a lifetime of discipleship.
- A Life Stewardship perspective and a Biblical worldview through 18 laws that serve as guideposts for the journey.
- A better understanding of how to focus your life and the lives of others whom you are trying to guide in their faith through the Life Focus Process.
- Clarity on God's Mission for our lives including His Vision, Values, Priorities and Identity Roles.
- Understanding and motivation for further adult education and transformation in every aspect of the Christian faith.
- The foundation for a lifestyle of mentoring and a personalized discipleship journey.
- Practical instruction on how to live your faith through focusing your time and life management based on Biblical principles and wisdom.

This Workbook

You will use this workbook during each session of the Omega Course. It will serve as the road map for your journey and will guide you along the way. Within these pages, you have much of the material that makes up the Omega Course. We've also added space for you to jot down your personal notes, either as reminders of something that stood out or any additional material that your trainer provides. At the end of each session, you'll find discussion questions that help you process the material. The best way to do this is in conjunction with others – either in a small group or with a mentor or both. This will enable you to receive feedback, gain perspective, and dig deeper into what God is doing in your life.

Welcome to Part Three - Sessions 9-12

Each Session contains four sections to aid you in maximizing your transformational journey.

Section I: Omega Course Content

The Omega Course Content contains the key scriptures, paradigms, teaching notes and space to write down your insights for each session.

Section II: Discussion and Reflection Questions

At the end of each session are a list of discussion and reflection questions to guide you group interaction and help you reflect on what you are learning.

The Personal Development Plan

Between sessions, the final two sections will take you deeper into the Scriptures through daily devotionals and homework which focuses your Personal Development Plan. You know the rule: "You get out what you put in!" We encourage you to make room in your week to include this vital part of the course. It won't be the same without it!

Section III: Daily Devotional

Personal Development Guide. This guide is designed to be a powerful supplement to your journey through Omega. Inside you will find:

Spend three days a week going deeper with the Scriptures found in or related to each session of Omega. Each day provides you with:

Context:

The context of the Omega Course where the Scripture is located.

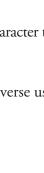
Preparation:

An aspect of God's character to spend a moment pondering or reflecting on.

Meditation:

NETWORE

The actual Scripture verse used in or related to the Omega session.





Revelation:

Three questions meant to spark your thoughts about the verse and how it intersects with your life.

Application:

Two suggestions of ways you might apply a concept or imperative found in the verse to your life for that day.

Reflection:

in 110 . . .

A short prayer mirroring the verse or an idea in the verse. (Feel free to make your own!)

Section IV: Personal Development Plan - Homework

Be the co-author of your own personal development plan by completing your weekly homework assignments. Use this Guide when you meet with your mentor or life coach to fully maximize your journey and take one step closer to realizing life's potential in Christ!

You get out what you put in. You reap what you sow. Do the work and you will grow. In order to maximize your Omega Experience, we recommend that you immerse yourself in the experience in the following ways:

- 1. Commit to journeying through the course in the allotted time, whether at a live site or with our video or audio resources.
- 2. Complement your journey through the course by spending time with the Omega Personal Development Guide each week.
- 3. Get the course on DVD, CD, or MP3 and review what you are learning. This will give you an opportunity to slow down the sections that you find personally challenging or intriguing.
- 4. Form or join a weekly Omega Small Group that will help you process the material and offer one another encouragement and accountability as you journey through the material together.
- 5. Invite someone to mentor you once a week while you are taking the course to help you to seek God, discern what the Spirit is saying to you, and encourage you as you proceed through the Life Focus Process.
- 6. Set aside a day or more each week during your journey to fast, pray and listen for God's guidance in your life. Record your reflections on these times in your Omega Personal Development Guide.
- 7. Visit the website to stay updated on the latest Life Spring Network News and Events. Check out recommended resources, and connect with other Omega participants from all over the world!



OMEGA Covenant Commitment

Date: _____

VII NIU NUN

I, _____, commit to seeking God's mission and guidance for my life over the course of my journey through Omega.

I understand that this is a C.O.R.E. decision to:

- 1. Commit to the journey and my group by staying current with the weekly session, including:
 - a. Attending each of the live sessions at my Omega site, or
 - b. Watching the course on DVD, by myself or with my small group, or
 - c. Listening to the teachings on CD, or
 - d. Watching the course on-line at www.lifespringnetwork.org
 - e. If applicable, attend the retreat days in my region or watch these sessions on DVD and work through the exercises on my own
- 2. Be Open to grow by:
 - a. Inviting the input and training of God through others in my group and through mentors that I will invite to help me along the way
 - b. Taking notes in my workbook and completing the homework for each session in my Omega Personal Development Guide

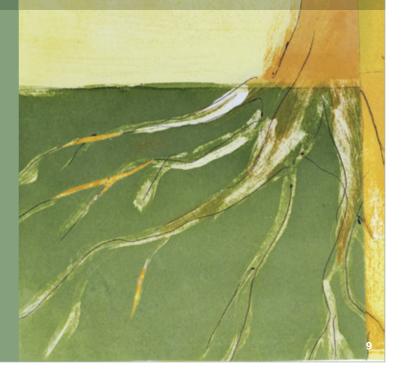
3. <u>**R**</u>elate to the group by:

- a. Participating in the small and large group discussions and interacting with one another outside of the course
- b. Opening my life up to the group that I am journeying through the course with and protecting the confidences of those within my group
- 4. <u>Enter into Scripture by:</u>
 - a. Working back through the Scriptures and paradigms in each session
 - b. Processing each session deeper by working through the three daily devotionals for each session in the Omega Personal Development Guide

Signed _____

We recommend that you engage in this journey in community. Who are some people who will walk with you in covenant community through this journey? Write their names below.

Session 9 Called to Serve



In this session participants will:

Cognitive (Knowing Objectives)

• Grasp how God desires to utilize your calling to express His love to the world.

Affective (Feeling Objectives)

• Be inspired to make strategic decisions about compassion issues.

Behavioral (Doing Objectives)

• Reflect on how you can align yourself more closely with God's calling for your life and create a vision statement for the identity role of Minister of Compassion.

Existential (Lifelong Objectives)

• Magnify your impact as a Called Servant by living as a Minister of Compassion.





Session 9: Called to Serve

Review

In Session 8 we discussed:

- The LFP Level 1: Clarifying God's Mission for Our Lives
- God's Mission for Our Lives

Identity Roles

Community Member Church Member Mentee/Mentor Ambassador/Friend

Life Focus Process Level 1: Clarifying God's Mission for Our Lives





God's Mission for

Our Lives:

Vision

Priorities

Identity Roles

Values



God's Mission for Our Lives: IDENTITY

Law 7: The Law of Calling

God has called and equipped each person to function interdependently with others in a concerted effort to express His love to the world. [Ephesians 2:8-10; 2 Thessalonians 1:11-12; Ephesians 4:1-16] OMEGA

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Session 9: Called to Serve

Ephesians 2:8-10

"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."

2 Thessalonians 1:11-12

"With this in mind, we constantly pray for you, that our God may count you worthy of his calling, and that by his power he may fulfill every good purpose of yours and every act prompted by your faith. ¹² We pray this so that the name of our Lord Jesus may be glorified in you, and you in him, according to the grace of our God and the Lord Jesus Christ."

Ephesians 4:1-16

"As a prisoner for the Lord, then, I urge you to live a life worthy of the calling you have received. ²Be completely humble and gentle; be patient, bearing with one another in love. ³ Make every effort to keep the unity of the Spirit through the bond of peace. ⁴ There is one body and one Spirit - just as you were called to one hope when you were called - ⁵ one Lord, one faith, one baptism; ⁶ one God and Father of all, who is over all and through all and in all. ⁷ 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

Reflective Question:

How do these texts help us to replicate the DNA of the original disciples?

For more resources, thoughts, and discussion about this session, please visit www.lifespringnetwork.org

"What would it look like if we were comfortable letting each other take the reins of leadership according to his or her maturity and gifting?" – Jason Pankau

Identity Role Categories

- Christ Follower
- Community Member
- Called Servant

Roles of the Category:

Called Servant:

- Minister of Compassion
- Steward of Resources
- Empowered Servant
- Profession
- Mentee/Mentor



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."

Identity Role Category #3: Called Servant

The last facet of our identity in Christ is a servant/worker – doing what God has uniquely gifted us to do in the world.

This is where we meet our need to experience variety and feel important as we contribute to the building of God's Church, serving the poor and working in the marketplace.

We will explore five identity roles of the category of Called Servant:

- Minister of Compassion
- Steward of Resources
- Empowered Servant
- Calling Mentee/Mentor
- Professional _____

Minister of Compassion

We are called to serve the poor among us. Our compassion for the "poor" and appreciation of God's blessings on our lives increases when we intentionally serve those less fortunate than ourselves with our lives. Life Spring Network

Session 9: Called to Serve

2 Corinthians 1:3-5

"Praise be to the God and Father of our Lord Jesus Christ, the Father of compassion and the God of all comfort, ⁴ who comforts us in all our troubles, so that we can comfort those in any trouble with the comfort we ourselves have received from God. ⁵ For just as the sufferings of Christ flow over into our lives, so also through Christ our comfort overflows."

Zechariah 7:9-10

"This is what the LORD Almighty says: 'Administer true justice; show mercy and compassion to one another. ¹⁰ Do not oppress the widow or the fatherless, the alien or the poor. In your hearts do not think evil of each other.'"

Reflective Question:

Who are the "widow or the fatherless, the alien or the poor" of our day?

James 1:27

"Religion that God our Father accepts as pure and faultless is this: to look after orphans and widows in their distress and to keep oneself from being polluted by the world."

Minister of Compassion: The Disciplines

We grow through Secrecy, Service and Sacrifice while serving the "poor in our world" and compassionately loving them as led by God. This includes, but is not limited to, visiting the sick and prisoners, and clothing and feeding those in need.

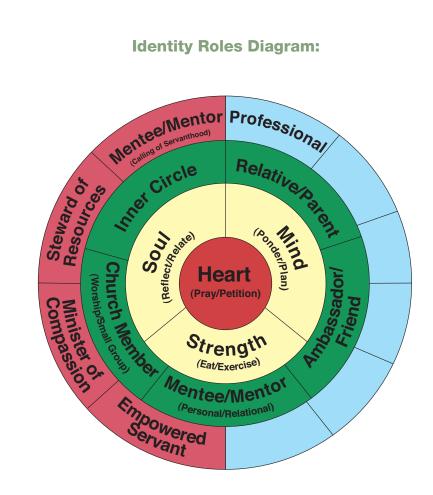
Session 9: Called to Serve

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Bonus Scripture: Isaiah 58:6-11

"Is not this the kind of fasting I have chosen: to loose the chains of injustice and untie the cords of the yoke, to set the oppressed free and break every yoke? ⁷Is it not to share your food with the hungry and to provide the poor wanderer with shelter when you see the naked, to clothe him, and not to turn away from your own flesh and blood? ⁸Then your light will break forth like the dawn, and your healing will quickly appear; then your righteousness will go before you, and the glory of the LORD will be your rear guard. ⁹Then you will call, and the LORD will answer; you will cry for help, and he will say: Here am I. "If you do away with the yoke of oppression, with the pointing finger and malicious talk, ¹⁰and if you spend yourselves in behalf of the hungry and satisfy the needs of the oppressed, then your light will rise in the darkness, and your night will become like the noonday. ¹¹The LORD will guide you always; he will satisfy your needs in a sunscorched land and will strengthen your frame. You will be like a well-watered garden, like a spring whose waters never fail."





Summary

In this session we discussed:

- Law 7: The Law of Calling
- The LFP Level 1: Clarifying God's Mission for Our Lives
- God's Mission for Our Lives

Identity Roles Called Servant Minister of Compassion

Session 9: Discussion and Reflection

Discussion and Reflection

1. The Law of Calling: What are the implications of this law for your life?

2. What does it mean to you to live a life worthy of God's calling?

3. How has God prompted you to serve others as a Minister of Compassion in your life?

4. In assessing your strengths how would you say that God has equipped you to serve "the poor?"

5. What do you do to proactively seek out people in need of help that you have been called and equipped to serve?

6. What Scripture verses stood out to you most and why?

Day 1

Context: The Law of Calling

Preparation: The Lord as Fulfiller of Purpose

Meditation:

2 Thessalonians 1:11-12

"With this in mind, we constantly pray for you, that our God may count you worthy of his calling, and that by his power he may fulfill every good purpose of yours and every act prompted by your faith. ¹² We pray this so that the name of our Lord Jesus may be glorified in you, and you in him, according to the grace of our God and the Lord Jesus Christ."

Revelation:

1. To what degree are you able to rely on God's power? What factors add to or subtract from your tendency to rely upon Him to work through you?

2. Do you have a group of people who are committed to praying for you? For whom are you committed to pray?

3. How is verse 12 a reminder of the ultimate purpose of our calling? How do you see this playing out in your life?

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Day 1

Application:

1. Use these verses as a prayer to God for those you are praying for today.

2. If you don't already have one, begin to gather together a group of 5-6 people who will be committed to pray for you (or all in the group) daily for a specific season of time. Jot down some names in your journal of people who might be willing to do this. In the next week, contact each one until you have formed a group.

Reflection:

"Lord, help me be counted worthy of your calling today, that you might fulfill every good purpose of mine and every act prompted by faith."

Day 2

Context: The Law of Calling

Preparation: God as Justice

Meditation:

Ephesians 4:1-6

"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. ³ Make every effort to keep the unity of the Spirit through the bond of peace. ⁴ There is one body and one Spirit – just as you were called to one hope when you were called – ⁵ one Lord, one faith, one baptism; ⁶ one God and Father of all, who is over all and through all and in all."

Revelation:

1. How do you think Paul would describe the importance of being a prisoner for the Lord? What difference does this make in the life of a believer?

2. What does it mean to live a life worthy of the calling you have received? How do you know when you have achieved this?

3. How close have you come to experiencing unity of the Spirit through the bond of peace? What was it like? OMEGA

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Day 2

Application:

1. Today, be cognizant of the qualities found in verse 2. Try to exercise these qualities. Then journal your

reflections at the end of the day.

2. Identify one person with whom you have found it difficult to keep the unity of the Spirit through the bond of peace. Spend 15 minutes lifting the surrounding situation to the Lord in prayer.

Reflection:

"Lord, you said, 'There is one body and one Spirit.' Help me look to be unified with you and others through your Spirit today."

Day 3

Context: Minister of Compassion

Preparation: God as Justice

Meditation:

James 1:27

"Religion that God our Father accepts as pure and faultless is this: to look after orphans and widows in their distress and to keep oneself from being polluted by the world."

Zechariah 7:9-10

"This is what the Lord Almighty says: 'Administer true justice; show mercy and compassion to one another. ¹⁰ Do not oppress the widow or the fatherless, the alien or the poor. In your hearts do not think evil of each other.'"

Revelation:

1. What people or group of people would you consider as our modern day equivalent to "orphans and widows?"

2. When have you experienced justice, mercy or compassion from others in your own life? What were the effects of what you have experienced? How has this influenced the way you show justice, mercy or compassion to others?

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Day 3

3. Consider Zechariah 7:9-10. In what ways might we oppress others, even unintentionally? What do you see as being the root causes of this? What part does our Western culture play in this?

Application:

1. Think of one small, practical act of compassion that you can have on the people or group of people you identified in Revelation: Question 1. Carry that out today.

2. Identify one person that previously has shown you justice, mercy or compassion. If possible, contact that person and thank them. If not, say a short prayer of thanksgiving to God for that person and that time in your life.

Reflection:

"Lord, you said, 'look after orphans and widows in their distress.' Help me look after those who are in need around me today."

