

OMEGA

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



Know Thyself

Sessions 17-20



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COURSE WORKBOOK – PART V

Life Spring Network

Author and Primary Trainer of The Omega Course

Quick Bio:



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

Jason received a Masters of Divinity degree from Southern Theological Seminary, and currently is completing his Doctorate in Christian Leadership at Gordon-Conwell Theological Seminary. He received a B.A. in Business Economics and Organizational Behavior and Management from Brown University, where he was captain, pre-season All-American, and all-Ivy team member of the football team. He 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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The 18 Natural Laws, Identity Roles Paradigm, P.R.E.P.²,
Life Focus Process, 7 G’s

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The background of the page is composed of three horizontal bands of color: a light green top band, a darker green middle band, and a yellow bottom band. On the right side, there is a vertical strip containing a stylized illustration of a tree. The tree's canopy is rendered in shades of yellow and green with dark, thin lines for branches and leaves. The trunk and roots are depicted in brown and green tones, extending from the yellow band down into the green band.

Introduction

Introduction

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

- 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.

Introduction

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Welcome to Part Five - Sessions 17-20

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

During the Course

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:

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



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

Introduction

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:

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.

Maximizing Your Journey

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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!



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

OMEGA Covenant Commitment

Date: _____

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. **C**ommit 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 **O**pen 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. **R**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. **E**nter into Scripture by:
 - 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.

The background of the slide is composed of several rectangular blocks of color. On the left, there are three stacked blocks of varying shades of green. On the right, there are blocks of yellow and light green. Overlaid on these blocks is a stylized illustration of a tree. The tree's trunk and roots are rendered in dark brown and black lines, with some yellow and green washes. The foliage is represented by dark, curved lines and some yellow and green washes. The overall style is abstract and artistic.

Session 17 Realizing Life's Potential

In this session participants will:

Cognitive (Knowing Objectives)

- Become more self-aware by learning the importance of having an objective awareness of your obedience to God's mission, character and purpose.

Affective (Feeling Objectives)

- Be inspired to discover and utilize assets that you have in the areas of Passion, Upbringing and Resources for realizing life's potential.

Behavioral (Doing Objectives)

- Assess your obedience to God's mission and your character while beginning to discover your purpose by examining your Passion, Upbringing and Resources.

Existential (Lifelong Objectives)

- Experience and express love to others in deeper and more meaningful ways by living more obediently on mission with God, developing Christlike character and living into your Passions, Upbringing and Resources.



Review

In Session 16 we discussed:

- LFP Level 2: Commit to Transformation
- Law 12: The Law of Consequences
- Blessings and Curses

Life Focus Process Level 3: Know Thyself



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]

Romans 12:1-3

"Therefore, I urge you, brothers, in view of God's mercy, to offer your bodies as living sacrifices, holy and pleasing to God – this is your spiritual act of worship. ² Do not conform any longer to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God's will is – his good, pleasing



Session 17: Realizing Life's Potential

Reflective Question:

Does the word "potential" carry a good or bad connotation to you?

"Our deepest fear is not that we are inadequate. Our deepest fear is that we are powerful beyond measure. It is our light, not our darkness that most frightens us. Your playing small does not serve the world. There is nothing enlightened about shrinking so that other people won't feel insecure around you. We are all meant to shine as children do. It's not just in some of us; it is in everyone. And as we let our own lights shine, we unconsciously give other people permission to do the same. As we are liberated from our own fear, our presence automatically liberates others."

— From the Movie Coach Carter; this version is for all faiths, written by Marianne Williamson

and perfect will. ³ 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."

Philippians 4:13

"I can do everything through him who gives me strength."

Know Thyself

Strengths and Weaknesses

God wants us to be fully mature, which means developing every area of our identity in Christ, not just in the roles that we naturally gravitate towards (strengths)!

As you look at your vision statements and roles, can you clearly see roles in your life that are being neglected (weaknesses)?

The Role of Assessment

Until we understand who we really are, it is difficult to set appropriate goals for our growth.

Take objective assessment tests to get a snap-shot of your character (Seven Values of Abundant Living and the 24 Character Strengths) and how you are living in obedience to God's Mission (Vision, Priorities and Roles), and to assess the various gifts, personality and love language that you have!

Session 17: Realizing Life's Potential

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“Our deepest fear is not that we are inadequate. Our deepest fear is that we are powerful beyond measure. It is our light, not our darkness that most frightens us. We ask ourselves, who am I to be brilliant, gorgeous, talented and fabulous? Actually, who are you not to be? You are a child of God. Your playing small does not serve the world. We were born to make manifest the glory of God that is within us. It's not just in some of us; it is in everyone. And as we let our own lights shine, we unconsciously give other people permission to do the same. As we are liberated from our own fear, our presence automatically liberates others.”

– *Our Deepest Fear, Christian Version*
written by Marianne Williamson



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360 degree Feedback – The best way to assess who you are, your strengths, weaknesses and opportunities for growth is to ask trusted people in your life to give you feedback and recommend ways you could improve.

Universal Character

From *Character Strengths and Virtues* by Peterson and Seligman: ¹³

Creativity	Persistence	Perspective/Wisdom
Spirituality/Purpose	Vitality	Hope/Optimism
Citizenship	Love of Learning	Bravery
Integrity	Prudence	Curiosity
Kindness	Leadership	Love of People
Fairness	Self-regulation	Forgiveness/Mercy
Social Intelligence	Gratitude	Humor
Humility/Modesty		Open Mindedness
Appreciation of Beauty and Excellence		

The Seven Values of Abundant Living and Character Strengths

7 G's	Character Strengths
Grace	Forgiveness/Mercy, Hope/Optimism, Humor
Group	Love of People, Citizenship, Kindness, Social Intelligence
Growth	Love of Learning, Persistence, Self-Regulation, Integrity
Gifts	Creativity, Bravery, Vitality
Glorification	Spirituality/Purpose, Humility/Modesty, Appreciation of Beauty and Excellence
Guidance	Perspective/Wisdom, Curiosity, Leadership, Open Mindedness
Good Stewardship	Prudence, Fairness, Gratitude

For definitions of these character strengths see Appendix H

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

Session 17: Realizing Life's Potential

*"God will manifest himself
in direct proportion to our
PASSION for Him."*

– Jim Cymbala

Understanding Your

P.U.R.P.O.S.E.

P: Passions

U: Upbringing

R: Resources

P: Personality

O: Original Abilities

S: Spiritual Gifts

E: Experience of Love

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

Understanding your P.U.R.P.O.S.E. will help you understand how you have been purposed to Experience and Express love!

P: Passions

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

Passion is usually a combination of three things:

1. People - a passion for working with or helping certain people.
 2. Place - a passion to spend time or invest yourself in a location.
 3. Action - a passion to do a type of work or activity most important to you.
-
-

The dictionary defines passion as: "Compelling feeling or emotion;... a pursuit to which one is deeply devoted." Its synonyms include love, ardent affection, and zeal.

The opposite of passionate is passive: "being without response to something, not active, inert." Unlike passive people, passionate people can't remain inactive or inert in the realm of their passion. They're compelled to action.

In his book *Half Time*, businessman and non-profit founder Bob Buford asks, "What is your passion, the spark that needs only a little breeze to ignite into a raging fire?"

Session 17: Realizing Life's Potential

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10 Ways to Recognize It's a Passion

from *Shifting into Higher Gear* by Tom Siciliano and Jeff Caliguire ¹

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

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

P: Passions

U: Upbringing

R: Resources

P: Personality

O: Original Abilities

S: Spiritual Gifts

E: Experience of Love



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U: Upbringing - Genograms

Genograms can be very useful in understanding how we have been shaped through the generations. By constructing your genogram and spending time reflecting on the relatives who have affected your life, you will be able to know yourself better and see patterns in your family.

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

Session 17: Realizing Life's Potential

Identification & Labeling

Male



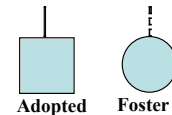
Female



Deceased



Adopted
Or Foster



Christian



Abortion



Miscarriage



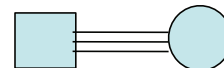
Still Born



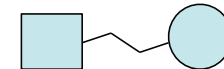
Unknown sex



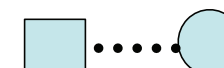
Very Close
Relationship



Conflicted
Relationship



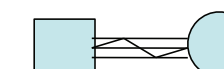
Distant
Relationship



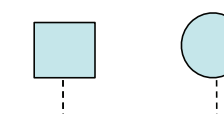
Estrangement
or Cut Off



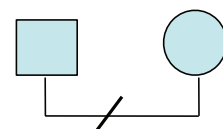
Fused and
Conflicted



Living together
relationship or
liaison



Divorce



*"When we were children,
we used to think that when we
were grown-up we would no
longer be vulnerable. But to
grow up is to accept vulnerability.
To be alive is to be vulnerable."
– Madeleine L'Engle*

Session 17: Realizing Life's Potential

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*"Every man is a quotation from
all his ancestors."*

– Ralph Waldo Emerson

Additional Labeling

Other information that may prove helpful in tracking through your genogram to gain a picture of your upbringing and how it has impacted and is impacting you:

- Ethnic background and migration date
- Religion or Religion Change
- Education
- Occupation or unemployment
- Military Service
- Retirement
- Trouble with the law
- Physical or sexual abuse or incest
- Obesity
- Alcohol or Drug abuse (symbol is a half-filled square or circle)
- Smoking
- Dates when family members left home: LH '74
- Current location of family members

What to look for in a Genogram:

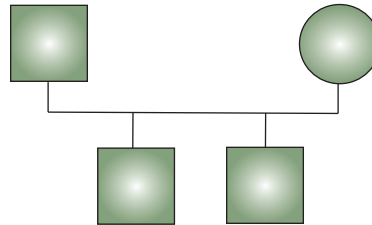
- Generational Sin Patterns
- Health Issues
- Blessings/Curses
- Stories of Faith
- Spiritual Gifting
- Original Abilities
- Unresolved Conflict Patterns
- Love Languages



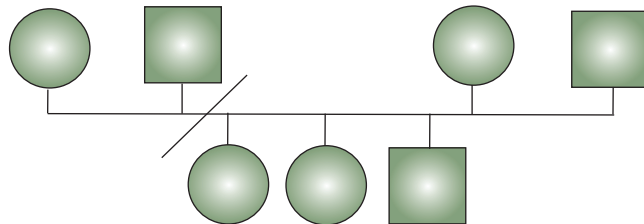
For more resources, thoughts, and discussion about this session, please visit www.lifespringnetwork.org

Session 17: Realizing Life's Potential

Examples



“Family life is full of major and minor crises – the ups and downs of health, success and failure in career, marriage, and divorce – and all kinds of characters. It is tied to places and events and histories. With all of these felt details, life etches itself into memory and personality. It’s difficult to imagine anything more nourishing to the soul.”
– Thomas Moore



Session 17: Realizing Life's Potential

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Understanding Your

P.U.R.P.O.S.E.