Session 9: Personal Development Plan - Homework

Homework Session 9

Discussion and reflection questions journal:

- 1. Journal through the discussion and reflection questions in your workbook thinking through the Law of Calling. How in line is your life with this law and how could it grow and become a more rich and full experience for you?
- 2. Write out your vision statement for the identity role of Minister of Compassion.
- 3. Write a paragraph or two in your journal comparing your life now to the vision statement that you believe God revealed to you. What changes do you need to make in this area of your life?

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Session 9: Personal Development Plan - Homework

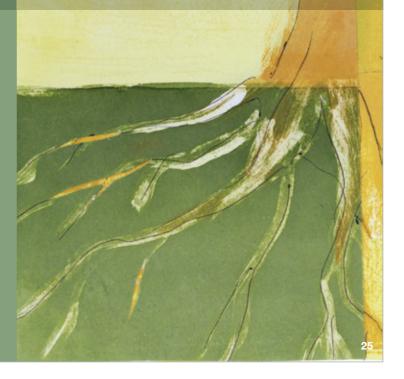
Homework Session 9

Identity Role Vision Statements

Vision Statement: A description of your understanding of who you would like to be in each role. It is your expression of what you believe to be ideal and worthy of striving toward. This is answering the question, **"What does it look like to experience and express love in this role of my life?"**

Minister of Compassion - Vision Statement:

Reflections comparing your life now to the vision statements that you believe God revealed to you including what changes you need to make in this area of your life.



In this session participants will:

Cognitive (Knowing Objectives)

• Learn the identity role of Steward of Resources of the Called Servant Identity Category.

Affective (Feeling Objectives)

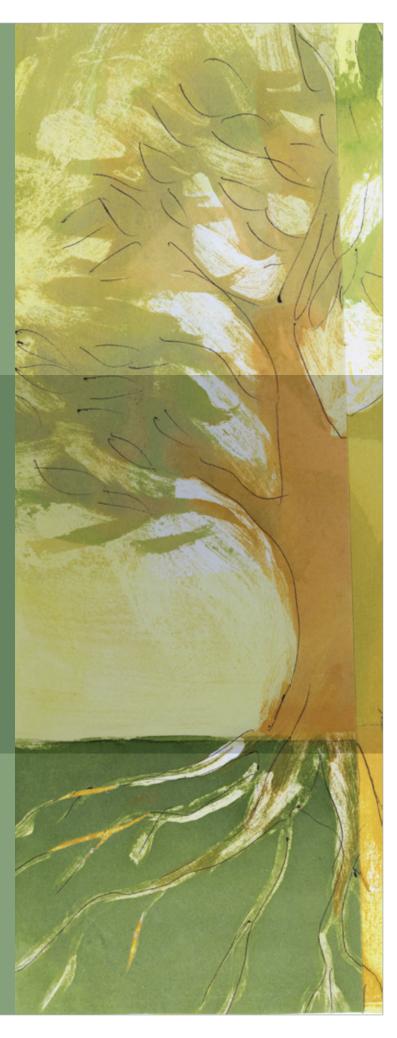
• Be inspired to make strategic decisions about financial issues which lead to contentment and peace.

Behavioral (Doing Objectives)

• Form a snapshot of your current financial picture and create a vision statement for the identity role of Steward of Resources.

Existential (Lifelong Objectives)

• Magnify your impact as a Called Servant by living as a Steward of Resources.



	Session 10: Stewarding Resources	OMEGA
	Review In Session 9 we discussed: • Law 7: The Law of Calling • The LFP Level 1: Clarifying God's Mission for Our Lives • God's Mission for Our Lives Identity Roles Called Servant Minister of Compassion	Life Spring Network
	Life Focus Process Level 1: Clarifying God's Mission for Our Lives	
Roles of the Category:	Clarify God's Mission for Our Lives	ease visit www.lifespringnetwork.org
Called Servant: Minister of Compassion Steward of Resources 	God's Mission for Our Lives: IDENTITY	about this session, p
Empowered ServantProfession	Identity Role Category #3: Called Servant	s, and discussion a
Mentee/Mentor LifeSpring	Steward of Resources Our next role as a Called Servant is that of a Steward of Resources. We are stewards of the resources God entrusts to us.	For more resources, thoughts, and discussion about this session, please visit www.ll

LifeSpring

Life Spring Network has developed a fourhour seminar called Making Cent\$ that will help you dig deeper into your role as a Steward of Resources. We will consider five financial areas of being a Steward of Resources: Diligent Earners, Generous Givers, Wise Savers, Cautious Debtors, and Prudent Consumers. These five categories and definitions come from Dick Towner's Good Sense Conselor Training Workshop.⁸

Proverbs 13:22

"A good man leaves an inheritance for his children's children, but a sinner's wealth is stored up for the righteous."

Titus 3:14

"Our people must learn to devote themselves to doing what is good, in order that they may provide for daily necessities and not live unproductive lives."

1 Timothy 5:8

"If anyone does not provide for his relatives, and especially for his immediate family, he has denied the faith and is worse than an unbeliever."

Aspects of the Role:

Steward of Resources

- Diligent Earners
- Generous Givers
- Wise Savers
- Cautious Debtors
- Prudent Consumers

Diligent Earners

The Diligent Earner is one who works with commitment, purpose and a grateful attitude.

Commitment

Colossians 3:23 "Whatever you do, work at it with all your heart, as working for the Lord, not for men..."

Purpose

1 Timothy 5:8 "If anyone does not provide for his relatives, and especially for his immediate family, he has denied the faith and is worse than an unbeliever."

Attitude

Deuteronomy 8:17-18 "You may say to yourself, 'My power and the strength of my hands have produced this wealth for me.' ¹⁸ But remember the Lord your God, for it is He who gives you the ability to produce wealth, and so confirms his covenant, which he swore to your forefathers, as it is today."

Generous Givers

The Generous Giver is one who gives with an obedient will, a joyful attitude and a compassionate heart.

We were made to give. God created us to be channels, not receptacles. Giving changes lives.

Why God wants us to give:

- As a response to God's goodness. (James 1)
- To focus on God as our source of security. (Matthew 6)
- To help achieve economic justice. (Acts 2:42-47; 2 Corinthians 8:13-15)
- To bless others Blessed to be a blessing! (Genesis 12)
- To break the hold of money on our lives.

Reflective Question:

Why do you think nothing lives in the Dead Sea?

Aspects of the Role:

Steward of Resources

- Diligent Earners
- Generous Givers
- Wise Savers
- Cautious Debtors
- Prudent Consumers



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Aspects of the Role: Steward of Resources

- Diligent Earners
- Generous Givers
- Wise Savers
- Cautious Debtors
- Prudent Consumers

Wise Savers

The Wise Saver is one who builds, preserves, and invests with discernment.

The mind and heart of God on Saving:

• It is wise to save.

Proverbs 21:20 "In the house of the wise are stores of choice food and oil, but a foolish man devours all he has."

• It is sinful to hoard.

Luke 12:18-21 "Then he said, 'This is what I'll do. I will tear down my barns and build bigger ones, and there I will store all my grain and my goods. ¹⁹ And I'll say to myself, "You have plenty of good things laid up for many years. Take life easy; eat, drink and be merry." ²⁰ "But God said to him, 'You fool! This very night your life will be demanded from you. Then who will get what you have prepared for yourself?" ²¹ "This is how it will be with anyone who stores up things for himself but is not rich toward God."

It is wise to save for an unexpected hardship but foolish to stockpile for things beyond our needs.

Reflective Question:

Where do you see the line between saving and hoarding in your life?

Aspects of the Role:

Steward of Resources

- Diligent Earners
- Generous Givers
- Wise Savers
- Cautious Debtors
- Prudent Consumers

"The Bible says, 'if we have food and clothing, we will be content with that' (1 Timothy 6:8). So how far into the bonus are we in America?" – Jason Pankau



Cautious Debtors

The Cautious Debtor is one who avoids entering into debt, is careful and strategic when incurring debt, and always repays debt.

Scriptural Guidelines:

- Repay debt
- Avoid debt

Incur debt strategically: understand the cost of everything.

Spiritual Dangers of Debt:

• Presumes on the future.

James 4:14 "Why, you do not even know what will happen tomorrow. What is your life? You are a mist that appears for a little while and then vanishes."

Denies God the opportunity to teach us something.

Luke 12:31 "But seek his kingdom, and these things will be given to you as well."

• Fosters envy and greed.

Luke 12:15 "Then he said to them, "Watch out! Be on your guard against all kinds of greed; a man's life does not consist in the abundance of his possessions."

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Aspects of the Role: Steward of Resources

- Diligent Earners
- Generous Givers
- Wise Savers
- Cautious Debtors
- Prudent Consumers

Reflective Question:

Are your financial decisions more strategic choices or reactions to circumstances?

"Genuine financial freedom is the contentment we experience as we faithfully manage our financial resources according to God's purposes, principles, priorities and promptings." – Jason Pankau

Prudent Consumers

The Prudent Consumer is one who enjoys the fruit of his/her labor yet guards against materialism.

Financial Principles:

Beware of Idols

Deuteronomy 5:7-8 "You shall have no other gods before me.⁸ "You shall not make for yourself an idol in the form of anything in heaven above or on the earth beneath or in the waters below."

• Guard against Greed

Luke 12:15 "Then he said to them, "Watch out! Be on your guard against all kinds of greed; a man's life does not consist in the abundance of his possessions."

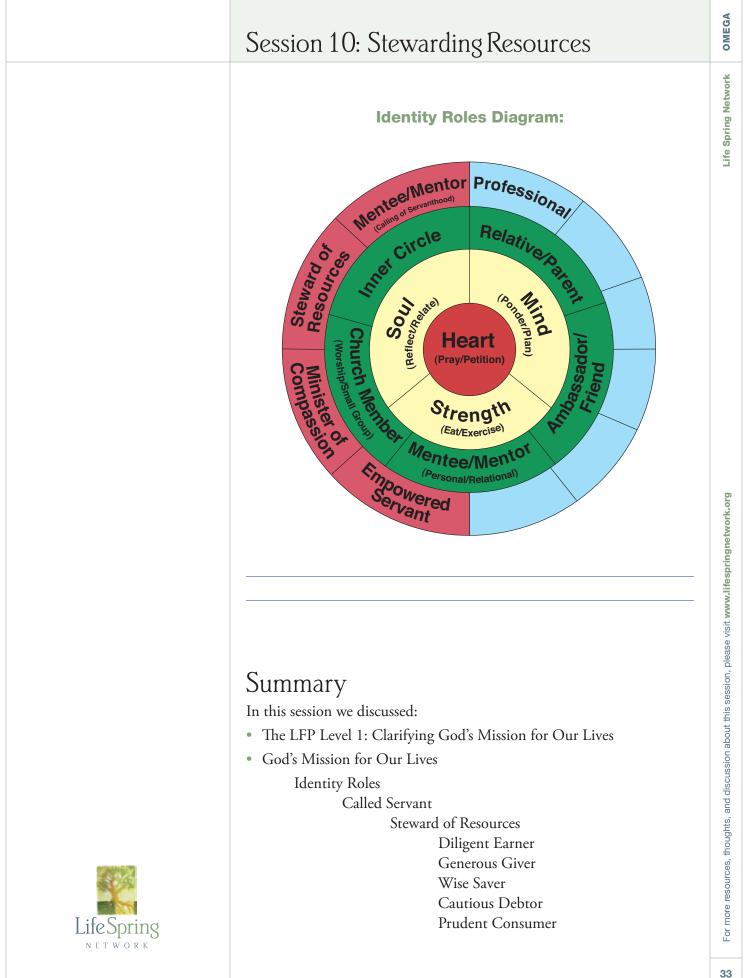
Be Content

Philippians 4:12-13 "I know what it is to be in need, and I know what it is to have plenty. I have learned the secret of being content in any and every situation, whether well fed or hungry, whether living in plenty or in want. I can do everything through him who gives me strength."

Contentment with gratitude for what we have is the antidote for greed and envy.

Steward of Resources: The Disciplines

We grow through Simplicity, Frugality, Saving, Sacrifice and Giving (including Tithing) while stewarding God's resources.



Session 10: Discussion and Reflection

Discussion and Reflection Questions

1. Which of the Steward of Resources Identities (Diligent Earner, Generous Giver, Wise Saver, Cautious Debtor or Prudent Consumer) do you feel like you need to pay more attention to, and why?

2. How much time do you invest in stewarding the resources God has entrusted to your care? How could you do it better?

3. What does the battle between acting as an owner versus a steward of God's resources entrusted to your care look like these days?

4. What aspect of being a Steward of Resources do you feel you are most obedient in?

5. Which Scripture verses stood out to you and why?

Day 1

Context: Steward of Resources – Diligent Earners

Preparation: God as Ability-Giver

Meditation:

Colossians 3:23

"Whatever you do, work at it with all your heart, as working for the Lord, not for men,"

Deuteronomy 8:17-18

"You may say to yourself, "My power and the strength of my hands have produced this wealth for me." ¹⁸ But remember the Lord your God, for it is he who gives you the ability to produce wealth, and so confirms his covenant, which he swore to your forefathers, as it is today."

Revelation:

1. How does Colossians 3:23 influence the way you do your work? What difference does it make on a day-to-day basis?

2. Why do you think the attitude in Colossians 3:23 is important to God? In what ways might it impact His Kingdom?

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Day 1

3. In what ways do you see these two verses working together to help maintain a proper perspective as a Diligent Earner?

Application:

1. Which part of your job is your least favorite? Offer this aspect up to God as you go about your day. Dedicate your efforts and service to Him. This evening, journal your reflections.

2. Make a quick list of some of the abilities, strengths, and skills that God has given you. Spend some time recognizing and giving thanks for these gifts.

Reflection:

"Lord, help me remember that it is you who gives me the ability to produce wealth."

Day 2

Context: Steward of Resources – Wise Savers

Preparation: God as Manager

Meditation:

Luke 12:18-20

"Then he said, 'This is what I'll do. I will tear down my barns and build bigger ones, and there I will store all my grain and my goods. ¹⁹And I'll say to myself, "You have plenty of good things laid up for many years. Take life easy; eat, drink and be merry." ²⁰ "But God said to him, 'You fool! This very night your life will be demanded from you. Then who will get what you have prepared for yourself?"

Revelation:

1. Do you find yourself more often tempted to hoard money or spend it? What do you see as a root cause or motivation for hoarding?

2. What does your current savings plan look like? At what point do you think we cross the line from saving to hoarding? Where is that line in your financial life?

3. What point do you see God emphasizing in this verse? Besides money, to what other aspects of our lives might this verse apply?

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Day 2

Application:

1. If you tend to spend, think of one thing (or monetary amount) you could give up today and put those funds toward your savings. If you tend to hoard, think of one thing (or monetary amount) you could give away today.

2. Do you have an updated will in place and accessible to the proper people? If not, create a deadline for yourself to set this up.

Reflection:

"Lord, help me seek you as you guide me in my saving that I might not hoard and focus on myself."

Day 3

Context: Steward of Resources – Cautious Debtors

Preparation: God as Eternal

Meditation:

James 4:14

"Why, you do not even know what will happen tomorrow. What is your life? You are a mist that appears for a little while and then vanishes."

Luke 12:15

Then he said to them, "Watch out! Be on your guard against all kinds of greed; a man's life does not consist in the abundance of his possessions."

Revelation:

1. To what degree are you counting on tomorrow? Are there any currently unresolved issues that you would like to resolve?

2. In what areas are you most susceptible to greed? Is there any correlation to circumstances or seasons of life for you?

3. What helps you guard against greed in areas where you are most susceptible? How does this transfer into helping you to make strategic decisions about financial issues?

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Day 3

Application:

1. Think of one unresolved issue that you could resolve today.

2. Share with a trusted friend or mentor two questions they could ask you that would help you guard against greed.

Reflection:

"Lord, you said, 'Watch out! Be on your guard against all kinds of greed.' Help me be on guard against all kinds of greed today."

Homework Session 10

- 1. Journal through the discussion and reflection questions in your workbook.
- 2. Write out your vision statements for the identity role of Steward of Resources.
- 3. Write a paragraph or two in your journal comparing your life now to the vision statements that you believe God revealed to you. What changes do you need to make in these areas of your life?
- 4. Fill out the financial worksheets in order to gain an understanding of what God has placed under your stewardship, how you are currently allocating your resources, and take the money motivation quiz.

Discussion and reflection questions journal:

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Homework Session 10

Identity Role Vision Statements

Vision Statement: A description of your understanding of who you would like to be in each role. It is your expression of what you believe to be ideal and worthy of striving toward. This is answering the question, **"What does it look like to experience and express love in this role of my life?"**

Aspects of the Role of Steward of Resources

Diligent Earner	One who works with commitment, purpose and a grateful attitude	
Generous Giver	One who gives with an obedient will, a joyful attitude and a compassionate heart	
Wise Saver	One who builds, preserves, and invests with discernment	
Cautious Debtor	One who avoids entering into debt, is careful and strategic when incurring	
	debt, and always repays debt	
Prudent Consumer	One who enjoys the fruit of one's labor yet guards against materialism	

Steward of Resources - Vision Statement:

Reflections comparing your life now to the vision statements that you believe God revealed to you including what changes you need to make in this area of your life.

Goals to Achieve This Year

Please allow adequate time to give serious consideration to your goals. Carefully considered, realistic goals – that flow out of what's really important to you – are powerful motivators. That motivation will be very helpful to you in following through on the steps necessary to achieve your goals.

Overall Goals

My overall financial goals for this year are:

Specific Goals to Achieve

Check the appropriate boxes and write in any numeric details in the area to the right of each item.

Pay off debt:	
Save for a major purchase (home, car, other):	
Save for a dream vacation:	
Save for emergencies:	
Save to replace items that may wear out (major appliances, home repairs, car):	
Save for college expenses:	
Save for retirement:	
Increase my giving to the church:	
Increase other giving:	
Start my own business:	
Other:	
Other:	

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.

Gift List

List the names of those for whom you buy gifts and the amounts you typically spend on each occasion.*

Name	Birthday	Christmas	Anniversary	Other
1.				
2.				
3.				
4.				
5.				
6.				
7.				
8.				
9.				
10.				
11.				
12.				
13.				
14.				
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19.				
20.				
21.				
22.				
23.				
24.				
25.				
26.				
27.				
28.				
29.				
30.				

GRAND TOTAL (of all columns) \$____

*You may wish to also include the cost of holiday decorations, entertaining, etc.

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Notes

Spending Worksheet A

Category	Annually	Category	Annually
Income		Food and Beverage	
Work #1		Total	
Work #2		Housing	
Rent		Mortgage/ Rent	
Tips		Property Insurance	
Dividends		Electricity	
Interest		Heating	
Total		Water	
Taxes		Sanitation Sewage	
Federal		Telephone	
State		Cleaning	
Social Security		Repairs/ Maintenance	
Local		Supplies	
Total		Furnishing	
Business Expenses		Total	
Auto		Transportation	
Travel		Car Payments	
Meals		Car Insurance	
Office		Gas & Oil	
Total		Maintenance/ Repairs	
Giving		Parking	
Tithe		Tolls	
Missions		License Fees	
Charities		Total	
Other		Clothing	
Total		Husband	
Saving		Wife	
Savings Account		Children	
Mutual Fund		Total	
Investments			
Stocks			
Total			

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Spending Worksheet B

Category	Annually	Category	Annually
Personal Care		Gifts	
Toiletries		Christmas	
Beauty/Barber		Birthdays	
Total		Anniversaries	
Medical		Weddings	
Doctor		Total	
Dentist		Children	
Drugs and Pharmaceuticals		Baby-Sitters	
Total		School Lunches	
Insurance		Allowances	
Life		Lessons	
Health		Dues/Fees	
Liability		Day Care	
Disability		Total	
Long-Term Health Care		Pet Care	
Total		Total	
Education/ Self-Improvement		Installment Payments (Debt)	
Tuition		School Loans	
School Books		Bank Cards	
Room & Board		Personal Loans	
Total		Store Cards	
Entertainment		Gas Cards	
Eating Out		Total	
Magazines/ Newspapers		Other	
Clubs/Fees			
Recreation/ Hobbies			
Total			
Vacation			
Total			

Your Annual Totals

Transfer the information from the previous pages here to see the whole year in perspective.

1.	Income	
2.	Giving	
3.	Taxes	
4.	Total Taxes and Giving (2+3)	
5.	Net Spendable Income (1-4)	
6.	Food	
7.	Housing	
8.	Transportation	
9.	Clothing	
10.	Personal Care	
11.	Medical	
12.	Insurance	
13.	Education	
14.	Entertainment	
15.	Vacation	
16.	Gifts	
17.	Children	
18.	Miscellaneous	
19.	Debt [-]	
20.	Business Expenses	
21.	Total Expenses (Sum 6 to 20)	
22.	Margin (5-21)	
23.	Savings	
24.	Uncommitted Margin (22-23)	

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Goals to Achieve

Transfer the information from your *Goals to Achieve This Year* page and put dollar amounts on your goals in light of your annual totals.

Category/Description	Amount		
Income			
Total			
Business Expenses			
-			
Total			
Giving			
Total			
Savings			
Retirement			
College			
Long-Range Giving			
Life Style Desires			
New Car			
Start Own Business			
Other:			
Total			
Debt Reduction			
		Reduce by:	
Total			

Money Motivation Quiz⁸

This is adapted from the *Good Sense Ministry* pre-work handouts. Directions: For each of the fourteen questions below, circle the letter that best describes your response.

1. Money is important because it allows me to...

- a. Do what I want to do.
- b. Feel secure.
- c. Get ahead in life.
- d. Buy things for others.

2. I feel that money...

- a. Frees up my time.
- b. Can solve my problems.
- c. Is a means to an end.
- d. Helps make relationships smoother.

3. When it comes to saving money, I...

- a. Don't have a plan and rarely save.
- b. Have a plan and stick to it.
- c. Don't have a plan but manage to save anyway.
- d. Don't make enough money to save.

4. If someone asks about my personal finances, I...

- a. Feel defensive.
- b. Realize I need more education and information.
- c. Feel comfortable and competent.
- d. Would rather talk about something else.

5. When I make a major purchase, I...

- a. Go with what my intuition tells me.
- b. Research a great deal before buying.
- c. Feel I'm in charge-it's my/our money.
- d. Ask friends/family first.

6. If I have money left over at the end of the month, I...

- a. Go out and have a good time.
- b. Put the money into savings.
- c. Look for a good investment.
- d. Buy a gift for someone.

7. If I discover I paid more for something than a friend did I...

- a. Couldn't care less.
- b. Feel it's okay because I also find bargains at times.
- c. Assume they spent more time shopping, and time is money.
- d. Feel upset and angry at myself.

8. When paying bills, I...

a. Put it off and sometimes forget.

- b. Pay them when due, but no sooner.
- c. Pay when I get to it, but don't want to be hassled.
- d. Worry that my credit will suffer if I miss a payment.

9. When it comes to borrowing money I...

- a. Simply won't-don't like to feel indebted.
- b. Only borrow as a last resort.
- c. Tend to borrow from banks or other business sources.
- d. Ask friends and family because they know I'll pay.

10. When eating out with friends I prefer to...

- a. Divide the bill proportionately.
- b. Ask for separate checks.
- c. Charge the bill to my bankcard and have others pay me.
- d. Pay the entire bill because I like to treat my friends.

11. When it comes to tipping I...

- a. Sometimes do and sometimes don't.
- b. Just call me Scrooge.
- c. Resent it, but always tip the right amount.
- d. Tip generously because I like to be well thought of.

12. If I suddenly came into a lot of money, I...

- a. Wouldn't have to work.
- b. Wouldn't have to worry about the future.
- c. Could really build up my business.
- d. Would spend a lot on family and friends and enjoy time with them more.

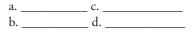
13. When indecisive about a purchase I often tell myself...

- a. It's only money.
- b. It's a bargain.
- c. It's a good investment.
- d. He/she will love it.

14. In our family...

- a. I do/will handle all the money and pay all the bills.
- b. My partner does/will take care of the finances.
- c. I do/will pay my bills and my partner will do the same.
- d. We do/will sit down together to pay bills.

Score: Tally your answers to questions one through fourteen by the letter of your answer:



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For more resources, thoughts, and discussion about this session, please visit www.lifespringnetwork.org

Money Motivation Quiz

Money means different things to different people and is based on a variety of factors such as temperament and life experiences. Often the meaning of money and the way it motivates us is subtle and something we are not always aware of.

This simple quiz is designed to give you an indication of how strongly you are influenced by the following money motivations: Freedom, Security, Power, and Love. None are inherently good or bad, although each certainly has its dark side.

The key to your money motivation is reflected in the relative number of a, b, c, or d answers.

"A" answers indicate that money relates to **Freedom**. To you, money means having the freedom to do what you like. "B" answers indicate that money relates to **Security**. You need to feel safe and secure and you desire the stability and protection that money provides.

"C" answers indicate that money relates to **Power**. Personal success and control are important to you, and you appreciate the power money provides.

"D" answers indicate that money relates to **Love**. You like to use money to express love and build relationships.

One of the keys to managing money wisely is to understand our relationship to it. We hope this exercise gives you some helpful insights. You may wish to share your scores with your spouse or a friend and discuss whether their perceptions of your money motivations are consistent with your scores.

Family of origin history

Describe how money was handled in your family of origin. Who managed the family budget? Was that person a spender or a saver? Which are you?

Commitment Page

Your Giving

Organization	Monthly	Other than Monthly	Total

Your Tax Summary

Deductions, Withholdings and Estimates	Monthly Witholdings	Quarterly Estimates	Total Paid Annually
Federal Income Tax			
State and City Income Tax			
Social Security Tax			
Total Tax			

Scheduled Automatic Payments

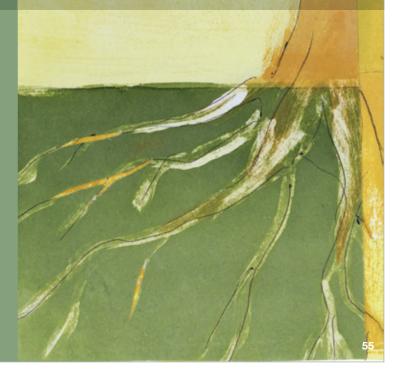
(This is for payments that get automatically withdrawn from your checking account.)

Company	Amount	Date of the Month

Debt Repayment

Creditor	Balance Due	Interest Rate	Payment Schedule per Month	Until

7.5	Session 10: Personal Development Plan - Homework
1.00	
1	
1	
1	
in -	
-	
1	
-	
-	
25	
1	
-	
-	
7	
1	
P	
1	
6	



In this session participants will:

Cognitive (Knowing Objectives)

• Learn the identity role of Empowered Servant of the Called Servant Identity Category.

Affective (Feeling Objectives)

• Be encouraged to rely on the Holy Spirit as the "True Gift" that will never leave or forsake us.

Behavioral (Doing Objectives)

• Articulate vision statements for the identity role of Empowered Servant.

Existential (Lifelong Objectives)

 Participate in the manifestation of God's divine empowerment of the Church through the exercising of Spiritual Giftings for the building of His Kingdom.



Review

In Session 10 we discussed:

- The LFP Level 1: Clarifying God's Mission for Our Lives
- God's Mission for Our Lives
 Identity Roles
 Our Lives

Called Servant

Steward of Resources

Diligent Earner Generous Giver Wise Saver

Cautious Debtor Prudent Consumer

Life Focus Process Level 1:

Clarifying God's Mission for Our Lives



God's Mission for Our Lives: IDENTITY

Identity Role Category #3: Called Servant

- Vision
- Priorities
- Values
- Identity Roles

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Roles of the Category:

Called Servant:

- Minister of Compassion
- Steward of Resources
- Empowered Servant
- Profession
- Mentee/Mentor

Life Spring Network has developed an intensive eight-hour course on Spiritual Gifts to help you learn more about how God desires to utilize your unique gifts in the Kingdom.

Reflective Question:

What is the attitude toward spiritual gifts that comes through in this text?

Empowered Servant

We are called to use our spiritual gifts and original abilities to build the church.

To be servants:

- In General, Universally
- Specifically, Uniquely

Being an Empowered Servant means you receive a "divine empowerment"- God showing up through you on the face of the earth in the power of the Holy Spirit.

What is a Spiritual Gift?⁹

- 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.
- A God-given supernatural capacity that enables you to do an effective ministry.

What are the primary Scripture passages for 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

Romans 12:3-8

"For by the grace given me I say to every one of you: Do not think of yourself more highly than you ought, but rather think of yourself with sober judgment, in accordance with the measure of faith God has given

There are texts which point to additional gifts. We have included a comprehensive list later in this session and in Appendix F with accompanying definitions.

"You get to choose whether or not you are going to ask God to lead and empower your life through His Holy Spirit or if you are going to try and do it all in your own strength." – Jason Pankau



you. ⁴ 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."

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."

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.

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.

Reflective Question: Why doesn't God just give us all the gifts at once?

Reflective Question: *How could this list affect our expectations and involvement in an average Sunday service at church?*

Can I Lose My Gifts?

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

Session 11: Empowered to Serve

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!

Why Did God Choose to Give Me Spiritual Gifts?

The big picture reason is for: Service

- To glorify Himself 1 Peter 4:11
- To build up the Body of Christ Ephesians 4:11-12
- To develop unity in the Body of Christ Ephesians 4:13
- To develop maturity in the Body of Christ Ephesians 4:14-15
- To grow the Body of Christ Ephesians 4:16
- For the common good of the Body of Christ 1 Corinthians 12:7

Ephesians 4:11-13

"It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, ¹²to 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."

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
Benefit people in the earthly realm	Benefit people in the spiritual realm
Advance human or God's plans	Advance God's plans
Results are usually temporal	Results are eternal
Glorify self	Glorify God

What is the difference between Spiritual Gifts and the Fruit of the Spirit?

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 strive to 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



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The Character-Gifting Balance

Developing Christlike character is essential to being an Empowered Servant. God will only pour forth his power through our lives in proportion to our character's ability to handle it or, as the Scriptures say, in proportion to our faith.

How Many Gifts Are There?

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

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

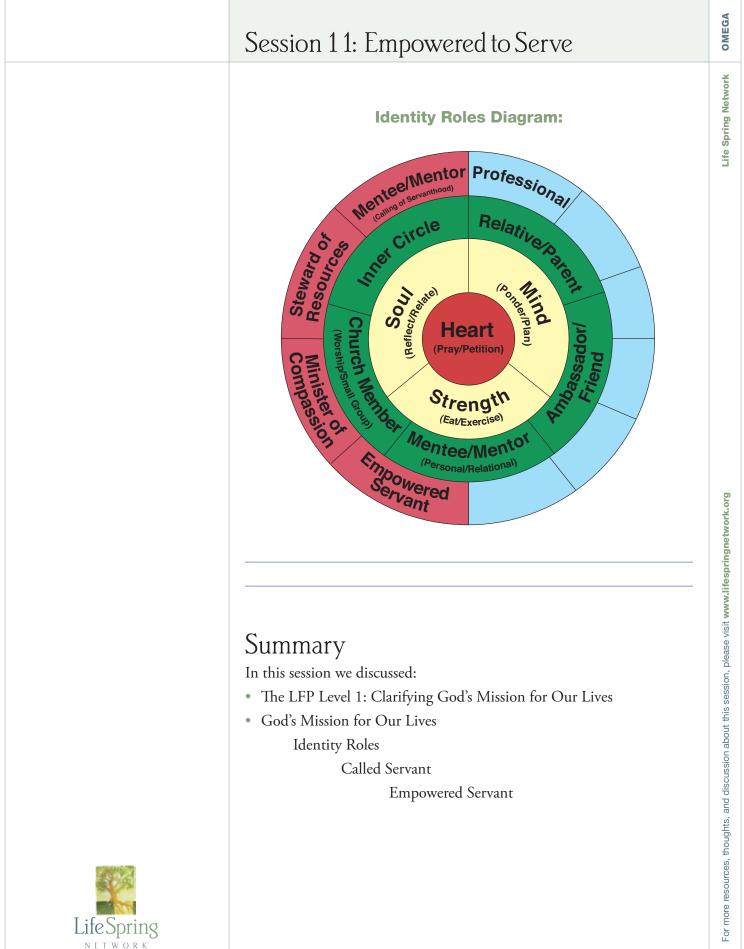
Empowered Servant: The Disciplines

We grow through Teaching, Service, Sacrifice and Fellowship and through the regular exercising of spiritual gifts while serving on ministry teams.