P: Passions

U: Upbringing

R: Resources

P: Personality

O: Original Abilities

S: Spiritual Gifts

E: Experience of Love

R: Resources

God provides each of us with different amounts of resources to steward.
See Session 10: Steward of Resources.

This image shows a single sheet of white paper with horizontal blue ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins or other markings on the paper.

Summary

In this session we discussed:

- Law 13: The Law of Potential
- LFP Level 3: Know Thyself: Nature

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

P: Passions

U: Upbringing - Genograms

R: Resources - Steward of Resources



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Session 17: Discussion and Reflection

Discussion and Reflection

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

2. Which roles or aspects of your life that we have covered up to this point have you identified as areas of strength and areas of weakness? What areas are you over-focusing on and thereby neglecting others?

3. What is your best assessment of your character strengths and weaknesses? Thinking about your upbringing, how do you think you learned your greatest character strengths and weaknesses?

4. What areas of passion were you able to identify and what do you think contributes to them being such strong areas of passion for you?

5. Have you prayed about the resources God has entrusted to your care and sought His discernment about why He has blessed you with the resources that you have? If so, what strategic Kingdom impact is God having through your life in this area?

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

Day 1

Context:

The Law of Potential

Preparation:

God as Holy

Meditation:

Romans 12:1-3

“Therefore, I urge you, brothers, in view of God’s mercy, to offer your bodies as living sacrifices, holy and pleasing to God – this is your spiritual act of worship. ² Do not conform any longer to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God’s will is – his good, pleasing and perfect will. ³ 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.”

Revelation:

1. In what ways does God ask us to be living sacrifices? How would this idea specifically impact a citizen of first century Rome?

2. How does the renewing of our minds help us to test and approve God’s will?

3. How does the measure of faith that God gives allow us to think of ourselves with sober judgment?



22

Day 2

Context:

Purpose

Preparation:

The Lord as Advocate

Meditation:

Psalm 138

“I will praise you, O LORD, with all my heart; before the “gods” I will sing your praise. ² I will bow down toward your holy temple and will praise your name for your love and your faithfulness, for you have exalted above all things your name and your word. ³ When I called, you answered me; you made me bold and stouthearted. ⁴ May all the kings of the earth praise you, O LORD, when they hear the words of your mouth. ⁵ May they sing of the ways of the LORD, for the glory of the LORD is great.

⁶ Though the LORD is on high, he looks upon the lowly, but the proud he knows from afar. ⁷ Though I walk in the midst of trouble, you preserve my life; you stretch out your hand against the anger of my foes, with your right hand you save me. ⁸ The LORD will fulfill his purpose for me; your love, O LORD, endures forever -- do not abandon the works of your hands.”

Revelation:

1. What purposes do you see God fulfilling through the writer of this Psalm?

2. Who powers the fulfillment of your purpose more: your own will power, or God's Spirit?

Session 17: Daily Devotional

Day 2

3. When is the last time you sang praise to the Lord all by yourself?

Application:

1. If there were one purpose that you have been trying to fulfill on your own power that God would most like you to release to Him, what would it be? Spend some time in prayer so that you may intentionally leave it at His feet. If you find this especially difficult, give yourself a time frame in which you will build the habit of leaving the outcome with Him.

2. Make a short list of some things that you feel the Lord has purposed for you. Divide them up between things that all believers are purposed for and things that you specifically have been purposed for. When you see this list on paper, what are your reactions? Journal your response.

Reflection:

“Lord, you said you will fulfill your purpose for me. Help me allow you to fulfill your purpose in me in your time.”

Day 3

Context:

Genograms

Preparation:

God as Everlasting

Meditation:

Exodus 3:14-15

“God said to Moses, “I AM WHO I AM. This is what you are to say to the Israelites: ‘I AM has sent me to you.’” ¹⁵ God also said to Moses, “Say to the Israelites, ‘The LORD, the God of your fathers – the God of Abraham, the God of Isaac and the God of Jacob – has sent me to you.’ This is my name forever, the name by which I am to be remembered from generation to generation.”

Revelation:

1. What does God’s identity as “I AM” mean to you?

2. What weight would the names of Abraham, Isaac, and Jacob carry as a part of God’s message to the Israelites? Why was it significant that He identified them?

3. In what ways is this aspect of God’s identity best remembered from generation to generation?

Session 17: Daily Devotional

Day 3

Application:

1. Use your genogram to track the influence of faith in your family. Where did it start? How do you see it proceeding from your own generation?

2. Create a new “tradition” in your own family that will facilitate the promotion of faith from generation to generation. Ideally, it will be something that your children or younger relatives can replicate with their own families some day.

Reflection:

“Lord, your name is forever. Help me live my life today in such a way that you will be remembered for generations to come.”

1. Journal through the discussion and reflection questions in your workbook.
2. Complete the On Mission with God Assessment, seeking to identify areas in your life that you are over focusing on and areas that you are neglecting in your identity in Christ.
3. Complete the 24 Character Strengths and Virtues Assessment by looking at the definitions of the character strengths in the Appendix H of your workbook and rating yourself according to each character strength.
4. Ask a member of your Inner Circle to rate you as well and make suggestions to you about how you might improve in the areas of identified weakness. Journal about what your Inner Circle friend reveals to you.
5. Spend time journaling and reflecting this week on identifying your passions and what you think contributes to that being such a strong area of passion for you.
6. Build a Genogram of your family tree that we will look at deeper in the following session.

Discussion and reflection questions journal:

This image shows a single sheet of white paper with horizontal blue ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

Session 17: Personal Development Plan - Homework

On Mission with God Assessment

This instrument has been developed to help you assess your obedience to God's Mission for your life by looking at the four areas that we discuss in the Omega Course. The component parts which make up God's mission for our lives are His Vision, Priorities, Values and Identity Roles.

Vision

Using your Vision Statements for the various roles in your life, rate your growth towards your vision statement using the rating scale described below.

Use this rating system for assessing your Vision Statements in each area.

- 1 = Neglecting this area of my life because of confusion, lack of desire, or fear of change.
- 2 = Good intention but no follow through.
- 3 = Functioning but not growing in this role/area.
- 4 = Obediently functioning and growing in this role/area of my life.

Priorities

Use this rating system for assessing the balance of your priorities in each area.

- 1 = Not high enough on my priority scale.
- 2 = Properly prioritized.
- 3 = Too high on my priority scale.

Below we have listed the 14 Identity Roles that we covered in the Omega Course in priority order.

Please assess how you are doing in terms of functioning and growing in these areas of your life and how you are doing keeping them in the proper priority in your life.

Area	Role	Vision (1-4)	Priorities (1-3)
Christ	Heart		
	Soul		
	Mind		
	Strength		
Community	Inner Circle		
	Relative/Parent		
	Church Member		
	Mentee/Mentor		
	Ambassador/Friend		
Calling	Minister of Compassion		
	Steward of Resources		
	Empowered Servant		
	Calling Mentee/Mentor		
	Professional		

Session 17: Personal Development Plan - Homework

The Seven Values of Abundant Living and the 24 Character Strengths

In order to assess our functioning and growth in the Seven Values of Abundant Living, we have created a paradigm using the definitions of the 24 character strengths re-organized according to the Seven Values of Abundant Living. With the definitions of these character strengths in mind (Appendix H of your workbook), rate your current functioning and growth in each character strength according to the following scale.

**1=Not Descriptive, 2 = Sometimes Descriptive,
3 = Fairly Descriptive, 4 = Descriptive, 5 = Strongly Descriptive**

7 Values of Abundant Living	Character Strength	Rating (1-5)
Grace	Forgiveness/Mercy	
	Hope/Optimism	
	Humor	
Group	Love of People	
	Kindness	
	Social Intelligence	
Growth	Citizenship	
	Love of Learning	
	Persistence	
Gifts	Integrity	
	Self-Regulation	
	Creativity	
Glorification	Bravery	
	Vitality	
	Humility/Modesty	
Guidance	Appreciation of Beauty and Excellence	
	Spirituality/Purpose	
	Curiosity	
Good Stewardship	Open Mindedness	
	Perspective/Wisdom	
	Leadership	
	Fairness	
	Prudence	
	Gratitude	

30

This image shows a full page of blank, lined paper. It features approximately 28 horizontal blue lines spaced evenly across the page, typical of standard notebook paper. The lines are thin and light blue, set against a plain white background. There are no margins, text, or other markings on the page.

Session 17: Personal Development Plan - Homework

OMEGA

Homework Journal - question #5

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

Session 17: Personal Development Plan - Homework

My Genogram

The background of the slide is composed of several elements. On the left, there are three horizontal bands of solid color: a light green band at the top, a medium green band in the middle, and a darker green band at the bottom. On the right side, there is a vertical strip featuring a painting of a tree. The tree's trunk is a warm, golden-brown color, and its roots are exposed and spread out over a dark green, textured ground. The foliage of the tree is rendered in shades of yellow and light green, with some dark outlines suggesting leaves. The overall style is artistic and contemplative.