"Character is doing the right thing when no one is looking." – J.C. Watts

Remember:

Just because you may have gifts in one specific area doesn't mean that God won't manifest other gifts in you at times as well.



Session 11: Discussion and Reflection

Discussion and Reflection

1. What has your experience as an Empowered Servant in this world been like?

2. What has the journey of using your original abilities to serve God and bring glory to His name been like for you?

3. Do you understand the importance of the Character-Gifting balance in your life? How would you describe this balance to a new friend?

4. What is your plan to figure out how God is asking you to serve with your gifts and develop yourself in this area?

5. What Scripture verses stood out to you and why?

Day 1

Context: Scripture Passages for Spiritual Gifts

Preparation:

The Holy Spirit as Empowerer

Meditation:

Romans 12:3-8

"For by the grace given me I say to every one of you: Do not think of yourself more highly than you ought, but rather think of yourself with sober judgment, in accordance with the measure of faith God has given you. ⁴ 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."

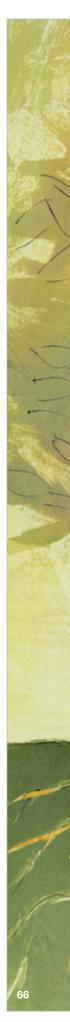
Revelation:

1. What connections do you see in this text with the idea of servanthood?

2. How do you think creating a body where the different members have different functions magnifies our impact for God's Kingdom?

3. What does it mean that "each member belongs to all the others?"

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Day 1

Application:

1. What is your favorite way to express the gifting you sense God has given to you? Find one way to engage in that gifting today.

2. Is there a gifting that you would like to be exercising more? Inquire into a church or community opportunity that would give you a chance to do this.

Reflection:

"Lord, you said, 'Do not think of yourself more highly than you ought, but rather think of yourself with sober judgment.' Help me look to you as the empowerer of my gifts."

Day 2

Context: Scripture Passages for Spiritual Gifts

Preparation: God as Administer of Grace

Meditation:

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."

Revelation:

1. How could being clear minded and self-controlled influence the way we pray?

2. How is exercising your giftings an extension of God's grace?

3. What sort of attitude about the use of the gifts do you hear God promoting in this passage?

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Day 2

Application:

1. Who has used their giftings to administer God's grace to you? What was the impact on you? Journal a real-life story that illustrates how that person ministered to you.

2. Jot down some ideas or phrases or Scripture verses that will help you be clear minded and selfcontrolled the next time you are feeling really flustered.

Reflection:

"Lord, you said, 'Each one should use whatever gift he has received to serve others, faithfully administering God's grace in its various forms.' Help me use my gift(s) today to administer your grace."

Day 3

Context:

Why Did God Choose to Give Me Spiritual Gifts?

Preparation:

God as Developer

Meditation:

Ephesians 4:11-16

"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.

Revelation:

1. How do you see spiritual gifts promoting maturity in the Body of Christ?

2. If spiritual gifts are given differently to different people, how does this work to help us "reach unity in the faith?"

Day 3

3. How do you see love being an integral part of the process of "the Body" exercising its gifts? When is it an ingredient, and when is it a by-product?

Application:

1. Speaking the truth in love sometimes means addressing an area that someone would rather not hear about. Sometimes those people are us. How do you like to receive the truth in love? Communicate this with the people you have given permission to speak into your life. Ask them to give you feedback and accountability in the way you are comfortable hearing it.

2. How well do you do at communicating the truth in love? Be intentional about communicating in this way today.

Reflection:

"Lord, the Bible says, 'It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God's people for works of service, so that the body of Christ may be built up.' Help me use my gift(s) to build up the Body of Christ today."

Session 11: Personal Development Plan - Homework

Homework Session 11

- 1. Journal through the discussion and reflection questions in your workbook.
- 2. Write out your vision statements for the identity role of being an Empowered Servant.
- 3. Write a paragraph or two in your journal comparing your life now to the vision statement that you believe God revealed to you. What changes do you need to make in this area of your life?
- 4. Complete the Spiritual Gifts Assessment, then journal about your understanding of the various Spiritual Gifts and how you have seen them in operation in your life and in the lives of your Christian friends.

Discussion and reflection questions journal:

Session 11: Personal Development Plan - Homework

Homework Session 11

Identity Role Vision Statements

Vision Statement: A description of your understanding of who you would like to be in each role. It is your expression of what you believe to be ideal and worthy of striving toward. This is answering the question, **"What does it look like to experience and express love in this role of my life?"**

Empowered Servant - Vision Statement:

Reflections comparing your life now to the vision statements that you believe God revealed to you including what changes you need to make in this area of your life.

Spiritual Gifts Assessment

Look through the definitions of Spiritual Gifts found in Appendix F of your workbook.

With the definitions of the Spiritual Gifts in mind, rate your current functioning in each gift according to the following scale.

1=Not Descriptive, 2 = Sometimes Descriptive,

3 = Fairly Descriptive, 4 = Descriptive, 5 = Strongly Descriptive

Category	Spiritual Gift	Values (1-5)
Get It Done	Administration	
	Helps/Service	
	Giving	
	Craftsmanship	
	Stewardship	
Nurture/Fellowship	Hospitality	
	Mercy	
	Community Builder	
Intervention	Healing	
	Miracles	
	Deliverance/Excorcism	
	Intercession	
Guidance	Exhotation/Disciple Maker	
	Encouragement	
	Wisdom	
	Knowledge	
	Prophecy	
	Discernment	
Communication	Teaching	
	Evangelism	
	Music/Worship Leader	
	Tongues	
	Interpretation of Tongues	
	Creative Communication	
Authority	Leadership	
	Apostleship	
	Missionary	
	Pastor/Shepherd	
Life Focus	Faith	
	Martyrdom	
	Celibacy	
	Voluntary Poverty	

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Session 11: Personal Development Plan - Homework

Homework Journal - question #4

Session 12 The Freedom of Servanthood

In this session participants will:

Cognitive (Knowing Objectives)

• Learn the aspects of Calling Mentee/ Mentor and Profession of the Called Servant Identity Role.

Affective (Feeling Objectives)

• Feel the freedom and joy of expressing significant transforming love through servanthood.

Behavioral (Doing Objectives)

• Articulate vision statements for the identity roles of Calling Mentee/Mentor and Profession.

Existential (Lifelong Objectives)

 Magnify our impact as a Called Servant by living as a Calling Mentee/Mentor and Professional.





Session 12: The Freedom of Servanthood

In Session 11 we discussed:

- The LFP Level 1: Clarifying God's Mission for Our Lives
- God's Mission for Our Lives

Identity Roles

Called Servant

Empowered Servant

Life Focus Process Level 1: Clarifying God's Mission for Our Lives



Clarify God's Mission for Our Lives newledge of His Vision, Priorities, Values and Identity Roles



God's Mission for

Our Lives:

Vision

Priorities

Identity Roles

Values



God's Mission for Our Lives: IDENTITY

Identity Role Category #3: Called Servant

Law 8: The Law of Servanthood

In serving one another with our lives, we become free and express significant transforming love! [John 13:1-17]

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John 13:1-17

"It was just before the Passover Feast. Jesus knew that the time had come for him to leave this world and go to the Father. Having loved his own who were in the world, he now showed them the full extent of his love. ² The evening meal was being served, and the devil had already prompted Judas Iscariot, son of Simon, to betray Jesus. ³ Jesus knew that the Father had put all things under his power, and that he had come from God and was returning to God; ⁴ so he got up from the meal, took off his outer clothing, and wrapped a towel around his waist. ⁵ After that, he poured water into a basin and began to wash his disciples' feet, drying them with the towel that was wrapped around him. ⁶ He came to Simon Peter, who said to him, "Lord, are you going to wash my feet?" 7 Jesus replied, "You do not realize now what I am doing, but later you will understand." ⁸ "No," said Peter, "you shall never wash my feet." Jesus answered, "Unless I wash you, you have no part with me." 9 "Then, Lord," Simon Peter replied, "not just my feet but my hands and my head as well!" ¹⁰ Jesus answered, "A person who has had a bath needs only to wash his feet; his whole body is clean. And you are clean, though not every one of you." ¹¹ For he knew who was going to betray him, and that was why he said not every one was clean. ¹² When he had finished washing their feet, he put on his clothes and returned to his place. "Do you understand what I have done for you?" he asked them. ¹³ "You call me 'Teacher' and 'Lord,' and rightly so, for that is what I am. ¹⁴ Now that I, your Lord and Teacher, have washed your feet, you also should wash one another's feet. ¹⁵ I have set you an example that you should do as I have done for you. ¹⁶ I tell you the truth, no servant is greater than his master, nor is a messenger greater than the one who sent him. ¹⁷ Now that you know these things, you will be blessed if you do them."

Being Served By God Precedes Serving God

Being served by God is a prerequisite for serving God. Jesus' teaching here completely disrupted the social order and the disciples understanding of true servanthood. In general Jewish servants did not wash their

Reflective Question:

Which is more difficult for you: serving others or being served yourself?

"True humility in servanthood is not thinking less of yourself, it is thinking of yourself less." – unknown

Roles of the Category:

Called Servant:

- Minister of Compassion
- Steward of Resources
- Empowered Servant
- Mentee/Mentor
- Profession

"The only lasting impact our lives will have beyond the grave comes from the investments God makes into others' lives through us. For whatever God does lasts forever." – Jason Pankau



Session 12: The Freedom of Servanthood

master's feet – often a Gentile slave would do it, so what Jesus did was a double whammy. Greek grammar suggests the pulling back of Peter's feet... the emphatic almost prideful rejection of worth, and this to Jesus. This act amounted to irreverence and want of confidence. "The first condition of discipleship is surrender." Peter Wagner

True Humility in Servanthood is not thinking less of yourself... it's thinking of yourself less.

Without being able to receive from Jesus we will never be able to receive Him through others and therefore never really be able to experience and therefore express love. We are only able to love others well when we are able to be loved.

Living with an Eternal Perspective: From Success to Significance

Invest your life by serving others and your success will turn into significance of the eternal kind. Generosity and selflessness cause us to grow and increase our experience of the abundant life. This increases our experience of the abundant life, from God's perspective, in our time here on earth.

Engaging our calling of servanthood gives our lives greater satisfaction, expression and meaning. The only lasting treasures that will live beyond the grave come from investments God makes through us in the power of the Holy Spirit. These are eternal investments or fruit that will last.

Calling Mentee/Mentor

It should be our goal to willingly learn from those who are wiser than we are, then to be God's conduit of wisdom for others as He leads. This role of Mentee/Mentor applies specifically to our Professional Context.

Session 12: The Freedom of Servanthood

Roles of the Category:

Called Servant:

- Minister of Compassion
- Steward of Resources
- Empowered Servant
- Mentee/Mentor
- Profession

Proverbs 15:22

"Plans fail for lack of counsel, but with many advisers they succeed."

Calling Mentee/Mentor: The Disciplines

We grow through Guidance, Study, Pilgrimage, Sabbatical, Submission and meeting regularly with mentors, counselors, and covenant community members who help us to implement what we are learning in our lives. We learn from studying books, tapes, videos and taking classes. We also meet regularly with others who seek us out for mentoring.

Profession

Here is where we are called to work in a profession which can support our family financially.

This needs to be categorized individually so that we are focused. Fill in the diagram on the next page according to the roles you play in your specific professional context. Note: Professional Mom 2006 salary: \$134,121.

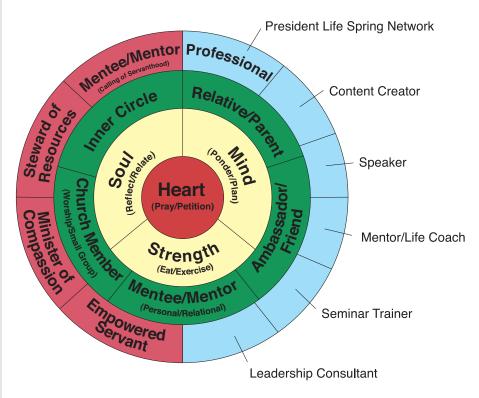
2 Thessalonians 3:6-15

"In the name of the Lord Jesus Christ, we command you, brothers, to keep away from every brother who is idle and does not live according to the teaching you received from us. ⁷ For you yourselves know how you ought to follow our example. We were not idle when we were with you, ⁸ nor did we eat anyone's food without paying for it. On the contrary, we worked night and day, laboring and toiling so that we would not be a burden to any of you. ⁹ We did this, not because we do not have the right to such help, but in order to make ourselves a model for you to follow. ¹⁰ For even when we were with you, we gave you this rule: "If a man will not work, he shall not eat." ¹¹ We hear that some among you are idle. They are not busy; they are busybodies. ¹² Such people we command and urge in the Lord Jesus Christ to settle down and earn the bread they eat. ¹³ And as for you, brothers, never tire of doing what is right. ¹⁴ If anyone does not obey our instruction in this letter, take special note of him. Do not associate with him, in order that he may feel ashamed. ¹⁵ Yet do not regard him as an enemy, but warn him as a brother."

Profession: The Disciplines

Diligent Earner through faithful accomplishment of tasks and Friendship Evangelism through relationship excellence while Serving as unto the Lord.

Identity Roles Diagram: Christ Follower, Community Member, Called Servant[™]





Roles of the Category:

Called Servant:

- Minister of Compassion
- Steward of Resources
- Empowered Servant
- Mentee/Mentor
- Profession

For more resources, thoughts, and discussion about this session, please visit www.lifespringnetwork.org

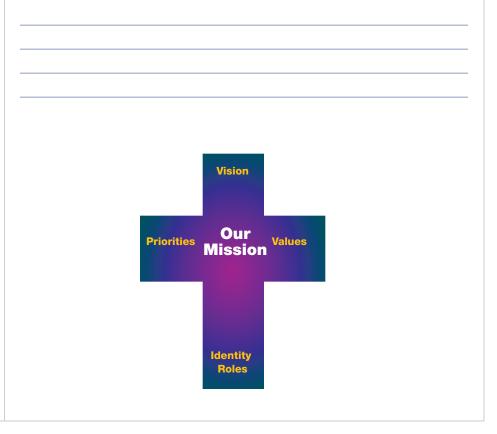
Session 12: The Freedom of Servanthood

Your Vision Statements

Once we have completed the corresponding vision statements for the 14 Identity Roles (as found in the Roles Diagram on the previous page), as well as the vision statements for your individually categorized Professional Roles, we will have a better and more holistic picture of the life God is inviting us to live. If you can see it you can do it!