Session 18

Pressing Into God's Purpose

In this session participants will:

Cognitive (Knowing Objectives)

- Identify and understand the various personality types, original abilities, spiritual gifts and love languages in order to understand yourself and people better in your life.

Affective (Feeling Objectives)

- Experience new levels of love through an awareness of personality, original abilities, spiritual gifts and love languages.

Behavioral (Doing Objectives)

- Reach higher levels of your potential through assessing your personality, original abilities, spiritual gifts and experience of love.

Existential (Lifelong Objectives)

- Experience and express love in deeper and more meaningful ways by understanding and pressing into each person's unique P.U.R.P.O.S.E.



Review

In Session 17 we discussed:

- Law 13: The Law of Potential
- LFP Level 3: Know Thyself: Nature

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

P: Passions

U: Upbringing - Genograms

R: Resources - Steward of Resources

Life Focus Process Level 3: Know Thyself



Session 18: Pressing Into God's Purpose

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

P: Passions

U: Upbringing

R: Resources

P: Personality

O: Original Abilities

S: Spiritual Gifts

E: Experience of Love

E: Extrovert

I: Introvert

S: Sensing

N: Intuitive

T: Thinking

F: Feeling

J: Judging

P: Perceiving

"After the onset of puberty, our adult learning begins to overlay our core personality - which is when the blending of nature and nurture becomes more evident."
— Jason Pankau

P: Personality

The MBTI and the Keirsey Temperament Sorter¹⁴

Population Percentages

ISTJ 11.6 %	ISFJ 13.8 %	INFJ 1.5 %	INTJ 2.1 %
ISTP 5.4 %	ISFP 8.8 %	INFP 4.4 %	INTP 3.3 %
ESTP 4.3 %	ESFP 8.5 %	ENFP 8.1 %	ENTP 3.2 %
ESTJ 8.7 %	ESFJ 12.3 %	ENFJ 2.4 %	ENTJ 1.8 %

Keep in Mind:

In reviewing the comparisons in the inventory, you may find yourself drawn equally to opposing choices. One strategy is to think back to how you were before the age of 12. The rationale is that by the age of three, the core of our cognitive organization is well-fixed, although the brain continues to allow some plasticity until puberty. After the onset of puberty, our adult learning begins to overlay our core personality – which is when the blending of nature and nurture becomes more evident. For some people, this “learning” serves to strengthen what is already there, but with others it produces multiple facets of personality. Discovering or rediscovering this innate core of yourself is part of the journey of using your personality type to enrich your life.

Session 18: Pressing Into God's Purpose

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Extrovert or Introvert?

Questions

- What is your most natural energy orientation?
- Where do you like to focus your attention?
- Outer world vs. Inner world?

Every person has two faces. One is directed towards the OUTER world of activities, excitements, people, and things. The other is directed inward to the INNER world of thoughts, interests, ideas, and imagination.

While these are two different but complementary sides of one's nature, most people have an innate preference towards energy from either the OUTER or INNER worlds. Thus one of their faces, either the Extroverted (E) or Introverted (I), takes the lead in their personality development and plays a more dominant role in their behavior.

Characteristics

Extroverted Characteristics:

- Act first, think/reflect later
- Feel deprived when cut off from interaction with the outside world
- Usually open to and motivated by outside world of people and things
- Enjoy wide variety and change in relationships

Introverted Characteristics:

- Think/reflect first, then act
- Regularly require an amount of "private time" to recharge batteries
- Motivated internally, mind is sometimes so active it is "closed" to the outside world
- Prefer one-to-one communication and relationships

Session 18: Pressing Into God's Purpose

Sensing or Intuitive?

Questions

- Which way of understanding or perceiving is most “automatic?”
- How do you like to look at things?
- Present/Concrete vs. Future/Patterns and Possibilities?

The Sensing (S) side of our brain notices the sights, sounds, smells and all the sensory details of the PRESENT. It categorizes, organizes, records and stores the specifics from the here and now. It is REALITY based, dealing with “what is.” It also provides the specific details of memory and recollections from PAST events.

The Intuitive (N) side of our brain seeks to understand, interpret and form OVERALL patterns of all the information that is collected and records these patterns and relationships. It speculates on POSSIBILITIES, including looking into and forecasting the FUTURE. It is imaginative and conceptual. While both kinds of perceiving are necessary and used by all people, each of us instinctively tends to favor one over the other.

Characteristics

Sensing Characteristics:

- Mentally live in the Now, attending to present opportunities
- Using common sense and creating practical solutions is automatic/instinctual
- Memory recall is rich in detail of facts and past events
- Best improvise from past experience
- Like clear and concrete information; dislike guessing when facts are “fuzzy”

Intuitive Characteristics:

- Mentally live in the Future, attending to future possibilities
- Using imagination and creating/inventing new possibilities is automatic-instinctual
- Memory recall emphasizes patterns, contexts, and connections
- Best improvise from theoretical understanding
- Comfortable with ambiguous, fuzzy data and guessing their meaning

Reflective Question:

How do you see understanding the personality of others most impacting your relationships?

Session 18: Pressing Into God's Purpose

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Thinking or Feeling?

Questions

- Which way of forming judgments and making choices is most natural for you?
- How do you like to go about deciding things?
- Logic/Objective Analysis vs. Values/Subjective Evaluation?

The Thinking (T) side of our brain analyzes information in a DETACHED, objective fashion. It operates from factual principles, deduces and forms conclusions systematically. It is our logical nature.

The Feeling (F) side of our brain forms conclusions in an ATTACHED and somewhat global manner, based on likes/dislikes, impact on others, and human and aesthetic values. It is our subjective nature.

While everyone uses both means of forming conclusions, each person has a natural bias towards one over the other so that when they give us conflicting directions – one side is the natural trump card or tiebreaker.

Characteristics

Thinking Characteristics:

- Instinctively search for facts and logic in a decision-making situation
- Naturally notice tasks and work to be accomplished
- Easily able to provide an objective and critical analysis
- Accept conflict as a natural, normal part of relationships with people

Feeling Characteristics:

- Instinctively employ personal feelings and impact on people in decision situations
- Naturally sensitive to people's needs and reactions
- Naturally seek consensus and popular opinions
- Unsettled by conflict; have almost a toxic reaction to disharmony



Reflective Question:

Do you tend to be at the extremes or in the middle of the personality categories?

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Session 18: Pressing Into God's Purpose

Judging or Perceiving?

Questions

- What is your “action orientation” toward the outside world?
- How do you deal with the outer world?
- Planned/Organized/Settled vs. Flexible/Spontaneous/Open Options

All people use both judging (thinking and feeling) and perceiving (sensing and intuiting) processes to store information, organize thoughts, make decisions, take actions and manage their lives. Yet one of these processes (Judging or Perceiving) tends to take the lead in our relationship with the outside world while the other governs our inner world.

A Judging (J) style approaches the outside world WITH A PLAN and is oriented towards organizing one's surroundings, being prepared, making decisions and reaching closure and completion.

A Perceiving (P) style takes the outside world AS IT COMES and is adopting and adapting, flexible, open-ended and receptive to new opportunities and changing game plans.

Characteristics

Judging Characteristics:

- Plan many of the details in advance before moving into action
- Focus on task-related action; complete meaningful segments before moving on
- Work best and avoid stress when keeping ahead of deadlines
- Naturally use targets, dates and standard routines to manage life

Perceiving Characteristics:

- Comfortable moving into action without a plan; plan on-the-go
- Like to multi-task, have variety, mix work and play
- Naturally tolerant of time pressure; work best close to the deadlines
- Instinctively avoid commitments which interfere with flexibility, freedom and variety

Reflective Question:

Do you see any of your opposite traits in your parents? Do you see them in your children?

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MBTI + Keirsey Temperament

Four Temperaments:

SP: Artisan

SJ: Guardian

NF: Idealist

NT: Rational

E: Extrovert
I: Introvert
S: Sensing
N: Intuitive
T: Thinking
F: Feeling
J: Judging
P: Perceiving

ISTJ Inspector	ISFJ Protector	INFJ Counselor	INTJ Mastermind
ISTP Crafter	ISFP Composer	INFP Healer	INTP Architect
ESTP Promoter	ESFP Performer	ENFP Champion	ENTP Inventor
ESTJ Supervisor	ESFJ Provider	ENFJ Teacher	ENTJ Field Marshal

Understanding Your

P.U.R.P.O.S.E.

P: Passions

U: Upbringing

R: Resources

P: Personality

O: Original Abilities

S: Spiritual Gifts

E: Experience of Love

O: Original Abilities

God has given us all different abilities, which we are able to function in whether we are empowered by God or not. List below any abilities that you have had since birth. For example: athletic ability, artistic ability, good verbal communication, intelligence.



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Session 18: Pressing Into God's Purpose

Understanding Your

P.U.R.P.O.S.E.

P: Passions

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P: Personality

O: Original Abilities

S: Spiritual Gifts

E: Experience of Love

S: Spiritual Gifts

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	Volunteer Poverty
Encouragement		Community Builder

See Session 11. Also see Spiritual Gifts Definitions in Appendix F.

E: Experience of Love

Experience of Love - The Love Languages¹⁵

Whether this is hard-wired or learned behavior, it is important to understand how we prefer to experience and express love in our lives.

Three Ways to Discover Your Love Language

1. What does your spouse/close friends do or fail to do that hurts you most deeply? The opposite of what hurts you most is probably your love language.
2. What have you most often requested of your spouse/close friends? The thing you have most often requested is likely the thing that would make you feel most loved.
3. In what way do you regularly express love to your spouse/close friends? Your method of expressing love may be an indication that would also make you feel loved.

Session 18: Pressing Into God's Purpose

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The Five Love Languages

- Words of Affirmation
- Quality Time
- Receiving Gifts
- Acts of Service
- Physical Touch

*"I can live for two months
on a good compliment."
– Mark Twain*

Reflective Question:

*Think of a time when
someone spoke words of
affirmation to you.
What was the circumstance?
What was the impact?*

*"Teach us to give and not to
count the cost."
– Ignatius of Loyola*



Words of Affirmation

Verbal appreciation speaks powerfully to people whose primary Love Language is "Words of Affirmation." Simple statements such as, "You look great in that suit" or "You must be the best baker in the world! I love your oatmeal cookies" are sometimes all a person needs to hear to feel loved. Aside from verbal compliments, another way to communicate through "Words of Affirmation" is to offer encouragement. Here are some examples: reinforcing a difficult decision; calling attention to progress made on a current project; acknowledging a person's unique perspective on an important topic. If a loved one listens for "Words of Affirmation," offering encouragement will help him or her to overcome insecurities and develop greater confidence.

Quality Time

Quality time is more than mere proximity. It's about focusing all your energy on your mate/close friends. A husband watching sports while talking to his wife is NOT quality time. Unless all of your attention is focused on your mate, even an intimate dinner for two can come and go without a minute of quality time being shared.

Quality conversation is very important in a healthy relationship. It involves sharing experiences, thoughts, feelings and desires in a friendly, uninterrupted context. This involves "active listening" to assure that the other person knows you are truly listening. Many people don't expect you to solve their problems. They need a sympathetic listener.

An important aspect of quality conversation is self-revelation. In order for you to really communicate with another person, you must be in tune with your inner emotions. It is only when you understand your emotions and inner feelings that you are able to share quality conversation and quality time with another person.

Quality activities are a very important part of quality time. Many people feel most loved when they spend physical time together, doing activities

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

Session 18: Pressing Into God's Purpose

that they love to do. Spending time together will bring you closer, and help you build a memory bank that you can draw from in the future.

Reflective Question:

What does your favorite kind of "quality time" look like?

"The worst gift is a fruitcake. There is only one fruitcake in the entire world, and people keep sending it to each other."
— Johnny Carson

The Five Love Languages

- Words of Affirmation
- Quality Time
- **Receiving Gifts**
- **Acts of Service**
- Physical Touch

Reflective Question:

What types of gifts touch you most deeply?

Receiving Gifts

Some people respond well to visual symbols of love. If you speak this love language, you are more likely to treasure a gift as an expression of love and devotion. People who speak this love language often feel that a lack of gifts represents a lack of love from their mate. Luckily, this love language is one of the easiest to learn.

If you want to become an effective gift-giver, you might have to learn to change your attitude about money. If you are naturally a spender, you will have no trouble buying gifts for that person. However, people who are used to investing and saving their money may have a tough time adjusting to the concept of spending money as an expression of love. These people must understand that you are investing the money not in gifts, but in deepening your relationship with your mate.

The gift of self is an important symbol of love. Sometimes all a person desires is for you to be there for him or her, going through the same trials and experiencing the same things. Your body can become a very powerful physical symbol of love.

These gifts need to come every week or even every day, but they don't have to cost a lot of money. Free, frequent, expensive, or rare, if that person relates to the language of receiving gifts, any visible sign of your love will leave him or her feeling happy and secure in your relationship.

Acts of Service

Acts of service can bring about a great sense of feeling loved for those whom it is a love language. In a marriage relationship or within a family, sometimes simple chores around the house can be an undeniable expression of love. Even simple things like doing the laundry and taking out the trash require

Session 18: Pressing Into God's Purpose

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"We serve God by serving others."

– Rick Warren

The Five Love Languages

- Words of Affirmation
- Quality Time
- Receiving Gifts
- Acts of Service
- Physical Touch

Reflective Question:

What types of Acts of Service are most meaningful to you?

some form of planning, time, effort and energy. Just as Jesus demonstrated when He washed the feet of his disciples, doing humble chores can be a very powerful expression of love and devotion to your loved one.

It is very important to understand what acts of service another person most appreciates. Even though couples are helping each other around the house, couples might still fight because they are unknowingly communicating with each other in two different dialects.

Also of importance is to engage in these acts of service out of love and not obligation. Someone who does chores and helps out around the house out of guilt or fear, will inevitably be speaking a language of resentment rather than a language of love. It's important to perform these acts out of the kindness of your heart.

Sometimes demonstrating acts of service can mean stepping out of the stereotypes. Acts of service require both people to humble themselves into doing some chores and services that aren't usually expected from their gender. However, these little sacrifices will mean the world to the other person, and invite a happier relationship.

Physical Touch

Many people feel the most loved when they receive physical contact. For someone who speaks this love language loudly, physical touch can make or break the relationship.

Sexual intercourse makes many mates feel secure and loved in a marriage. However, it is only one dialect of physical touch. It is important to discover how your partner not only physically responds but also psychologically responds to these touches. Sometimes little acts such as touches on the cheek, on the hand, or the shoulder can really make a difference.

All marriages will experience crises. In these cases, physical touch is very important. In a crisis situation, a hug can communicate an immense amount of love for that person. A person whose primary love language is

"Never miss a good chance to shut up."

– Will Rogers



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Session 18: Pressing Into God's Purpose

Reflective Question:

Think of a time when your touch ministered to someone else. What was it like?

"Let us touch the dying, the poor, the lonely and the unwanted according to the graces we have received...."

– Mother Teresa

The Five Love Languages

- Words of Affirmation
- Quality Time
- Receiving Gifts
- Acts of Service
- Physical Touch

physical touch would much rather have you hold them and be silent than offer any advice. It is important to remember that this love language is different for everyone. What type of touch makes you feel secure is not necessarily what will make your partner happy. It is important to learn each other's dialects.

P.U.R.P.O.S.E.	7 G's	Description
Passions	Grace	Your greatest passion will flow out of your greatest pain, wound, need, or experience of grace.
Upbringing	Growth	How you have been trained by your life!
Resources	Good Stewardship	Resources entrusted to you.
Personality	Guidance	Insights into how you prefer to receive and pass on guidance.
Original Abilities	Glorification	Submitting what I have always been able to do on my own to God's control for His glory.
Spiritual Gifts	Gifts	Operating in your Spiritual Gifts and letting God serve others through you!
Experience of Love	Group	Your experience and expression of love with others.

Summary

In this session we discussed:

- LFP Level 3: Know Thyself: Nature

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

P: Personality

MBTI & Keirsey Temperament Sorter

O: Original Abilities

S: Spiritual Gifts - Empowered Servant

E: Experiences

Experience of Love - Love Languages

Discussion and Reflection

1. How did looking at your personality type help you understand why you do some of the things you do?

2. Out of the strengths listed in your personality type, what seems to be the most accurate description of who you are and how you act?

3. Do you feel like the spiritual gifts that you have contribute to your overall understanding of God's purpose for your life?

4. What are your love languages and how would you describe your experience of love these days?

5. What is your best assessment of the Spiritual Gifts, Personality Temperament and Love Languages of the people in your inner circle?

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

Session 18: Daily Devotional

Day 1

Context:

Personality

Preparation:

The Lord as Designer

Meditation:

1 Corinthians 12:19-27

“If they were all one part, where would the body be? ²⁰ As it is, there are many parts, but one body. ²¹ The eye cannot say to the hand, “I don’t need you!” And the head cannot say to the feet, “I don’t need you!” ²² On the contrary, those parts of the body that seem to be weaker are indispensable, ²³ and the parts that we think are less honorable we treat with special honor. And the parts that are unpresentable are treated with special modesty, ²⁴ while our presentable parts need no special treatment. But God has combined the members of the body and has given greater honor to the parts that lacked it, ²⁵ so that there should be no division in the body, but that its parts should have equal concern for each other. ²⁶ If one part suffers, every part suffers with it; if one part is honored, every part rejoices with it. ²⁷ Now you are the body of Christ, and each one of you is a part of it.”

Revelation:

1. To what degree are you aware of differences in relationships that may just be due to personality makeup?

2. How could we do things differently so that division in the Body would dissipate, according to this text?

Day 1

3. Do you see verse 26 reflected in the larger Body of Christ? How?

Application:

1. Think of one person in your life that you can rejoice with today.

2. Take a step towards removing division in the Body in some way today. It may be between you and a specific individual or you and another denomination. Let God's light shine on areas where you may have been resistant to honoring another. Is there a common ground that you can step into that will allow healing and connection to begin? Journal your reflections on your thoughts and actions pertaining to this today.

Reflection:

"Lord, you see us as one Body working together. Help me recognize and appreciate all parts of your Body today."

Session 18: Daily Devotional

Day 2

Context:

Experience

Preparation:

God as Instructor

Meditation:

1 Timothy 4:7-10

“Have nothing to do with godless myths and old wives’ tales; rather, train yourself to be godly.

⁸ For physical training is of some value, but godliness has value for all things, holding promise for both the present life and the life to come. ⁹ This is a trustworthy saying that deserves full acceptance

¹⁰ (and for this we labor and strive), that we have put our hope in the living God, who is the Savior of all men, and especially of those who believe.”

Revelation:

1. If you had to describe “godliness” to a child, how would you do it?

2. How do the experiences that God allows in our lives train us to be godly?

3. What promises do we realize as a part of increasing in godliness?

Application:

[illegible]

Session 18: Daily Devotional

Day 3

Context:

Love Languages¹⁵

Preparation:

The Lord as Communicator

Meditation:

1 Corinthians 14:9-11

“So it is with you. Unless you speak intelligible words with your tongue, how will anyone know what you are saying? You will just be speaking into the air. ¹⁰ Undoubtedly there are all sorts of languages in the world, yet none of them is without meaning. ¹¹ If then I do not grasp the meaning of what someone is saying, I am a foreigner to the speaker, and he is a foreigner to me.”

Revelation:

1. How does this text speak to the discussion of Love Languages in this session?

2. In what way does the idea of foreigner remain in relationships when we do not understand the Love Language the other person is speaking?

3. How does 1 Corinthians 13 form the foundation for what Paul is saying in this text? Do you see any parallels with our ultimate motivation with understanding each other's Love Languages?