Your Personal Mission Statement

To CONNECT in real loving relationship, with God through Jesus CHRIST in the power of the Holy Spirit (Heart, Soul, Mind, and Strength), with others in contagious Christian COMMUNITY (Inner Circle, Relative/Parent, Church Member, Mentee/Mentor, and Ambassador/Friend) and with my CALLING of Servanthood in the World (Minister of Compassion, Steward of Resources, Empowered Servant, Calling Mentee/Mentor and in my Profession as):



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Session 12: The Freedom of Servanthood

A Living Mission Statement

Continuing to think through the various components that make up our Mission Statement will help us to live it.

Vision: What does it mean to Experience and Express love in each area of life? Continue to expand and revise your vision statements for each role of your life.

Priorities: Regularly review how you are investing your life and discern roles upon which you are over and under focusing. This helps to focus our decision-making, put areas of our lives in proper relationship to one another and invest our time wisely and holistically.

Values: Pray the Seven Values of Abundant Living into your life and ask God to guide the hows and whys of what you do.

Identity Roles: Use the Identity Roles Diagram to organize the various areas of life, set goals and as a framework for pursuing holistic Christlikeness.

Summary

In this session we discussed:

- Law 8: The Law of Servanthood
- The LFP Level 1: Clarifying God's Mission for Our Lives
- God's Mission for Our Lives

Identity Roles

Called Servant

Profession

Mentee/Mentor



Session 12: Discussion and Reflection

Discussion and Reflection

1. The Law of Servanthood: What are the implications of this Law for your life?

2. Have you ever experienced the power of servanthood in your life? If so, explain the freedom that comes from servanthood that you have experienced.

3. What has your experience been like with mentoring in the different areas of your calling? How do you think you could function better in this role as both a mentee and mentor?

4. In your profession do you feel the tension of serving as unto the Lord? Describe what this struggle is like in your life these days.

5. What Scripture verses stood out to you most and why?

Day 1

Context:

The Law of Servanthood

Preparation:

Jesus as Servant

Meditation:

John 13:1-17

"It was just before the Passover Feast. Jesus knew that the time had come for him to leave this world and go to the Father. Having loved his own who were in the world, he now showed them the full extent of his love. ² The evening meal was being served, and the devil had already prompted Judas Iscariot, son of Simon, to betray Jesus. ³ Jesus knew that the Father had put all things under his power, and that he had come from God and was returning to God; ⁴ so he got up from the meal, took off his outer clothing, and wrapped a towel around his waist. ⁵ After that, he poured water into a basin and began to wash his disciples' feet, drying them with the towel that was wrapped around him. ⁶ He came to Simon Peter, who said to him, "Lord, are you going to wash my feet?" 7 Jesus replied, "You do not realize now what I am doing, but later you will understand." 8 "No," said Peter, "you shall never wash my feet." Jesus answered, "Unless I wash you, you have no part with me." 9 "Then, Lord," Simon Peter replied, "not just my feet but my hands and my head as well!" ¹⁰ Jesus answered, "A person who has had a bath needs only to wash his feet; his whole body is clean. And you are clean, though not every one of you." ¹¹ For he knew who was going to betray him, and that was why he said not every one was clean. ¹² When he had finished washing their feet, he put on his clothes and returned to his place. "Do you understand what I have done for you?" he asked them. ¹³ "You call me 'Teacher' and 'Lord,' and rightly so, for that is what I am. ¹⁴ Now that I, your Lord and Teacher, have washed your feet, you also should wash one another's feet. ¹⁵ I have set you an example that you should do as I have done for you. ¹⁶ I tell you the truth, no servant is greater than his master, nor is a messenger greater than the one who sent him. ¹⁷ Now that you know these things, you will be blessed if you do them.""

Revelation:

1. What is the significance of the setting in Jesus' example? Why do you think He chose this setting to illustrate this principle for the disciples?

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Day 1

2. We may be familiar with this Biblical scene. Imagine how striking this moment was for the disciples. Do you see remnants of Jesus' example in the way the disciples lived their lives after His resurrection and ascension into heaven?

3. In what ways are we able to maintain a posture of servanthood while maintaining a healthy respect for ourselves and our innate God-given value?

Application:

1. Who could most use an expression of servanthood from you today? What are you hoping to communicate to them through this? How will you know if you have communicated this idea effectively?

2. Try a small experiment of servanthood in a way that would be outside of your comfort zone so that you need to rely on a manifestation of God's spiritual giftings to carry it out. How does this compare with other instances where you have served in ways with which you are more familiar? What do you sense God saying to you about this?

Reflection:

"Lord, you said, 'Now that I, your Lord and Teacher, have washed your feet, you also should wash one another's feet.' Help me serve others today as you have shown me by your example."

Day 2

Context: Profession

Preparation: The Lord as Supervisor

Meditation:

2 Thessalonians 3:6-15

"In the name of the Lord Jesus Christ, we command you, brothers, to keep away from every brother who is idle and does not live according to the teaching you received from us. ⁷ For you yourselves know how you ought to follow our example. We were not idle when we were with you, ⁸ nor did we eat anyone's food without paying for it. On the contrary, we worked night and day, laboring and toiling so that we would not be a burden to any of you. ⁹ We did this, not because we do not have the right to such help, but in order to make ourselves a model for you to follow. ¹⁰ For even when we were with you, we gave you this rule: "If a man will not work, he shall not eat." ¹¹ We hear that some among you are idle. They are not busy; they are busybodies. ¹² Such people we command and urge in the Lord Jesus Christ to settle down and earn the bread they eat. ¹³ And as for you, brothers, never tire of doing what is right. ¹⁴ If anyone does not obey our instruction in this letter, take special note of him. Do not associate with him, in order that he may feel ashamed. ¹⁵ Yet do not regard him as an enemy, but warn him as a brother."

Revelation:

1. How could the idleness of others adversely affect us?

2. What impact do you think Paul's model had on those who observed it?

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Day 2

3. Why do you think the aspect of work and industry is such an important aspect of our journey of faith?

Application:

1. What does your model of work/industry look like? Too much? Too little? Fitting for your season of life? Be cognizant of the model of effort others will see in you today.

2. Consider the roles of your profession. Is there a role in which you are more idle than the others? Take a moment to consider the possible causes. Is it a poor fit for your abilities and gifts and better suited for another individual? Is there a latent fear that is causing you to be resistant to action? Are you overworked

in another area? Would you benefit from reallocating some of your time and resources?

Reflection:

"Lord, you said, 'If a man will not work, he shall not eat.' Help me be diligent with the work you have provided me with today."

Day 3

Context: Calling Mentee/Mentor

Preparation: The Lord as Provider of Counsel

Meditation:

Proverbs 15:22

"Plans fail for lack of counsel, but with many advisers they succeed."

Revelation:

1. What constitutes "counsel?" How does this integrate with advice and/or guidance?

2. When have you experienced the failure of plans for lack of counsel? What did you learn from that experience? How do you think differently or the same, now?

3. When have you provided counsel when it comes to someone's calling? What aspects of this role have you integrated or not-integrated as a result of your interaction with advisors?

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Day 3

Application:

1. Create a list of advisors that could provide you with "counsel" specifically when it comes to the topic of your calling.

2. Consider arranging a meeting of the people that you listed. What would it take to get them in the same room together? If this is not possible, could it be done virtually or via conference call? Take steps to meet with each person listed and set a date by which you will articulate your calling.

Reflection:

"Lord, the Bible says, 'Plans fail for lack of counsel, but with many advisers they succeed.' Help me find and listen to those whom you have chosen to use to give me counsel today."

Session 12: Personal Development Plan - Homework

Homework Session 12

- 1. Journal through the discussion and reflection questions in your workbook.
- 2. Write out your vision statements for the identity roles of being a Mentee/Mentor in your Calling and Profession. Remember to categorize your profession individually and fill in your Roles Diagram.
- 3. Write a paragraph or two in your journal comparing your life now to the vision statements that you believe God revealed to you. What changes do you need to make in these areas of your life.
- 4. Complete your Personal Mission Statement and the Life Focus Questions.

Discussion and reflection questions journal:

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For

more resources, thoughts, and discussion about this session, please visit www.lifespringnetwork.org

Session 12: Personal Development Plan - Homework

Homework Session 12

Identity Role Vision Statements

Vision Statement: A description of your understanding of who you would like to be in each role. It is your expression of what you believe to be ideal and worthy of striving toward. This is answering the question, **"What does it look like to experience and express love in this role of my life?**"

Calling Mentee/Mentor - Vision Statement:

Professional roles () – Vision Statement	
Professional roles () – Vision Statement	
Professional roles () – Vision Statement	
Professional roles () – Vision Statement	

Reflections comparing your life now to the vision statements that you believe God revealed to you including what changes you need to make in this area of your life.

Session 12: Personal Development Plan - Homework

Homework Session 12

Your Personal Mission Statement

To CONNECT in real loving relationship, with God through Jesus CHRIST, (Heart, Soul, Mind, and Strength) with others in contagious Christian COMMUNITY, (Inner Circle, Relative/Parent, Church Member, Mentee/Mentor, and Ambassador/Friend) and with my CALLING of Servanthood (Minister of Compassion, Steward of Resources, Empowered Servant, Calling Mentee/Mentor) and in my Profession as a

Life Focus Questions

Out of the fourteen identity roles that we have studied in the past four sessions, what are the three roles in your life that need the most attention over the next three months? What, specifically, do you intend to do to address these?

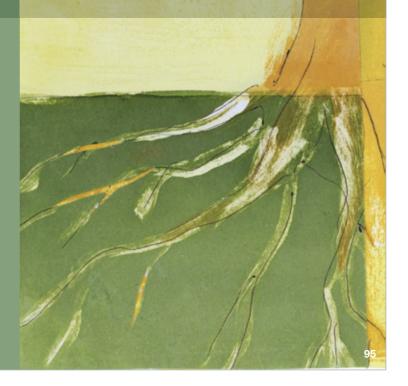
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Appendices



Appendix A: The 18 Natural Laws of Life Stewardship[™]

Law 1 – The Law of Stewardship –Life is a gift of time that we are responsible to steward with the decisions that we make until we die. [1 Peter 4:1-5; Psalm 90:12]

Law 2 – The Law of Mission – Every life (being and doing) is guided by a governing mission, which is a combination of vision, priorities, values and identity roles we have learned from our life experience and chosen as a path to abundant life. [Deuteronomy 30:19-20]

Law 3 – The Law of Abundant Life – When your life (being and doing) reflects God's governing mission for your life (vision, priorities, values and identity roles), you experience the abundant life. [Psalm 1:1-6; John 10:10]

Law 4 – The Law of Perspective – Seeing life from God's perspective is essential if we are going to experience God's abundant life! (Having a Biblical Worldview) If you can't see it you can't do it! [Luke 3:21-22; Mark 1:35; Galatians 4:6-7; John 15:1-5]

Law 5 – The Law of Identity – Abundant living comes from being who God created you to be and engaging your identity in Christ. [Genesis 1:27; Psalm 139:13-16; Ephesians 2:8-10]

Law 6 – The Law of Community – We need the love, fellowship, wisdom and accountability of Christ-centered covenant relationships to keep us on track and growing. [Galatians 6:1-10]

Law 7 – The Law of Calling – God has called and equipped each person to function interdependently with others in a concerted effort to express His love to the world. [Ephesians 2:8-10; Ephesians 4:1-6; 2 Thessalonians 1:11-12]

Law 8 – The Law of Servanthood – In serving one another with our lives, we become free and express significant transforming love. [John 13:1-17]

Law 9 – The Law of Transformation – We must choose to submit ourselves to God's mission and His transforming power, if we are going to experience more abundance in life. [Isaiah 64:8, Romans 12: 1-3; 2 Corinthians 3:16-18]

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Appendix A: The 18 Natural Laws of Life Stewardship[™]

Law 10 – The Law of Attitude – Choosing Godly Attitudes brings focus to the journey of transformation and prepares us to experience and express love abundantly in any situation. [Matthew 5:1-2; Philippians 2:1-11]

Law 11 – The Law of Reality – Our sinful nature combined with the influence of evil in the world co-conspire to lead us away from God, but God has provided all we need to stand against these forces and realize His abundant life. [The book of Ephesians; Romans 7, 8]

Law 12 – The Law of Consequences - Actions taken and words spoken have profound consequences on our journey of transformation, either blessing or cursing our lives and the lives of those we touch.

[Deuteronomy 30:11-20, Galatians 6:7-10]

Law 13 - The Law of potential - Having an objective awareness of our obedience to God's mission, character and purpose is essential to realizing life's potential. [Romans 12:1-3; Philippians 4:13]

Law 14 – The Law of Belief – Your behavior is a reflection of what you truly believe (desires, feelings, thoughts and capabilities) will best meet your needs and provide you with a life of abundance.

[Romans 10:9-10; James 1:5-7; Mark 11:22-25]

Law 15 – The Law of Discipline – Negative habits are overcome by changing incorrect (negative) beliefs (desires, feelings, thoughts and capabilities) and engaging in spiritually discerned disciplines.

[Hebrews 12:1-13]

Law 16 – The Law of Growth – Growth toward Christlikeness requires Accountability, Process and Perseverance. [Philippians 3:12-17]

Law 17 – The Law of Alignment – Regular evaluation, planning and realignment with God's mission leverages time through increased focus. [Jeremiah 29:13]

Law 18 – The Law of Training – The life you live trains you for the life you are going to lead! [Galatians 6]

Appendix B: The Seven Values of Abundant Living

Guidance is necessary in order to carry out God's will.

We depend upon God's leadership (or guidance) in our lives which is available through the Holy Spirit. We all need regular devotional and prayer times to connect with God in solitude. We seek the will of God through prayer, Bible study, circumstances, and the Church. We acknowledge the reality of spiritual warfare, where the battle is raging in the heavenly realms, and commit ourselves to praying so that God might use us to battle against the forces of darkness (Ephesians 6:12). Pray for yourself, your family, your community, people in authority over you, the sick, the poor, the crippled, the needy, etc. We show our need for God and our desire to grow our relationship with Him and others when we pray. It is through prayer and the guidance of the Holy Spirit that God uses our lives to influence others. We respect the spiritual authority and guidance of those God has placed in positions of authority and servanthood in our lives to help lead, guide and shepherd us along our journey of faith, and commit to seeking out their guidance as well. This includes the principle of maximum connection to God.

Grace is God's bridge to us and our bridge to others.

We are saved by Grace through Faith in Jesus Christ - and this not from our own works – so that no one can boast (Ephesians 2:8). Christ's followers understand and have individually received Christ's saving, sustaining and enabling grace. Our focus is on the resurrected Christ and His Spirit, who saves us, is at work changing us and empowers us to do God's will. Therefore, we are gracious and patient with people in our relational worlds who, like us, are on a journey of faith. As God's ambassadors, we reach out and share His grace with people He brings into our relational worlds and help them grow in faith. We believe in relational evangelism and believe that the Gospel is best shared person-to-person through the power of community. This includes the principle of authenticity and being real.

Growth is a process toward full maturity in Christ.

We recognize faith as a process and are committed to challenging ourselves and others to grow to maturity. Maturity means taking hold of all that is Christ (Philippians 3:12) and through His enabling Spirit, doing works of service which move us toward the goal of life. This goal is being the fullness of Christ in us (Ephesians 4:12), pleasing Him in every respect (1 Thessalonians 4:1). We need to surround ourselves with mentors and partners who will love, challenge, and provide guidance to us as we grow in faith. We desire to be diligent students of Scripture, and allow God's truth to be impressed

on the very fabric of our lives. We look at our lives holistically and allow the mental, emotional, physical, spiritual and social dimensions of our lives to be transformed by the Holy Spirit. As we mature in our faith and God entrusts people to our care, we will strive to be good mentors to the people in our lives who look to us for guidance and discipleship. Leaders will strive to be submitted to those they lead and also will have regular discipleship and accountability times with their mentors. This includes the principle of discipleship chains.

Glorification of God is the goal of our lives and our church.