Application:

[illegible]



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1. Journal through the discussion and reflection questions in your workbook.
2. Complete the following assessment tests and summarize your results on the appropriate page:
 - Personality Assessment: Keirsey Temperament Sorter at www.keirsey.com or self evaluate by reflecting on the descriptions in your workbook.
 - Original Abilities Assessment.
 - Love Language Assessment: see www.fivelovelanguages.com or self evaluate by reflecting on the descriptions in your workbook.
 - Empowered Servanthood Spiritual Gifts Test.

Discussion and reflection questions journal:

This image shows a single sheet of white paper with horizontal blue ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

Homework Session 18

Personality (Temperament)

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

Other Insights:

Original Abilities

Love Languages

(Rank on a scale: 1 = Poor, 5 = Prefer)

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

Other Insights:

Session 18: Personal Development Plan - Homework

Empowered Servanthood Spiritual Gifts Test

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

Instructions:

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

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

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

Read this VERY CAREFULLY!

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

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

Session 18: Personal Development Plan - Homework

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

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

Session 18: Personal Development Plan - Homework

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

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

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

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Session 18: Personal Development Plan - Homework

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

Analysis Instructions Spiritual Gifts Test - Analysis Sheet

Analysis:

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

Session 18: Personal Development Plan - Homework

Handwriting practice lines consisting of 25 horizontal blue lines.

The background of the slide is composed of three main visual elements. On the left, there are three horizontal bands of a solid, muted green color. On the right, there is a vertical strip containing a stylized illustration of a tree. The tree's canopy is rendered in shades of yellow and light green with dark, thin lines for branches. The trunk and roots are depicted in a darker green and brownish-yellow. The text is centered over the green bands on the left.

Session 19

The Power of Believing

In this session participants will:

Cognitive (Knowing Objectives)

- Grasp the power of believing in God with your whole being, the components of the belief model and the processes of changing incorrect beliefs.

Affective (Feeling Objectives)

- Experience new levels of freedom by understanding and eliminating beliefs contrary to abundant living.

Behavioral (Doing Objectives)

- Re-examine your upbringing to identify belief patterns related to the Seven Values of Abundant Living.

Existential (Lifelong Objectives)

- Experience positive and lasting life change by examining damaging beliefs and behaviors.



Review

In Session 18 we discussed:

- LFP Level 3: Know Thyself: Nature

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

P: Personality

MBTI & Keirsey Temperament Sorter

O: Original Abilities

S: Spiritual Gifts - Empowered Servant

E: Experiences

Experience of Love - Love Languages

Life Focus Process Level 3: Know Thyself



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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 1:5-8; Mark 11:22-25]

Our beliefs are formed in our being by processing the interaction of our true desires, feelings, thoughts and capabilities.

Session 19: The Power of Believing

Romans 10:9-10

“That if you confess with your mouth, ‘Jesus is Lord,’ and believe in your heart that God raised him from the dead, you will be saved.

¹⁰ For it is with your heart that you believe and are justified, and it is with your mouth that you confess and are saved.”

James 1:5-8

“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. ⁶ But when he asks, he must believe and not doubt, because he who doubts is like a wave of the sea, blown and tossed by the wind. ⁷ That man should not think he will receive anything from the Lord; ⁸ he is a double-minded man, unstable in all he does.”

Mark 11:22-25

“Have faith in God,” Jesus answered. ²³ “I tell you the truth, if anyone says to this mountain, ‘Go, throw yourself into the sea,’ and does not doubt in his heart but believes that what he says will happen, it will be done for him. ²⁴ Therefore I tell you, whatever you ask for in prayer, believe that you have received it, and it will be yours. ²⁵ And when you stand praying, if you hold anything against anyone, forgive him, so that your Father in heaven may forgive you your sins.”

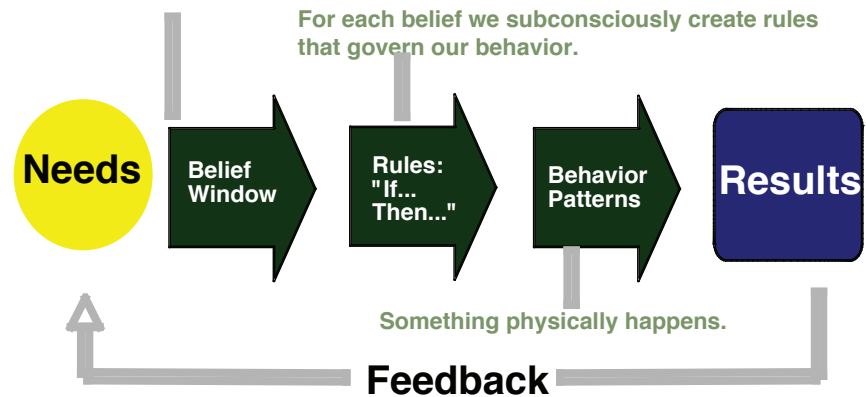
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The Belief Model¹⁶ adapted from Hyrum Smith's Reality Model¹⁶

Our beliefs are formed in our being by processing the interaction of our true desires, feelings, thoughts and capabilities.



Reflective Question:

Can you think of an example when you continued to try to change your behavior and not your belief? What was the outcome?

Our beliefs are a combination of what is truly in our Heart, Soul, Mind and Strength (Our Desires, Feelings, Thoughts and Capabilities).

For each belief we subconsciously create rules that govern our behavior, and when we act on our belief something happens. If the results of our behavior meet our needs over the long haul, this feedback tells us that we have a correct belief or harmless opinion on our belief window.

Regardless of whether or not our desires and beliefs are correct (in line with God's reality), incorrect (not reflective of reality), or matters of opinion or preference, we assume that all of them are correct and we behave accordingly.

Bad habits and areas where we struggle with self-control need to be examined in light of our real beliefs, and then we need to engage in appropriate spiritually discerned disciplines to help us form healthy habits.



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Session 19: The Power of Believing

Five rules for changing your Belief Window

1. Identify the behavior pattern that is not producing the desired results.
 2. Identify possible beliefs and the root desires, feelings, thoughts and capabilities driving the behavior.
 3. Predict future behavior based on following those beliefs.
 4. Identify alternative beliefs that may produce better results.
 5. Predict future behavior based on the new beliefs.
-
-

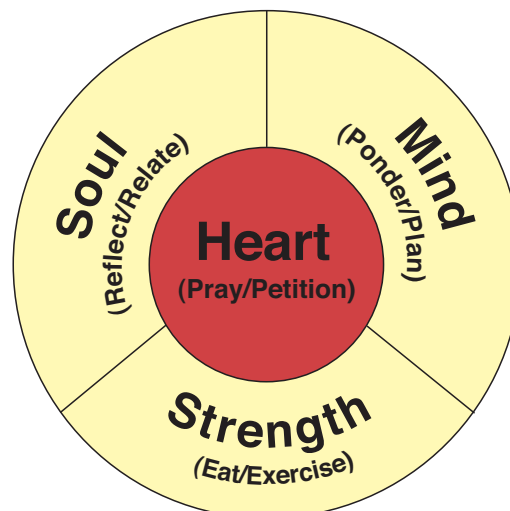
Our Needs

We all have 4 basic needs:

- To live
 - To love and be loved
 - To experience variety
 - To feel important
-
-

Being Human and Believing

Understanding the four aspects that make us human beings holds the keys to understanding both our sinful human nature and the God-guided and empowered lives that He has destined each of us to live!



Session 19: The Power of Believing

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"Sin carries with it a certain moral myopia...it distorts our ability to detect its presence."

– John Ortberg

God is trying to train us to believe in Him. This means that we want the life of Christ in and through our entire being:

- To Desire what God desires for us
- To Feel right and wrong, joy and sadness the way God feels
- To Think clearly about truth and plan accordingly
- To Act out of your true capability in Christ

Reflective Question:

What aspect of this text do you relate most closely to?

The Seven Deadly Sins

Pride

Envy

Wrath

Sloth

Greed

Gluttony

Lust

Connection	Impact
Heart to Soul	Desires (Heart) that war against your Soul, inhibiting you from experiencing your true self and feeling (Soul) God's promptings in your life or connecting with the feelings of others in your life.
Soul to Heart	Feelings (Soul) or wounds that disable you from desiring (Heart) to move towards intimacy.
Mind to Heart	Your understanding of truth or your plan for your life (Mind) that influences your desire (Heart) to pursue something or someone.
Strength to Heart and Mind	Capabilities (Strength) that we believe we have make us desire (Heart) to try various activities and if we are successful in them create understandings (Mind) about what is possible for us.

Believing and Sin

The Biblical term for sin means to miss the mark. The bull's eye is God's abundant life. When we choose to desire, feel, think and act in ways that are contrary to God's will for our lives, we miss the mark. Sin begins in our being, so that is where we need to begin to examine our lives.

Romans 7:14-25

"We know that the law is spiritual; but I am unspiritual, sold as a slave to sin. ¹⁵ I do not understand what I do. For what I want to do I do not do, but what I hate I do. ¹⁶ And if I do what I do not want to do, I agree that the law is good. ¹⁷ As it is, it is no longer I myself who do it,



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Session 19: The Power of Believing

but it is sin living in me. ¹⁸ I know that nothing good lives in me, that is, in my sinful nature. For I have the desire to do what is good, but I cannot carry it out. ¹⁹ For what I do is not the good I want to do; no, the evil I do not want to do – this I keep on doing. ²⁰ Now if I do what I do not want to do, it is no longer I who do it, but it is sin living in me that does it. ²¹ So I find this law at work: When I want to do good, evil is right there with me. ²² For in my inner being I delight in God's law; ²³ but I see another law at work in the members of my body, waging war against the law of my mind and making me a prisoner of the law of sin at work within my members. ²⁴ What a wretched man I am! Who will rescue me from this body of death? ²⁵ Thanks be to God – through Jesus Christ our Lord!”