We lead lives of worship and bring glory to God in all we do when we humbly follow the guidance He provides. Excellence brings glory to God, so we submit ourselves to God's guidance so that He can work through us. We will strive to increasingly submit our lives to God and live lives of humble submission to His will. We will participate in regular times of worship where we can submit ourselves to God and refocus our lives on His Lordship. God calls us to be a royal priesthood of believers who go to Him for guidance and empowerment, and we will be held accountable for the way we live our lives both personally and corporately (1 Peter 2:9; Hebrews 4:13; Romans 14:12). As God's saints, we will strive to live lives of submission to God and identify our lives with Him. This includes the principle of being before doing.

Groups of Biblically functioning community provide the optimal environment for life change.

We are committed to living our lives together in groups where both the vertical (you and God) and horizontal (you and the world) components of the Christian life will be lived out and growth is optimized. Christ calls us together as a people belonging to God (1 Peter 2:9), a new creation (2 Corinthians 5:17), established in true righteousness and holiness (Ephesians 4:24), who in community are to show forth His praises (1 Peter 2:9). God desires that we learn from one another's diversity; therefore our groups should be willing to be diverse in every way: ethnic, racial, cultural, sociological, economic, etc. Differences and diversities easily divide, but we are called to follow the Master in our microcosm of God's kingdom. We are commanded to live lives of humility, patience, love and forbearance (Ephesians 4:2) as Spirit-people through whom His fruit will be seen in community. The fruit of the Spirit cannot be seen apart from community (Galatians 5:22). We all need to become a member of a small group and a local fellowship (local expression of the family of God, local church). By entering into covenant relationship with others, we are placing ourselves in the optimal environment to experience life change. We will strive to live out the "one anothers" of Scripture together as God's family. This includes the principle of unity in diversity.

Appendix B: The Seven Values of Abundant Living

Gifts of divine empowerment are given to all believers to grow God's Church.

We are committed to discovering our spiritual gifts and passions and using them to serve and build up the Kingdom of God. Like our Master, we don't come to be served but to serve, and to give our lives for one another (Mark 10:45) in love (John 15:12) and unity. We do this so that the watching world will believe that such a One as Jesus in reality did come (John 17:23). God calls us to use the gifts, talents and resources that He has given us to help build up His Church. We are all called to serve in general and in specific ways. Our general calling of servanthood includes getting involved in service projects with our community and striving to model Jesus Christ's life of servanthood. Our specific calling of servanthood is where God has uniquely gifted us to build up His Church. We are all created for a purpose, and God has given every believer at least one spiritual gift so that we all might contribute to the building of His Church.

Good Stewardship is the reasonable response to our gracious God.

We understand our relationship to God and this world as that of stewards or managers, and strive to be good stewards of our whole lives as God leads us. Christ-followers realize that they have been bought with the price of Christ's blood, and that everything they are and have belongs to Him. In light of this, we live as managers or stewards of all that God entrusts to us. We view our time, talents, and treasures as precious resources which need to be faithfully managed according to God's will, principles and priorities. In response to Christ's abundant giving, we increasingly submit our resources to His Lordship and display a spirit of generosity and cheerfulness. We are willing to share the resources God has entrusted to us as He leads (Luke 16). This includes following God's priorities for living and managing our lives in balanced and God-honoring ways. Where our treasure is, there will our hearts be also (Matthew 6:21). As God leads, we will accept and strive to serve faithfully in ordained leadership positions within the body of Christ. People are God's most precious resource and the pinnacle of His creation, and therefore, we will take the overseeing responsibilities in our lives seriously. We will strive to lead and guide others with gentleness and respect.

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7 G's	The Lord's Prayer	Acts 2	Promises	Attitudes
Glorification	"Our Father in heaven, hallowed be thy name,	 ⁴⁶ "Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts, ⁴⁷ praising God" 	God promises to glorify himself through reverent worshippers who serve His purposes!	I have decided to live as a worshipper and glorify God in every aspect of my life.
Group	Your kingdom come,	^{42b} "and to the fellowship"	God promises His love, peace and presence to members of His Family.	I have decided to live in covenant community as a member of God's family and welcome in all who desire to join.
Growth	Your will be done	^{42a} "They devoted themselves to the apostles' teaching"	God promises to train and transform earnest disciples of God's righteous life.	I have decided that I will live as a disciple, striving to become more like Jesus in every area of my life.
Gifts	on earth as it is in heaven.	⁴³ "Everyone was filled with awe, and many wonders and miraculous signs were done by the apostles."	God promises His empowerment and protection to those who surrender to Him and serve through His Strength.	I have decided to live every day as an empowered servant allowing God to express His love through me.
Good Stewardship	Give us today our daily bread.	 ⁴⁴ "All believers were together and had everything in common. ⁴⁵ Selling their possessions and goods they gave to anyone as he had need." 	God promises His provision to those who depend on Him and steward life wisely.	I have decided that life is a gift of time, talents and treasure that I will gratefully steward as God leads.
Grace	Forgive us our debts as we also have forgiven our debtors.	^{42c} " to the breaking of bread" ^{47b} " and enjoying the favor of all of the people. And the Lord added to their number daily those who were being saved."	God promises His forgiveness to those who repent and live as His ambassadors in the world.	I have decided that I will receive God's grace for my life and live as His ambassador of reconciliation in the world.
Guidance	And lead us not into temptation but deliver us from the evil one."	^{42d} and to prayer."	God Promises His Guidance to those who submit themselves to His Lordship and follow Him.	I have decided that I need God's guidance in every aspect of my life and will live as His follower!

Appendix C: 7 G's Summary Chart

7 G's	Full Armor of God	The Curses of Disobedience	Character Strengths
Glorification	The Helmet of Salvation	Pride - Jeremiah 17:5-6	Spirituality/Purpose, Humility/Modesty, Appreciation of Beauty and Excellence
Group	And pray in the Spirit on all occasions with all kinds of prayers and requests. With this in mind, be alert and always keep on praying for all the saints.	Disrespect of Parents - Deuteronomy 27:16 Sexual Immorality - Deuteronomy 27:20-23	Love of People, Citizenship, Kindness, Social Intelligence
Growth	The Breastplate of Righteousness	Hypocrisy and Disobedience to the Word - Deuteronomy 27:26	Love of Learning, Persistence, Self-Regulation, Integrity
Gifts	The Sword of the Spirit, which is the Word of God.	Religion - Galatians 3:10	Creativity, Bravery, Vitality
Good Stewardship	The Shield of Faith	Dishonesty/Greed; Unrighteous Stewardship - Haggai 1:5-6; Malachi 3:8-10	Prudence, Fairness, Gratitude
Grace	Feet fitted with the readiness that comes from the Gospel of Peace	Harming the helpless and weak - Deuteronomy 27:18-19 Hatred/Murder - Deuteronomy 27:24-25	Forgiveness/Mercy, Hope/Optimism, Humor
Guidance	The Belt of Truth	Idolatry - Deuteronomy 27:15	Perspective/Wisdom, Curiosity, Leadership, Open Mindedness

Appendix C: 7 G's Summary Chart

7 G's	P.U.R.P.O.S.E.	Belief Statement	7 Deadly Sins	7 Virtues	Spiritual Pathways
Glorification	Original Abilities	Glorification of God is the goal of our lives and our church.	Pride	Humility	Worship
Group	Experience of Love	Group provides the optimal environment for life change.	Lust	Chastity	Relational
Growth	Upbringing	Growth is a process towards full matu- rity in Christ.	Gluttony	Temperance	Activist
Gifts	Spiritual Gifts	Gifts of divine empowerment are given to all believers to grow God's church.	Envy	Contentment	Serving
Good Stewardship	Resources	Good Stewardship is the reasonable response to our gracious God.	Greed	Poverty as Steward	Creation
Grace	Passions	Grace is God's bridge to us and our bridge to others.	Wrath	Meekness	Contemplative
Guidance	Personality	Guidance is necessary in order to carry out God's will.	Sloth	Obedience	Intellectual

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Appendix D: Qualifications for Elders in the Church

The qualifications for office of elder are outlined in 1 Timothy 3 and Titus 1:6-9. An elder should aspire to the office (not be pushed into it). They include:

- 1. Being above reproach
- 2. Devoted spouse (if married)
- 3. Temperate
- 4. Self-controlled
- 5. Respectable
- 6. Hospitable
- 7. Loves what is good
- 8. Not given to drunkenness
- 9. Gentle, not violent
- 10. Not quarrelsome
- 11. Free from the love of money and dishonest gain
- 12. Good managers of their kids (if parents) and resources
- 13. Not recent converts but tested and faithful
- 14. Have a good reputation with outsiders
- 15. Not self-willed but Spirit-led, holy and disciplined
- 16. Not quick tempered
- 17. Able to teach and defend sound doctrine
- 18. Impartial (gives objective counsel)
- 19. Devoted to prayer
- 20. Holding to the word (Scripture is their authority)

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For more resources, thoughts, and discussion about this session, please visit www.lifespringnetwork.org

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. *æ*

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?"

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

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 everyday 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

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

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

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

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 relationshipbuilding. 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.

- 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."

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

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.

Ekballism: 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 Ekballism demonstrates the power we have in Jesus, and minimizes the need for a formula to accomplish Christ's work. Ekballism 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.

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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Appendix F: Spiritual Gifts Definitions

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.

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.



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 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 Christlikeness.

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:

"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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Appendix F: Spiritual Gifts Definitions

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:

- A. Encouraging others is easy for you and you enjoy it.
- B. You are not afraid to approach those who are discouraged and in a bad mood.
- C. You have a good self-image and are generally a confident person.
- 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. Being unwilling to see the dark side of people's lives.
- c. 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.

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

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.""

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.

• 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.



Cautions:

a. Possessing a spiritually superior attitude.b. Spotting a "demon" behind every bush.c. 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. • 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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Appendix F: Spiritual Gifts Definitions

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.

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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OMEGA

Appendix F: Spiritual Gifts Definitions

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.

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

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.

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 underappreciated, 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!

• 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



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. • 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-thanaverage desire to be a part of the fulfillment of the Great Commission around the world.

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.

• 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 peopleoriented 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

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).

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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Spiritual Disciplines

Very few disciplines can be regarded as absolutely indispensable for a healthy life and work, though some are obviously more important than others. Practicing a range of activities that have proven track records across the centuries will help keep us from erring. Here is such a list grouped into Disciplines of Abstinence, God Engagement, God and Community Engagement, and Life and Wisdom Engagement:

Disciplines of Abstinence Disciplines of God Engagement 1. Solitude 9. Worship 2. Silence 10. Prayer 11. Meditation 3. Fasting 4. Simplicity 12. Singing 5. Chastity 13. Surrender 14. Study 6. Secrecy 7. Sacrifice 15. Pilgrimage 16. Sabbath 8. Watching (Vigil) **Disciplines of God Disciplines of Life**

and Community Engagement

- 17. Teaching
- 18. Celebration
- 19. Service
- 20. Fellowship
- 21. Confession
- 22. Submission
- 23. Friendship Evangelism
- 24. Assembling
- 25. Hospitality
- 26. Intercessory Prayer

- and Wisdom Engagement
- 27. Journaling
- 28. Earning
- 29. Saving
- 30. Giving (including Tithe)
- 31. Frugality
- 32. Guidance
- 33. Retreat
- 34. Temperance
- 35. Planning
- 36. Exercise

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Disciplines of Abstinence:

To refrain voluntarily to some degree and for some time from the satisfaction of what we generally regard as normal and legitimate desires, including not only our basic drives or motivations, but also our desires for convenience, comfort, material security, reputation or fame. It is the best course for dealing with any habit or pursuit, harmless in itself, that is keeping us from God and sinking us deeper into the things of earth. According to Bishop Wilson of the Isle of Man, "Those who deny themselves will be sure to find their strength increased, their affections raised, and their inward peace continually augmented."

1. Solitude or "Quiet Time"

Solitude is the practice of being absent from other people and other things so that you can be present with God. It involves purposely abstaining from interaction with other human beings, denying ourselves companionship and all that comes from our conscious interaction with others; closing ourselves away by going to the ocean, desert, wilderness, or anonymity of the urban crowd; not just rest or refreshment from nature, but choosing to be alone and to dwell on our experience of isolation from other human beings.

It frees us, thus explaining its primacy and priority among the disciplines. It provides psychic distance, the perspective from which we can see, in the light of eternity, the created things that trap, worry, and oppress us. It is the gateway to fasting, prayer, service, giving, and celebration. It is, as a desert or closet, the primary place of strength for the beginners, as it was for Christ and for Paul. As Thomas a' Kempis states, "The great holy men, where they might, fled men's fellowship and chose to live to God in secret places."

But be warned that it carries the risk of cracking open and bursting apart the shell of our superficial securities. And it can pain and threaten our family and friends who need us to keep their lives in place and who may not understand why we retreat.

• Mark 1:35 "Very early in the morning, while it was still dark, Jesus got up, left the house and went off to a solitary place, where he prayed."

2. Silence

Silence is shutting out sounds so we can hear God's voice and get to know Him better. It involves closing off our souls from "sound;" it goes beyond solitude and without it solitude has little effect; it is the way to make solitude a reality. But it can be frightening because it strips us as nothing else does, throwing us upon the stark realities of our life. In some cases it requires learning to rise for a time in the middle of the night. It also includes the practice of not speaking, providing us with a certain inner distance to consider our words fully and to control what we say and when we say it. It helps us to listen, to observe, and to pay attention to people. It helps us to live with a quiet, inner confidence.

3. Fasting

Fasting is purposely depriving yourself of things that can keep us from depending on God to meet our needs. It involves abstaining in some significant way from food and possibly from drink as well. Those who practice it have a clear and constant sense of their resources in God. It helps them endure deprivations of all kinds, even to the point of coping with them easily and cheerfully. It teaches temperance or self-control, moderation and restraint with regard to all our fundamental drives. It requires practice to be effective, since as beginners it consumes all our attention. Systematic fasting is used effectively as part of direct service to God, as in special times of prayer or other service.

- Esther 4:16 "...Do not eat or drink for three days, night or day. I and my maids will fast as you do. When this is done, I will go to the king..."
- Luke 5:35 "But the time will come when the bridegroom will be taken from them, in those days they will fast."

- Matthew 6:16-17 "And when you fast, do not look dismal, like the hypocrites, for they disfigure their faces that their fasting may be seen by men. Truly, I say to you, they have received their reward."
- Acts 13:3 "So after they had fasted and prayed, they placed their hands on them and sent them off. "

4. Simplicity

Simplicity is characterized by three attitudes (adapted from Foster in Celebration of Discipline): everything I have is a gift from God, everything I have will be taken care of by God, everything I have is available to others. Believing that God is the real owner of everything means that we have to share our goods with those God loves. Martin Luther once said, "If our goods are not available to the community, they are stolen goods" [quoted by Foster, p. 78]. The heart of simplicity is to have one goal, to be about one thing. What should that be? Jesus made it clear when he spoke in the Sermon on the Mount about our attitude toward food, clothes, and money. He said, "But seek first His Kingdom and His righteousness and all these things will be given to you as well" (Matthew 6:33). The one thing you need to desire is God's reign in your life and in the world, and all the small stuff like food and clothes will take care of themselves. Can we believe that? The book of Hebrews 13:5 says, "Keep your lives free from the love of money and be content with what you have." That is the simple life of contentment with whatever you have. But the verse goes on. Why should you be content? "Because God has said, 'Never will I leave you; never will I forsake you." God can be trusted. God will take care of you. You don't have to trust in uncertain riches. You don't have to trust in your own efforts, as if you were in this rat race all on your own. You don't have to fill your house with clutter or your accounts with cash in order to feel secure.

5. Chastity

Chastity means purposely turning away from dwelling upon or engaging in the sexual dimension of our relationships to others – even our husbands or wives. It is each of us learning how "to control his own body in a way that is holy and honorable" (1 Thessalonians. 4:4). It involves the practice of abstaining from sex and from indulging in sexual feelings and thoughts, and thus learning how not to be governed by them. Contrary to much modem thought, it is absolutely vital to the health of any marriage that sexual gratification not be placed at the center.