John Wesley's mother's definition of sin

Years ago, a friend of mine, Tony Cimmarusti, shared a story with me that includes my favorite definition of sin. The story goes that when John Wesley was a boy, he asked his mother, “Mommy, what is sin?” His mother, who had no formal theological training, replied:

“Whatever weakens your sense of reasoning (Mind), impairs the tenderness of your conscience, obscures your sense of God (Soul), or takes away your relish for spiritual things – (Heart). In short, if anything increases the authority of the flesh over the Spirit (Strength), that to you becomes sin, however good it is in or of itself.”



2 Timothy 3:16-17 “All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness, so that the man of God may be thoroughly equipped for every good work.”

Session 19: The Power of Believing

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The Cycle of Renewal and Believing

Believing in the Lord Jesus with all our Heart, Soul, Mind and Strength means that we:

1. Embrace the revelation or feedback that God brings into our lives which convicts us of our sin and need for Him.
2. Change incorrect or negative beliefs through holistic Repentance: agreeing with God's will (Heart), healing of wounds (Soul), learning His truth (Mind) and calling upon His strength (Strength).
3. Embrace God's new correct beliefs (Desires, Feelings, Thoughts and Capabilities) for our lives by making amends or restitution to those we have wounded and engage our new training in righteousness.

The Seven Values of Abundant Living and the corresponding Belief Statements

7 G's	Belief Statement
Guidance	is necessary in order to carry out God's will.
Grace	is God's bridge to us and our bridge to others.
Growth	is a process towards full maturity in Christ.
Glorification	of God is the goal of our lives and our church.
Groups	of Biblically functioning community provide the optimal environment for life change.
Gifts	of divine empowerment are given to all believers to grow God's church.
Good Stewardship	is the reasonable response to our gracious God.

Summary

In this session we discussed:

- LFP Level 3: Know Thyself: Nurture
- Law 13: The Law of Belief
- The Belief Model



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Session 19: Discussion and Reflection

Discussion and Reflection

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

2. Do you understand and agree with the belief model?

3. What stood out to you from Jonathan Wesley's mother's definition of sin?

4. How do you go about maintaining an objective perspective on yourself and what is sin to you?

5. Which of the Seven Values of Abundant Living belief statements are your beliefs most in alignment with and why?

6. Which Values do you believe are out of alignment in your life?

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

Day 1

Context:

The Law of Belief

Preparation:

The Lord as Wisdom

Meditation:

Romans 10:9-10

“That if you confess with your mouth, “Jesus is Lord,” and believe in your heart that God raised him from the dead, you will be saved. ¹⁰ For it is with your heart that you believe and are justified, and it is with your mouth that you confess and are saved.”

James 1:5-8

“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. ⁶ But when he asks, he must believe and not doubt, because he who doubts is like a wave of the sea, blown and tossed by the wind. ⁷ That man should not think he will receive anything from the Lord; ⁸ he is a double-minded man, unstable in all he does.”

Revelation:

1. In what ways could our doubts reveal what we really think or believe? What aspect of the belief model would we have to go back to in order to experience real and lasting life change in these areas?

2. How have your doubts caused you to be blown and tossed by the wind? In which area of your faith would you most like this to stop?

Session 19: Daily Devotional

Day 1

3. Consider Romans 10:9-10. How do you read this in light of our discussion of “heart” in Session 5?

Application:

1. What is one doubt that God would like you to deal with today? Ask God to reveal the real belief that lies beneath it.

2. Do you know someone else whose doubt or false beliefs keep them from living the abundant life in Christ? How are your experiences a possible place of connection for mutual support and encouragement?

Reflection:

“Lord, the Bible says, ‘If any of you lacks wisdom, he should ask God.’ Help me seek and believe your wisdom for my life today.”

Day 2

Context:

The Law of Belief

Preparation:

The Lord as Sufficient

Meditation:

Mark 11:22-25

“Have faith in God,” Jesus answered. ²³ “I tell you the truth, if anyone says to this mountain, ‘Go, throw yourself into the sea,’ and does not doubt in his heart but believes that what he says will happen, it will be done for him. ²⁴ Therefore I tell you, whatever you ask for in prayer, believe that you have received it, and it will be yours. ²⁵ And when you stand praying, if you hold anything against anyone, forgive him, so that your Father in heaven may forgive you your sins.”

Revelation:

1. What constitutes having “faith” in God? How do faith and belief interact and impact one another? How can you evaluate the true substance of your underlying beliefs by looking at the substance of your faith?

2. Think back to our discussion of “heart” in Session 5. In light of that discussion, what does it mean to “doubt in his heart” (verse 23)?

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3. Why do you think we are encouraged to engage in the process of forgiveness as a part of being able to believe and have faith in God?

1. In what areas are you most tempted to doubt in your heart when presenting your requests to God? What underlying beliefs does God desire to replace with His truth in light of this?

2. Think through the past week. Is there anyone that you need to forgive? Is there anyone from whom you need to ask forgiveness? Clear up any areas of unresolved forgiveness today.

“Lord, you said, ‘Have faith in God.’ Help me to have faith in You today.”

This image shows a single sheet of white paper with horizontal blue ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

Day 3

Context:

Believing and Sin

Preparation:

God as Rescuer

Meditation:

Romans 7:14-25

“We know that the law is spiritual; but I am unspiritual, sold as a slave to sin. ¹⁵ I do not understand what I do. For what I want to do I do not do, but what I hate I do. ¹⁶ And if I do what I do not want to do, I agree that the law is good. ¹⁷ As it is, it is no longer I myself who do it, but it is sin living in me. ¹⁸ I know that nothing good lives in me, that is, in my sinful nature. For I have the desire to do what is good, but I cannot carry it out. ¹⁹ For what I do is not the good I want to do; no, the evil I do not want to do – this I keep on doing. ²⁰ Now if I do what I do not want to do, it is no longer I who do it, but it is sin living in me that does it. ²¹ So I find this law at work: When I want to do good, evil is right there with me. ²² For in my inner being I delight in God’s law; ²³ but I see another law at work in the members of my body, waging war against the law of my mind and making me a prisoner of the law of sin at work within my members. ²⁴ What a wretched man I am! Who will rescue me from this body of death? ²⁵ Thanks be to God – through Jesus Christ our Lord!”

Revelation:

1. Consider the phrase, “the law is spiritual; but I am unspiritual.” How does this connect with the idea of being spiritual that we talked about in Session 5?

2. How do you see the power of belief influencing us when reality becomes, as Paul describes, “For what I want to do I do not do, but what I hate I do?” How do you see this at work in your own life?

Session 19: Daily Devotional

Day 3

3. How have you seen God rescue you “from this body of death,” specifically as it relates to the connection of belief and sin?

Application:

1. Think of an area where you are most susceptible to the influence of sin. Use the belief model to uncover faulty beliefs that may be causing you to stay “stuck” in this area. Get together with a close friend or accountability partner to discuss your thoughts and pray for a replacement of faulty beliefs with the truth that is found in God’s Word.

2. Can you think of someone else whose behavior reveals a faulty belief? If possible, get together with this person to talk about your own journey and experience and what you are learning through your exploration of the belief model. If this is not possible, spend some time lifting this person up in prayer.

Reflection:

“Lord, the Bible says, ‘that nothing good lives in me, that is, in my sinful nature.’ Give me clarity on this point in my life so that I might depend more on your Spirit.”

1. Journal through the discussion and reflection questions in your workbook.
2. Using your Genogram, think through the Generational Belief Patterns that you see in your family. Journal through what comes to mind as you think through the Seven Values of Abundant Living and your family.

Unresolved Conflict Patterns - Grace is God's bridge to us and our bridge to others.

Self-leadership patterns - Guidance is necessary in order to carry out God's will.

Trainability patterns - Growth is a process towards full maturity in Christ.

Worship patterns - Glorification of God is the goal of our lives and our church.

Independent patterns - Groups provide the optimal environment for life change.

Empowerment patterns - Gifts are given to all believers to grow God's church.

Stewardship patterns - Good Stewardship is the reasonable response to our gracious God.

Discussion and reflection questions journal:

This image shows a full page of blank, lined paper. It features approximately 20 horizontal blue lines spaced evenly across the page, typical of notebook paper. The lines are thin and light blue, set against a plain white background. There is no handwriting or other markings on the page.

Session 19: Personal Development Plan - Homework

Homework Journal - question #2

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The background of the slide is composed of three main parts. On the left, there are three stacked rectangular blocks of varying shades of green. On the right, there is a vertical strip containing an abstract painting of a tree. The tree's canopy is rendered in shades of yellow and green with dark, thin lines for branches. The trunk and roots are painted in brown and green tones, extending down to the bottom of the frame.

Session 20

The Seven Deadly Sins

In this session participants will:

Cognitive (Knowing Objectives)

- Understand our tendencies toward the Seven Deadly Sins and God's virtuous path towards the abundant life.

Affective (Feeling Objectives)

- Experience new levels of freedom by more clearly identifying your sin tendencies, confessing them and moving towards God's virtuous path.

Behavioral (Doing Objectives)

- Assess your life compared to the 7 Deadly Sins, process these sin areas using the Cycle of Renewal, and seek accountability to help you grow towards Godly Virtues.

Existential (Lifelong Objectives)

- Live a more devoted, pure and virtuous life of humility, contentment, meekness, obedience, temperance, stewardship and chastity.



Review

In Session 19 we discussed:

- LFP Level 3: Know Thyself: Nurture
- Law 13: The Law of Belief
- The Belief Model

Life Focus Process Level 3: Know Thyself

The Seven Deadly Sins

Pride
Envy
Wrath
Sloth
Greed
Gluttony
Lust



Sin Tendencies: The Seven Deadly Sins

You won't find this "list" anywhere in Scripture, although they are all there. This is a list that, through the centuries, the church has agreed are the main areas of opposition or temptation that we face during the journey of discipleship.

1 John 2:15-17

"Do not love the world or anything in the world. If anyone loves the world, the love of the Father is not in him. ¹⁶ For everything in the world – the cravings of sinful man, the lust of his eyes and the boasting of what he has and does – comes not from the Father but from the world. ¹⁷ The world and its desires pass away, but the man who does the will of God lives forever."

Session 20: The Seven Deadly Sins

The Seven Deadly Sins

Pride

Envy

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Pride

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

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

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

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

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

James 4:6

“But he gives us more grace. That is why Scripture says: ‘God opposes the proud but gives grace to the humble.’”

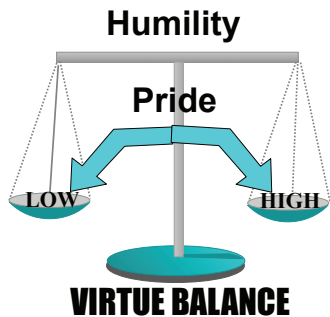
Reflective Question:

*In what way is self-loathing
a form of pride?*

Session 20: The Seven Deadly Sins

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The Seven Deadly Sins

Pride

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The Opposite Virtue: Humility

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

Envy

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

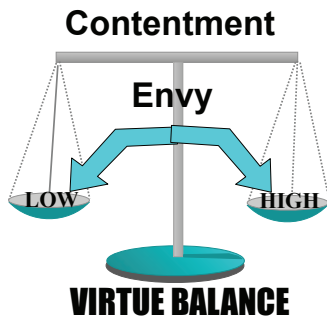
In 1 Corinthians 13:4, the Apostle Paul describes envy as the opposite of love. Galatians 5:21 lists envy as the fruit of the “flesh.” The letter of James (3:14-16) associates jealousy and selfish ambition with evil and chaos.

According to Aristotle, envy grows naturally in relationships between equals (or apparent equals). Chaucer describes envy as sorrow at the prosperity of others and joy in their hurt. Saint Thomas Aquinas defines envy as sorrow over another’s good. Feeling so insecure, the envious person sees anything good in another as detracting from his or her own personal value. The average blue-collar worker does not envy or compete with the corporate CEO as he would with a co-worker. An envious one watches others with an eagle eye in order to make sure that nobody gets ahead or becomes “more equal” than the rest of the pack.

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

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

Session 20: The Seven Deadly Sins



The Seven Deadly Sins

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Reflective Question:

What is your method of dealing with any wrath you feel?

The Opposite Virtue: Contentment

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

Wrath

As an emotion or passion, anger is a natural reaction caused by someone or something which restricts our freedom to act or carry out our desires. It arises when we face obstacles, frustration of our plans, restraint of our activities, physical harm, insult or psychological injury. Wrath can also result from real or perceived hurt, unmet needs and expectations, or attacks against us...usually by significant people in our lives, like parents and family members, friends and working associates.

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

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

James 1:19-20

"My dear brothers, take note of this: Everyone should be quick to listen, slow to speak and slow to become angry, ²⁰ for man's anger does not bring about the righteous life that God desires."

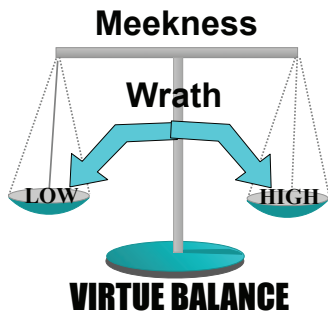
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"When angry, count to ten before you speak; when very angry, count to one hundred."

– Thomas Jefferson



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

The Opposite Virtue: Meekness

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

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

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

Sloth

Sloth is popularly known today as laziness. The ancient Greek word was *acedia*: lack of caring, apathy, aimless indifference, lack of desire for anything.

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



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Session 20: The Seven Deadly Sins

The Seven Deadly Sins

Pride

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

Proverbs 20:4

"A sluggard does not plow in season; so at harvest time he looks but finds nothing."

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

Reflective Question:

How could workaholicism be tied in with sloth?

"Sloth doesn't necessarily mean we're doing nothing. Sloth is the failure to do what needs to be done when it needs to be done."

— John Ortberg

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

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

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

Session 20: The Seven Deadly Sins

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"The Omega Course was created to help you get 'On Mission' with God."
— Jason Pankau

The Seven Deadly Sins

Pride

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Greed

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

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

The deadliness of greed lies also in the fact that we are desensitized to those who lack the basic amenities of life: food, housing, clothing, etc. It is interesting that as we seek the comforts of upper-class life, we are confronted in our communities with the continuing plight of poverty and the violence and hopelessness that it breeds. We are easily cut off from the neighbors who need us.

Matthew 6:19-21

"Do not store up for yourselves treasures on earth, where moth and rust destroy, and where thieves break in and steal. ²⁰But store up for yourselves treasures in heaven, where moth and rust do not destroy, and where thieves do not break in and steal. ²¹For where your treasure is, there your heart will be also."

Matthew 6:24

"No one can serve two masters. Either he will hate the one and love the other, or he will be devoted to the one and despise the other. You cannot serve both God and Money."

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Session 20: The Seven Deadly Sins

Reflective Question:

How does greed betray our trust in God?



The Seven Deadly Sins

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If our hearts are set on possessions because of greed, and if that which really motivates us in life is the accumulation of things, then our hearts are diseased. People are often greedy because they believe money and possessions bring security, that money will keep them safe from hunger or homelessness. We may also view greed as a lack of faith, coming out of a fear of not having enough.

The Opposite Virtue: Stewardship

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

Gluttony

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

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

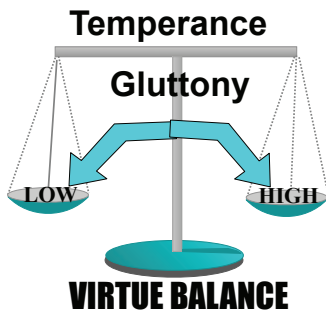
Professionals in this area have concluded that beneath this symptomatic behavior is an inner sense of alienation from the depths of oneself. This inner brokenness is a sad and destructive reality. Indulging and purging are merely symptoms of this inner ambivalence or endless hatred of and flight from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

Session 20: The Seven Deadly Sins

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*"Gluttony is an emotional escape,
a sign that something is eating us."
– Peter DeVries*



Proverbs 23:20

“Do not join those who drink too much wine or gorge themselves on meat”

The Opposite Virtue: Temperance

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

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

Lust

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

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



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Session 20: The Seven Deadly Sins

The Seven Deadly Sins

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Lust

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

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

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

Philippians 4:8

“Finally, brothers, whatever is true, whatever is noble, whatever is right, whatever is pure, whatever is lovely, whatever is admirable – if anything is excellent or praiseworthy – think about such things.”

Reflective Question:

Describe your accountability system for dealing with lust.

The Opposite Virtue: Chastity

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

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

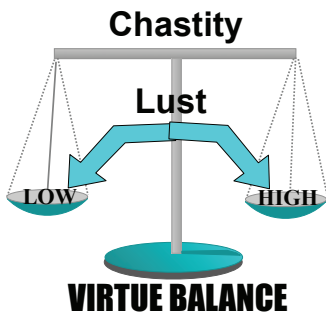
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"The proof of spiritual maturity is not how pure you are but awareness of your impurity. That very awareness opens the door to grace."
– Phillip Yancey



The 7 Deadly Sins, the 7 Virtues and the 7 G's

7 Deadly Sins	7 Virtues	7 G's
Pride	Humility	Glorification
Envy	Contentment	Gifts
Wrath	Meekness	Grace
Sloth	Obedience	Guidance
Gluttony	Temperance	Growth
Greed	Stewardship	Good Stewardship
Lust	Chastity	Group

Summary

In this session we discussed:

- LFP Level 3: Know Thyself: Nurture
- The Seven Deadly Sins
 - Pride
 - Envy
 - Wrath
 - Sloth
 - Greed
 - Gluttony
 - Lust

Session 20: Discussion and Reflection

Discussion and Reflection

1. Which aspect of each of these are you wrestling with these days?

Pride or Humility

Envy or Contentment

Wrath or Meekness

Sloth or Obedience

Greed or Stewardship

Gluttony or Temperance

Lust or Chastity

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

Day 1

Context:

Sin Tendencies

Preparation:

The Lord as Virtue

Meditation:

1 John 2:15-17

“Do not love the world or anything in the world. If anyone loves the world, the love of the Father is not in him. ¹⁶ For everything in the world – the cravings of sinful man, the lust of his eyes and the boasting of what he has and does – comes not from the Father but from the world. ¹⁷ The world and its desires pass away, but the man who does the will of God lives forever.”

Revelation:

1. What does it look like to “love the world?”

2. Why is loving the world and loving the Father incompatible?

3. How do you see the Seven Deadly Sins rooted in the world?

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Day 2

Context:

The Seven Deadly Sins - Envy

Preparation:

The Lord as Satisfaction

Meditation:

1 Corinthians 13:4

“Love is patient, love is kind. It does not envy, it does not boast, it is not proud.”

Galatians 5:21

“and envy; drunkenness, orgies, and the like. I warn you, as I did before, that those who live like this will not inherit the kingdom of God.”

James 3:14-16

“But if you harbor bitter envy and selfish ambition in your hearts, do not boast about it or deny the truth. ¹⁵ Such “wisdom” does not come down from heaven but is earthly, unspiritual, of the devil.

¹⁶ For where you have envy and selfish ambition, there you find disorder and every evil practice.”

Revelation:

1. When are you most susceptible to the sin of envy? How do you see boasting and pride being related to this sin?

2. How do you see envy and selfish ambition causing disorder of the soul?

Session 20: Daily Devotional

Day 2

3. Where do you see envy raising its head in the community of faith? How is this causing disorder in that context?

Application:

1. Spend some time in solitude and silence before God asking Him to reveal any areas where you may be harboring envy, even subconsciously. Is there a false “wisdom” that you have brought into the situation that may have caused this?

2. Intercede for someone else you know who is struggling with this sin right now. Use 1 Corinthians 13:4 as a prayer for this person.

Reflection:

“Lord, you said, ‘Love is patient, love is kind.’ Help me exude that kind of love today.”