Although Chastity has an important part to play within marriage, its main effect is the proper disposal of sexual acts, feelings, thoughts, and attitudes within our life as a whole, inside of marriage and out. Sexuality cannot be allowed to permeate our lives if we are to live as children of God and brothers and sisters of Jesus Christ.

It does not mean non-sexuality, and any pose to that effect will certainly do great harm. The suffering that comes from sexuality does come in large part from improper indulgence in sexual thoughts, feelings, attitudes and relations. But much also comes from improper abstinence.

Paul's admonition that it is "better to marry than to burn with passion" (I Corinthians 7:9) is not just a trivial "inward" matter. It extends out into human life in many ways: severe distortion of thought and emotion, inability to engage in normal and appropriate sexual relations, disgust and hatred between frustrated men and women, even abuse of children and sexual perversion. Chastity rightly practiced as a part of an overall rich walk with God can draw the poison from sexual abstinence and prevent the sickness of heart and mind that now runs amok in the sexual dimension of life in today's world. As Bonhoeffer observed, "The essence of chastity is not the suppression of lust but the total orientation of one's life toward a goal."

Healthy abstention in chastity can only be supported by loving, positive involvement with members of the opposite sex. Alienation from them makes room for harmful lusts, and so this discipline must be underscored with compassion, association and helpfulness.

6. Secrecy

Secrecy means abstaining from causing our good deeds and qualities to be known; it is even taking steps to prevent them from being known; it helps us lose or tame the hunger for fame, justification, or just the mere attention of others. It is learning to love to be unknown and even accepting misunderstanding without the loss of our peace, joy, or purpose. It involves experiencing a continuing relationship with God that is independent of the opinions of others. It enables the tranquility of rising above "praisings and blamings." It is the opposite of thinking that our virtues need to be advertised to be known.

In one sense genuine faith and works cannot be hidden. Secrecy enables us to place our public relations department entirely in the hands of God. It encourages us to see our associates in the best possible light, even to the point of our hoping they will do better and appear better than we do. If you want to experience the flow of love as never before, the next time you are in a competitive situation, pray that the others around you will be more outstanding, more praised, and more used of God than yourself. Really pull for them and rejoice in their successes.

7. Sacrifice

Sacrifice is giving until it hurts and offering our life as a gift to God. It involves abstaining from the possession or enjoyment of what is necessary for our living; it is contrasted with frugality, which gives up things that in some degree are superfluous anyway, in that it forsakes the security of meeting our needs with what is in our hands; it is total abandonment to God, a stepping into the darkened abyss, in the faith and hope that God will bear us up.

8. Watching (Vigil)

Watching means abstinence from sleep while seeking to watch and wait upon the Lord obediently in prayer and intercession for God's will to be done.

- Luke 6:12 "One of those days Jesus went out into the hills to pray, and spent the night praying to God."
- Psalm 130:6 "My soul waits for the Lord, more than watchmen wait for the morning..."
- Psalm 27:14 "Wait for the Lord; be strong and take heart and wait for the Lord."
- Luke 22:45-46 "When he rose from prayer and went back to the disciples, he found them asleep, exhausted from sorrow. 'Why are you sleeping?' he asked them. 'Get up and pray so that you will not fall into temptation.'"
- Colossians 4:2 "Be persevering in your prayers and be thankful as you stay awake to pray."
- Luke 12:37 "It will be good for those servants whose master finds them watching when he comes..." [watching here, and in the next verse, is used figuratively.]
- Mark 13:36-37 "If he comes suddenly, don't let him find you sleeping. What I say to you, I say to everyone: 'Watch!'"

Engagement of God Disciplines

These disciplines balance the disciplines of abstinence (the outbreathing and inbreathing of our spiritual lives) by entering into action. Abstinence counteracts tendencies to sins of commission, while engagement counteracts tendencies to sins of omission. Abstinence makes way for engagement. These disciplines focus on helping us to engage God in relationship.

9. Worship

Worship is finding ways to tell God all that He is worth to you. It is more than music. It is a lifestyle. It means engaging ourselves with, dwelling upon, and expressing the greatness, beauty, and

goodness of God through thought and the use of words, rituals, and symbols. It is doing this alone as well as in union with God's people. It is seeing God as worthy, ascribing great worth to Him. Worship is the engagement of one's entire being with the greatness of the God Who Is. Worship is a life of conversation with God. God speaks, we respond, God responds, we respond again. Worship involves listening, looking, tasting, feeling, and smelling. We breathe in the presence of God wherever we are. We inhale the memories of His faithful acts in the past. Just as we suffocate for lack of air, worship suffocates for lack of attentiveness to God's presence and faithfulness. Worship is our response to who God is. As we meditate on God's nature and character through prayer and study, the Holy Spirit reveals who God is more and more fully. As we experience who God is and what He is like, we give Him more worth in our lives. This is what the worshippers in Revelation 4-5 are doing. The more we come to understand who God is, the more we desire to open our lives up to the change that He desires in us. Paul wrote, "Do not conform any longer to the pattern of this world, but be transformed by the renewing of your mind." It is in this way that true worship is transformational (Romans 12:2).

10. Prayer

Prayer is communicating with God to help us know God, hear from God, express dependence on God and engage with Him in accomplishing His purposes in the world. It is engaging by conversing or communicating with God. It has its greatest force in strengthening the spiritual life only as we learn to pray without ceasing. It will not be established in our lives, as it must be for us to flourish, unless we are practicing other disciplines such as solitude and fasting. Very few people actually succeed in attaining spiritual richness through prayer alone and indeed often find it to be intolerably burdensome. Examples of Charles Finney and others who are especially effective at prayer are often held up without presenting their commitments to a blend of spiritual disciplines. It is the combination of experiences that give the greatest power.

- 1 Peter 4:7 "The end of all things is near. Therefore be clear-minded and self-controlled so that you can pray."
- Ephesians 6:18 "Pray all the time, asking for what you need, praying in the Spirit on every possible occasion. Never get tired of staying awake to pray for all the saints."
- Acts 1:14 "By common consent these...devoted themselves to prayer."
- Deuteronomy 4:7 "...The Lord our God is near us whenever we pray to him..."
- 1 Thessalonians 5:17,19 "Never stop praying... Never dampen the fire of the Spirit."

11. Meditation

Christian meditation is listening, sensing, and heeding the life and light of Jesus Christ. Richard Foster puts it this way: "In the discipline of meditation we are not so much acting as we are opening ourselves to be acted upon. We invite the Holy Spirit to come and work within us – teaching, cleansing, comforting and rebuking. We also surround ourselves with the strong light of Christ to protect us from any influences not of God." Meditation gives us the wondrous and glorious opportunity to dwell completely on the goodness and perfection of our Lord. He wants you and me to be in communion with Him so that we can learn His will, realize His purpose, believe His promises, see His work and imitate His way for us.

- Psalm 1:1-2 "Blessed is the man who does not walk in the counsel of the wicked or stand in the way of sinners or sit in the seat of mockers. But His delight is in the law of the Lord, and on his law he meditates day and night."
- Psalm 119:97 "Oh, how I love your law! I meditate on it all day long."
- Psalm 48:9 "Within your temple, O God, we meditate on your unfailing love."
- Psalm 145:5 "...I will meditate on your wonderful works."
- Psalm 46:10 "Be still and know that I am God..."

12. Singing

Through Singing one can praise God and be edified.

- Psalm 71:23 "My lips will shout for joy when I sing praise to you – I, whom you have redeemed."
- Acts 16:25 "About midnight Paul and Silas were praying and singing hymns to God, and the other prisoners were listening to them."

Singing scripture, hymns and other songs helps to fill the mind with God's word. In Ephesians 5:18-19, Paul says that this is one way the Spirit fills us. When people sing, they're involved, even if in just reading lyrics or hearing accompaniment. One can't sing without taking part, so automatically the person is engaged in the act of praise or mourning. It then connects with the feelings, the thoughts, the history, the subconscious. It ingrains the lyric in the mind, so it is remembered when it's needed. It can be done anywhere at just about any time. Clap, sway, even air guitar. Do it alone; do it with close friends.

13. Surrender

Surrendering oneself to God means living in and through His strength in all we do. It involves trusting God's wisdom in giving us our lot in life and surrendering to His Guidance and power for living. It means trusting that His will will be done as we surrender, and that as we abide in the vine we will bear much fruit. Surrender is not something we do once and it's a done deal. It's a daily discipline we must practice. Our prideful self can rear its ugly head on the spur of the moment. We don't have to work at being self-righteous, but we have to be vigilant about being self-less. Humility doesn't come naturally to us, but it's essential if our lives are to be ones that aren't opposed to God. Surrendering to God daily makes our hearts available to be vessels for God's abundant life to live through us.

14. Study

Study is using any tools available to learn all we can about the truth of God's Word, engaging ourselves, above all, with the written and spoken Word of God. It is the chief positive counterpart of solitude, and the primary discipline of engagement. As Calvin Miller remarks: "Mystics without study are only spiritual romantics who want relationship without effort." It is devoting long periods of time to chewing over the assurances and promises in the Bible. It is not only reading, hearing and inquiring, but also meditating on what comes before us. The scriptures are the comprehensive equipment of the man of God, and fit him fully for all branches of his work.

- Acts 17:11 "... They searched the Scriptures day by day to check up on Paul and Silas' statements to see if they were really so."
- 1 Thessalonians 5:21 "But test everything that is said to be sure it is true, and if it is, then accept it."
- Matthew 7:7 "Ask and it will be given to you; seek and you will find; knock and the door will be opened to you."
- Hebrews 11:6 "...The man who approaches God must have faith in two things, first that God exists and secondly that God rewards those who search for him."
- 2 Timothy 3:16-17 "All scripture is inspired by God and is useful for teaching the faith and correcting error, for resetting the direction of a man's life and training him in good living."

15. Pilgrimage and Sabbatical

The idea of sacred motion or travel runs deep in human religion, dating back to when early humans would climb hilltops to be closer to God or the sky, or go to a specific spot to dance around in circles. One of the many great spiritual discoveries of Judaism is that we are all pilgrims, strangers seeking God. Even God's chosen had to wander the wilderness to get their souls right. Spiritual talk is full of the language of travel: walking the walk,

leaving behind and stepping forward, processing and recessing (that is, moving in and out) from worship services, the way of Christ and wandering from that way, or following God's paths on our spiritual journey of life. And overall, we still haven't truly found what we're looking for or moving toward. Pilgrimage is a way God gives us to answer that yearning to travel physically to discover God and the truth about ourselves. By going to a place where God and God's own have moved mightily in the past, it sinks in that God really does exist and really is at work among us. Trusting that, we can search for (and be eager for) what God is doing within us right now. The pilgrimage, done out of devotion and true eagerness, lets us answer a yearning to be intimate with God and sends wisdom to soul and mind. It helps set aside our doubts and make our surrender to God more whole-hearted. In that way, it turns us into truer disciples of Christ and gives us a purer sense of mission and purpose. The most common effect of a pilgrimage is that it solidifies something that is growing within you. Perhaps you're doubting what you're doing now with your life: the pilgrimage may end that doubt, or may give it shape so that you can change course with confidence.

16. Sabbath

"Remember the Sabbath day, to keep it holy", says one of the Ten Commandments. The sabbath is one day every week, a time set aside for not working, but resting, and for attending to one's faith in God. In our daily living in this world, we can get tricked into measuring our own value and those around us by what we accomplish, either in quality or quantity. But neither quality nor quantity are the measure of a person. We are evaluated by a different measure, the one a loving God uses on God's children. Sabbath is not a time for running away, but for regaining perspective, and taking the time for worship of the One on whom our value depends, and being with others who are doing the same thing.

Engagement of God and Community Disciplines

The purpose of these disciplines is to balance the disciplines of abstinence (the outbreathing and inbreathing of our spiritual lives) by entering into action. Abstinence counteracts tendencies to sins of commission, while engagement counteracts tendencies to sins of omission. Abstinence makes way for engagement. These disciplines focus on helping us to engage in our relationship with God and building contagious Christian community.

17. Teaching

We are called to teach and admonish one another with all wisdom. Engaging in the discipline of teaching usually benefits the teacher more than the student. Christianity is a reproductive faith and we are all called as the priesthood of all believers to engage in the teaching and instruction of other believers. God's plan is to create discipleship chains where we are linked together and called to instruct one another in godliness. The more mature are to teach the younger in the power of the Holy Spirit. This is where you regularly move out in the guidance and power of the Spirit to teach others how to live their faith.

 Hebrews 5:12-14 "You have been believers so long now that you ought to be teaching others. Instead, you need someone to teach you again the basic things about God's word. You are like babies who need milk and cannot eat solid food. For someone who lives on milk is still an infant and doesn't know how to do what is right. Solid food is for those who are mature, who through training have the skill to recognize the difference between right and wrong."

18. Celebration

Celebration is focusing on God's work in the world and in your life. You draw joy and strength as you recognize God's faithfulness in your life. Celebration helps us concentrate on our life and world as God's work and as God's gift to us. It typically means that we gather with others who know God to eat and drink, to sing and dance, and to relate stories of God's action for our lives

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Appendix I: Spiritual Disciplines

and our people. It involves holy delight and joy as the great antidote to despair and a wellspring of genuine gratitude. It is a discipline of faith to seize the season of enjoyment and embrace it for what it is, just as there are also times to weep. We dishonor God as much by fearing and avoiding pleasure as we do by dependence upon it or living for it. It sometimes involves a delirious joy coursing through our bodily being, when we really see how great and lovely God is and how good he has been to us. Celebration heartily done makes our deprivations and sorrows seem small, and we find in it great strength to do the will of our God because His goodness becomes so real to us. Richard Foster put it this way: "Celebration is central to all the Spiritual Disciplines. Without a joyful spirit of festivity the Disciplines become dull, death-breathing tools in the hands of modern Pharisees.'

19. Service

Service is humbly giving of yourself and expecting nothing in return. It is engaging our goods and strength in the active promotion of the good of others and the cause of God in our world. Not all acts of service are done as disciplines. We do them without regard to how it may enhance our abilities to follow Christ. But we may also serve another to train ourselves away from arrogance, possessiveness, envy, resentment or covetousness. Paradoxically, perhaps, service is the high road to freedom from bondage to other people. In it, as Paul realized, we cease to be "people pleasers" and "eye servants," for we are acting unto God in our lowliest deeds. This includes the discipline of working hard to accomplish physical tasks that serve others' needs and maintain the resources that God has put under our stewardship. This could be anything from household chores to landscaping or service projects like Habitat for Humanity. Service is even more important for Christians who find themselves in positions of influence, power and leadership than for those who out of necessity must serve. Matthew 20:25-28 is not an instruction on how to become great, but a statement on how those who are great are to behave. It is striving to

meet all persons who cross our path with openness to service for them – not, of course, in any anxious, overly solicitous manner, but with ease and confidence born of our vision of our lives together in the hands of God.

20. Fellowship

Fellowship is being with others in ways that help us grow in our faith. It is engaging in common activities of worship, study, prayer, celebration, and service with other disciples, either in a large group or with only a few. It is living out the "one anothers" of Scripture in Covenant Community with other brothers and sisters in Christ. 1 Corinthians 12:12 states, "The body is a unit, though it is made up of many parts; and though all its parts are many, they form one body." Why do we need other people? Because we don't have everything we need. I can't be a whole person without you. In His wisdom, God has not given any of us everything we need; instead, He chose to give us one another. I have gaps, you have gaps - we fill each other's gaps. I know Jesus loves me because you love me. We are indispensable parts of one another. Together, we make up the whole.

21. Confession

Confession is telling the truth about what we've done and admitting our responsibility so we can experience true forgiveness. It is letting trusted others, within the related discipline of fellowship, know our deepest weaknesses and failures. We lay down the burden of hiding and pretending, which normally takes up such a dreadful amount of human energy. Unconfessed sin is a special kind of burden or obstruction in the psychological as well as the physical realities of the believer's life. Confession removes that burden. It helps us avoid sin. Closeness and confession force out evildoing. The awesome God we worship is eager to forgive us, as is revealed in the words of Psalm 103:12 "As far as the east is from the west, so far does God remove my sin." With these words, He offers us a guilt-free existence. But without acknowledging our sins before God and depending on His mercy to help us change, guilt and shame can constantly plague us. Confession and forgiveness are realities

that transform us, and they are a means of healing and transformation for the inner spirit.

22. Submission

Submission is giving up our way in favor of someone else's. It means engaging at the highest level of fellowship in acts of humility, complete honesty, transparency, and at times confession and restitution. Redemptive communities do not promote iron hierarchies in which unwilling souls are crushed and driven. Submission is engaging the experience of those in our fellowship who are qualified to direct our efforts in growth, and who then support us with the added weight of their wise authority. These "wise" people do not look at themselves primarily as leaders but as examples of servanthood. It is a case of true leadership, not the drivership that so often prevails in secular society and in some church groups where those "in control" do not know an alternative. It is important to realize that submission is something, perhaps the only thing, that can strengthen us to overcome the sin of pride, which is the worst of all sins and the source of all others. Submission means the freedom to give way to others. Submission is the opposite of self-indulgence. Paradoxically, though, self-denial has the effect of leading to self-fulfillment. "If anyone would be first, he must be last of all and servant of all." Submission is an ethical imperative for all Christians: men as well as women, fathers as well as children, masters as well as slaves. The duty of submission, however, has its limits. Sometimes, those limits are clear (such as Peter's refusal to stop preaching the risen Christ). Usually, the limits are not clear (such as the extent to which one should submit to a corrupt and wicked government). Submission is in some ways the concurrent motivation for the discipline of service.

23. Friendship Evangelism

This is the discipline of relationship excellence. It involves relating to people with God's grace and truth. This is especially important for those who are not walking in relationship with God and do not have a perspective of what God's love looks like. We become living examples of God's love to them as we learn from the Lord and allow God's Spirit to live and love others through us. It has been said that our lives are the only Bible most people will ever read, so how we build friendships with people far from God is important if they are going to understand the great love that the Father has for them. The apostle Paul believed that the greatest privilege is to be chosen by God for salvation, and the second greatest privilege is to help someone else experience the same salvation. Paul believed that all people need a Savior and that there is no way to heaven except through Jesus Christ. If you want to have an effective discipline of evangelism, believe what Paul believes. Evangelism is taking people as far as they want to go toward Jesus. Although all Christians are not expected to use the same methods of evangelism, all Christians are expected to evangelize. Godliness requires that we discipline ourselves in the practice of evangelism. The reason many of us don't witness in effective ways is our lack of discipline.

24. Assembling

When we meet together as the body of Christ we can exhort one another. "I rejoiced with those who said to me, 'Let us go to the house of the Lord.'" (Psalm 122:1) "And let us consider how we may spur one another on toward love and good deeds. Let us not give up meeting together, as some are in the habit of doing, but let us encourage one another – and all the more as you see the Day approaching" (Hebrews 10:24-25). This is where we commit to gathering with the covenant community and making the gathering of God's family a priority in our lives. God moves in and through community, and we are better able to discern God's will for our community and move out together when the family is called together. This is an important discipline because the priesthood of all believers comes alive only when we gather under the Lordship of Christ in the power of the Holy Spirit and seek the will of the Father together.



25. Hospitality

Hospitality means showing kindness to friends and strangers, which often results in blessing. "Do not forget to entertain strangers, for by so doing some people have entertained angels without knowing it" (Hebrews 13:2). Sharing meals or drinks, particularly with people who are different, can be a deeply communal experience. Just as Jesus ate and drank with tax collectors and sinners, we develop community when we are open to our neighbors, wherever they live. Hospitality can be shared at home or in other places, and it can also be important to accept the hospitality of others. At the heart of hospitality is mutuality in learning to give and receive. When sharing together we have opportunity to engage others, to hear their stories and their life experiences, to discover the holiness of the others, and to know ourselves gifted by God's presence in the sharing. Hospitality – from simple acts of kindness to challenges to our nation's immigration and refugee policies by churches offering sanctuary - involves faithful acts in response to God's hospitality freely offered to us. Working to ensure shelter, employment, education, and health care for all God's people is part of the work of hospitality. Offering hospitality is a moral imperative. The expectation is that God's people are people who will welcome strangers and treat them justly.

26. Intercessory Prayer

Intercessory prayer is not the same as prayers for yourself, or for 'enlightenment', or for spiritual gifts, or for guidance, or any personal matter, or any glittering generality. Intercession is not just praying for someone else's needs. Intercession is praying with the real hope and real intent that God would step in and act for the positive advancement of some specific other person(s) or other entity. It is trusting God to act, even if it's not in the manner or timing we seek. God wants us to ask, even urgently. It is casting our weakness before God's strength, and (at its best) having a bit of God's passion burn in us. "I commend intercessory prayer, because it opens man's soul, gives a healthy play to his sympathies, constrains him to feel that he is not everybody, and that this wide world and this great universe were not after all made that he might be its petty lord, that everything might bend to his will, and all creatures crouch at his feet" (Charles Spurgeon).

Engagement of Life and Wisdom Disciplines

These disciplines balance the disciplines of abstinence (the outbreathing and inbreathing of our spiritual lives) by entering into action. Abstinence counteracts tendencies to sins of commission, while engagement counteracts tendencies to sins of omission. Abstinence makes way for engagement. These disciplines focus on helping us to engage in our relationship with God and live wise, fruitful lives.

27. Journaling

This discipline involves keeping a spiritual diary where you write out your prayers and thoughts, and record what you hear God saying to you. Devotional journals have been everything from a child writing down her daily thoughts about God in a notebook, to complex systematic projects with structured Bible passages and discipline exercises and such. Dan Phillips calls it simply "a written record of personal reactions to spiritual matters." The key thing about a journal is that it's a place to share yourself spiritually with God and with yourself. You're pouring your thoughts out to God, but you're also part of the audience, because you go back to it to see how you've spiritually grown – or perhaps shrunk. Journaling, although not commanded in Scripture, is certainly modeled there. God has blessed the use of journals since biblical times. The Spiritual Discipline of Journaling has a fascinating appeal to many people. It not only promotes spiritual growth but is a valuable aid to many other aspects of the spiritual life. Although there are no rules for keeping a journal and journaling can be fruitful at any level of involvement, journaling requires persistence through the dry times. Its value can be experienced only through doing it.

28. Earning

A diligent Earner is someone who works with commitment, purpose, and a grateful attitude. Earning is working purposefully to earn resources that can support your family and others financially. The Scriptures constantly speak of the importance of working to earn a wage and support our immediate relatives and beyond as we have the ability to do so "Whatever you do, work at it with all your heart, as working for the Lord, not for men" (Colossians 3:23). "If anyone does not provide for his relatives, and especially for his immediate family, he has denied the faith and is worse than an unbeliever" (1 Timothy 5:8). "You may say to yourself, 'My power and the strength of my hands have produced this wealth for me.' But remember the Lord your God, for it is He who gives you the ability to produce wealth" (Deuteronomy 8:17-18).

29. Saving

The wise saver is one who builds, preserves, and invests with discernment. This is purposefully living on less than you earn in order to save for future needs. It is wise to save for an unexpected hardship but foolish to stockpile things for beyond our need. So there is a difference between saving and hoarding. Saving must be guided by God in order to learn the principle of "enoughness.

30. Giving (Including Tithing)

A generous giver is someone who gives with an obedient will, a joyful attitude, and a compassionate heart. Giving in this fashion pleases God and enters us into His blessing. "And do not forget to do good and to share with others, for with such sacrifices God is pleased" (Hebrews 13:16). "In everything I did, I showed you that by this kind of hard work we must help the weak, remembering the words the Lord Jesus himself said: 'It is more blessed to give than to receive'" (Acts 20:35). This is also known as the discipline of money, or the tithe, in which we obediently give a definite portion of our annual income to the promotion of Christ's cause in the world. The tithe is used as the minimum training discipline for giving, but moves beyond ten percent as God guides us as to what we should give as a regular discipline from our income to His work in the world.

31. Frugality

Frugality is abstaining from using money or goods at our disposal in ways that merely gratify our desires or our hunger for status, glamour or luxury. It means that we stay within the bounds of what general good judgment would designate as necessary for the kind of life to which God has led us. It is the opposite of frivolous consumption which corrupts the soul away from trust in, worship of, and service to God, and which injures our neighbors as well. It is freedom from the spiritual bondage caused by financial debt, which in turn diminishes our sense of worth, dims our hope for the future and eliminates our sensitivity to the needs of others. This includes the importance of cleaning and maintaining the resources God has put under our stewardship in order to gain the maximum use out of them.

32. Guidance (Counseling, Life Coaching)

This is the discipline of seeking and giving guidance to others in and through counseling and mentoring relationships. In these roles you are seeking to discern God's wisdom for life. The discipline of seeking guidance goes to the heart of walking with God. Guidance involves our hearing God's voice and obeying Him. Seeking guidance is not only trying to find His will in a specific matter, but it is a constant way of life. God provides guidance to His people in two ways. One is individual guidance, where God gives each of His children divine instruction through Scripture, reason, circumstances, and the prompting of the Spirit in the individual's heart. In corporate guidance, God guides groups of people who gather in fellowship to seek the will of God. Both means of guidance are important to submit to as we seek to live in response to the voice of God.



33. Retreat

If 'quiet time' is a daily spiritual need, then there may be times when a longer stretch of solitude may be needed. For that, there is the 'retreat'. This is done by going to a specific place away from where you live and work, away from hobbies and duties, families and habits, media and pressures. It can be done totally alone, with just a spiritual director or sponsor, or with a small group of people who have a common purpose or bond. It works because it involves thorough separation from life as you know it for more than just a few minutes a day. This gives you a chance to step outside of your entire way of life for a little while and see it from a different angle. The retreat time can help you get back in touch with parts of yourself that have been bypassed in daily life for the sake of efficiency or to avoid pain. It can be a time of extended discussion with God, of throwing forth thoughts and feelings, working things out, being still and waiting on the Lord. A retreat may well refresh us with rest, but if that's all the 'retreat' is, then it's just another vacation. The spiritual retreat is time spent with God.

34. Temperance

Temperance" is mentioned four times in the King James Version of the New Testament. Each time it translates the Greek egkrateia, which means self-control, the virtue of one who masters his desires, his passions, and especially his sensual appetites. Egkrateia comes from the Greek root egkrates which is translated "temperate" and means to have power over, to master, to control, to restrain. The dictionary broadens our perspective on the subject of "temperance" by defining it as the avoidance of extremes of opinion, feeling or personal conduct. It stresses control and restraint not only over our behavior and personal conduct but also over the expression of our opinions in words and actions. Galatians 5:22-23 lists the nine fruit of the Spirit and verse 23 lists the final two, "Meekness, temperance (egkrateia); against such there is no law." The Amplified Bible says,

"...self-control (self-restraint, continence). Against such things there is no law "Temperance or the control of self depends upon the believer's resolve to establish boundaries for his behavior, actions, and thought processes; it is centered in the decision to exert his will over the desires, drives, and emotions of the body and the mind. This resolve must be accompanied with surrender to the power of God's Spirit to enable temperance, for temperance is a Fruit of the Spirit. Becoming successful in the fruit of temperance depends upon the strength of will to carry out one's decisions, wishes, or plans in the power of the Holy Spirit. Exercising the fruit of temperance enables us to live our lives purposefully and resolutely in agreement with the Word of God. In I Corinthians 10:23 (Amplified translation) the Apostle Paul wrote, "All things are legitimate [permissible – and we are free to do anything we please], but not all things are helpful (expedient, profitable, and wholesome). All things are legitimate, but not all things are constructive [to character] and edifying [to spiritual life]." Each one of us must define the boundaries of our life, what is and is not acceptable behavior. A boundary is a statement that defines a border or limit, a line that we discipline ourselves in the power of the Spirit not to cross. The most profitable place to ascertain wholesome boundaries for our life is the Word of God. The Word instructs the believer in the qualities that promote a sound and healthy character. And temperance, or self control, is a necessary ingredient for successful character building. Paul wrote in I Corinthians 6:12 (Amplified), "...Everything is lawful for me, but I will not become the slave of anything or be brought under its power." Temperance includes moderation in the enjoyment of food and drink. Sobriety is moderation in the use of intoxicating drink. Eating disorders such as Anorexia and Bulimia are very common in our time, causing cycles of starving or binging and purging, and swinging between food related anxiety, depression, and guilt and the pursuit of sensory pleasure in food "addiction." It is important to build the disciplines of temperance in eating and drinking wisely according to a plan for your physical health.

35. Planning (Life Stewardship)

Life is a gift that we are responsible to steward with the decisions that we make until we die. This involves spending time seeking wisdom as to how we should steward your life from God's perspective by discerning and synthesizing how you sense God leading you to invest your life strategically. This is best done according to a personal-growth and life-investment plan. This plan is not intended to be inflexible, but rather flexible as you sense the Holy Spirit leading and guiding you. This God-discerned plan gives you a structure within which God can continue to speak and guide you toward His preferred future.

36. Exercise (Physical Activity)

This is the discipline of exercising and engaging in physical activity or exertion in order to grow and maintain a healthy body. God in His wisdom made us fleshly creatures and gave us bones, muscles, and metabolic systems with which to serve Him. According to 1 Corinthians 6:19-20, our physical bodies are the very temple of God; we are not our own possession. Our body is God's creation and God's possession. We need to take care of His possession through good physical disciplines - exercise, diet, sleep and medical care. Exercise is a physical release that helps to cleanse us of toxins and stress that get built up in our bodies. Having a regular plan for exercise and changing it from time to time is a good discipline that brings health and other benefits to our lives.

Conclusion

Remember, the disciplines that must be central to our lives will be determined by the chief sins of commission and omission that entice or threaten us from day to day. Pride, envy, wrath, sloth, greed, gluttony, and lust – the seven "deadly" sins of theological and literary history – along with many others, are not phantoms or jokes but hard-bitten realities whose dreadful effects can be viewed hour by hour. They call for a comparably hard-nosed, tough response on our part, supported by infinite grace.

These definitions have been adapted and compiled from a variety of sources including the books listed below.

Here are some books on the spiritual disciplines that you may find helpful.

Foster, Richard, Celebration of Discipline

Ortberg, John, The Life You've Always Wanted

Peterson, Eugene, A Long Obedience in the Same Direction

Whitney, Donald, *Spiritual Disciplines for the Christian Life*

Willard, Dallas, The Spirit of the Disciplines

Here are some classic books on spiritual disciplines.

Murray, Andrew, *The Inner Chamber* Lewis, C.S., *Mere Christianity* Bonhoeffer, Dietrich, *The Cost of Discipleship* Bunyan, John, *The Pilgrim's Progress* Chambers, Oswald, *My Utmost for His Highest* St. Ignatius, *The Spiritual Exercises of St. Ignatius*

References and Acknowledgments

We have kept the reference numbering system and labeling of appendices consistent with what is found in the original Omega Course Workbook - which covers all 24 sessions.

- 8. Towner, Dick, 2002. *Good Sense: Counselor Training Workshop*. Willow Creek Resources. Grand Rapids: Zondervan.
- 9. Reiland, Dan, 1998. Spiritual Gifts Course. Atlanta: Injoy Ministry Resource.

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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 LE.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.

Life Spring Network













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.