Day 3

Context:

The Seven Deadly Sins – Envy (Contentment)

Preparation:

God as Perfector of Love

Meditation:

1 Corinthians 13

“If I speak in the tongues of men and of angels, but have not love, I am only a resounding gong or a clanging cymbal. ² If I have the gift of prophecy and can fathom all mysteries and all knowledge, and if I have a faith that can move mountains, but have not love, I am nothing. ³ If I give all I possess to the poor and surrender my body to the flames, but have not love, I gain nothing. ⁴ Love is patient, love is kind. It does not envy, it does not boast, it is not proud. ⁵ It is not rude, it is not self-seeking, it is not easily angered, it keeps no record of wrongs. ⁶ Love does not delight in evil but rejoices with the truth. ⁷ It always protects, always trusts, always hopes, always perseveres. ⁸ Love never fails. But where there are prophecies, they will cease; where there are tongues, they will be stilled; where there is knowledge, it will pass away. ⁹ For we know in part and we prophesy in part, ¹⁰ but when perfection comes, the imperfect disappears. ¹¹ When I was a child, I talked like a child, I thought like a child, I reasoned like a child. When I became a man, I put childish ways behind me. ¹² Now we see but a poor reflection as in a mirror; then we shall see face to face. Now I know in part; then I shall know fully, even as I am fully known. ¹³ And now these three remain: faith, hope and love. But the greatest of these is love.”

Revelation:

1. How do you see this text being a fitting solution for the sin of envy?

2. Which aspect of love do you most connect with as you read this passage?

Session 20: Daily Devotional

Day 3

3. How do you see faith, hope, and love working together? Why do you think love is the greatest of these?

Application:

1. Pick one aspect of this passage to meditate upon for five minutes. What is God saying to you through it?

2. What is one way that you can demonstrate active love of this kind for someone in your life today? Carry it out and journal your reflections this evening.

Reflection:

“Lord, you said, ‘For we know in part and we prophesy in part, but when perfection comes, the imperfect disappears.’ Help me be more loving.”

1. Journal through the discussion and reflection questions in your workbook and using the Cycle of Renewal and the Belief Model process any strong areas of sin in your life.
2. Spend time journaling and reflecting this week using your Genogram to think through the Generational Sin and Virtue patterns by answering the question, “what comes to mind as you think through the Seven Deadly Sins and Seven Life Giving Virtues and your family?”

[illegible]

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Homework Journal - question #2

This image shows a single sheet of white paper with horizontal blue ruling lines. The lines are evenly spaced and run across the width of the page. There are no vertical margin lines or other markings present. The paper appears to be a standard sheet of notebook paper.

The background of the page is composed of three large, solid-colored rectangular blocks arranged in a 2x2 grid, with the bottom-right block missing. The top-left, middle-left, and bottom-left blocks are a muted sage green. The right half of the page, which would be the bottom-right block, is replaced by a vertical strip of an abstract illustration. This illustration features a tree with a thick, textured trunk in shades of brown and orange. The canopy is composed of numerous thin, dark, curved lines representing branches and leaves, set against a background of yellow and green washes. The roots of the tree are visible at the bottom, extending into a dark green area.

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]

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.

Appendix C: 7 G's Summary Chart

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 maturity 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

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)

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?"

Appendix F: Spiritual Gifts Definitions

People with this gift:

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

Evidence:

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

Cautions:

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

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

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

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

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

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

2. Helps/Service

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

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

It is the special ability God gives certain people to work gladly behind the scenes or to invest their talents in the life of and ministry to other members of the Body, enabling them to increase their effectiveness in order that God's work is accomplished. The gift of Helps is sometimes also called the gift of Service. The common attribute of this Spiritual Gift is the passion to humbly serve and support others within the assembly of Christ Followers. The person possessing the gift

Appendix F: Spiritual Gifts Definitions

of Service will display a natural servant heart and will seek the welfare of others, even to the point of self-sacrifice. It is not uncommon for people with the gift of Helps to feel like they don't have any gifts at all. But this is far from true. When the gift of Helps is appropriately applied within the Body of Christ, the helper is acting very much like Jesus who said of his own ministry, "I did not come to be served, but to serve" (Matthew 20:28). Paul speaks honorably about Phoebe who had the gift of Helps... "I commend to you our sister Phoebe, a servant of the church in Cenchrea. I ask you to receive her in the Lord in a way worthy of the saints and give her any help she may need from you, for she has been a great help to many people, including me" (Romans 16:1-2). In 1 Corinthians 12:27-31, the Apostle Paul also lists "helping others" among the "greater gifts." In 1 Peter 4:11, Peter instructs: "if any one serves, he should do it in the strength that God provides...."

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

- I prefer to help individuals. You may feel a particular passion to use your gift of Helps within the lives of individuals. You prefer one-on-one interaction. You like to see tangible results from the direct impact God is making through you in the lives of others.
- I prefer to help ministry teams. You may feel that you best fit within a positive team environment. You prefer not to be alone, and value the support and camaraderie that can only be experienced in partnership with others for the sake of the Kingdom. In addition, you may also view yourself as a "resource" person who desires to ensure that everyone on the ministry team has what is needed to be successful.

People with this gift:

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

Evidence:

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

Cautions:

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

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

3. Giving

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

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

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

Appendix F: Spiritual Gifts Definitions

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

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

The gift of Giving is a special enabling of God that permits people to give sacrificially of their finances, time and talents toward the work of God. People possessing the gift of Giving may also display the gift of Faith or Stewardship. The gift of Giving is often demonstrated through a person's ability to give "free-will" offerings well in excess of the Biblical tithe. It is not uncommon for people with the gift of Giving to testify that the more they give to God, the more God blesses them so that they are able to give again.

The Apostle Paul lists the gift of Giving among other gifts in Romans 12:8. In 2 Corinthians 8:1-7, the Apostle Paul praises the Macedonian church to all the other churches because of the special grace God had given them to give to others out of their poverty. This gift is often associated with the gift of Voluntary Poverty, as many with the gift of Voluntary Poverty also have the gift of Giving. However, not all with the gift of Giving also have the gift of Voluntary Poverty.

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

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

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

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

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

People with this gift:

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

Evidence:

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

Cautions:

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

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

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

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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 relationship-building. They are impeccable hosts. They know how to throw a party, but more importantly, they know how to make every participant at that party feel valued. Relational Artists thrive at networking people with people. People skills, manners, appropriateness and tact are defining traits of the Community Builders.

People with this gift:

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

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- 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."

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People with this gift:

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

Evidence:

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

Cautions:

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

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

10. Miracles

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

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

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

People with this gift:

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

Evidence:

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

Cautions:

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

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

11. Deliverance/Exorcism/Ekballism

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

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

It is the special ability that God gives certain members of the Body of Christ to cast out demons and evil spirits in the name of Jesus Christ. The gift of Exorcism is the special ability to confront demonic forces within the lives of spiritually oppressed people, and to help such people find spiritual freedom in Christ Jesus. People with the

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

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.

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Biblical examples and instruction regarding Intercessory Prayer include Colossians 4:12-13. The narrative states, “Epaphras is always wrestling in prayer for you, that you may stand firm in all the will of God, mature and fully assured.” Again in Colossians 1:9, “For this reason, since the day we heard about you, we have not stopped praying for you and asking God to fill you with the knowledge of his will through all spiritual wisdom and understanding....” In 1 Timothy 2:1, the Apostle Paul states: “I urge, then, first of all, that requests, prayers, intercession and thanksgiving be made for everyone....” Jesus ever lives to make intercession (Hebrews 7:25) and the Holy Spirit makes intercession for us (Romans 8:26, 27, 34). True intercessors enter into the ongoing work of Jesus and the Holy Spirit. While God desires all Christ Followers to communicate with him through regular prayer, the gift of Intercessory Prayer is a special endowment of the Holy Spirit that transforms the Christ Follower into a “Prayer Warrior” for the sake of other people and other ministries. The label “Prayer Warrior” is derived from the belief that the person gifted with Intercessory Prayer stands on the front lines of spiritual warfare. This gift is sadly overlooked in the Church because it is seldom utilized in public. However, without Prayer Warriors many visible ministry accomplishments would probably not be successful.

People with this gift:

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

Evidence:

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

Cautions:

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

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

Life Focus Gifts:

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

13. Faith

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

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

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

Every Christ Follower has established a relationship with God through faith in the work and person of Jesus Christ. Beyond that, however, the gift of Faith enables a person to trust God for remarkable provision, especially in circumstances that appear to offer no viable solution. The person gifted with Faith often displays unusual confidence in the will and purposes of God. Such a gifted person exhibits a lack of anxiety and communicates to others peace and assurance. People gifted with Faith may become frustrated with others, or with their church leaders, for moving too slowly or for supporting a limited vision or easily obtained goals. People gifted with Faith just know that God wants to do more through us than we could think or imagine (Ephesians 3:20).

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

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

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

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

People with this gift:

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

Evidence:

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

Cautions:

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

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

14. Martyrdom

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

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

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

People with this gift:

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

Evidence:

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

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

Cautions:

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

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

15. Celibacy

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

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

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

People with this gift:

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

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Evidence:

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

Cautions:

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

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

16. Voluntary Poverty

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

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

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

People with this gift:

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

Evidence:

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

Cautions:

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

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

Guidance Gifts:

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

17. Exhortation/Disciple Maker

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

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

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It is the ability to help others reach their full potential by means of encouraging, challenging, comforting and guiding. It is the divine enablement to present truth so as to strengthen or urge to action those who are discouraged or wavering in their faith. It is the special ability to counsel or challenge others toward a healthy relationship with Jesus Christ. Often, the gift of Exhortation is utilized to motivate the Church in general or a Christ Follower in particular, to make God-honoring choices. If sensitivity and tact are not properly developed, the person gifted with Exhortation/Disciple Maker may not immediately be appreciated.

A person possessing the gift of Exhortation/Disciple Maker is generally concerned with the healthy spiritual development of people within their circle of influence. A Disciple Maker will often display the ministry traits of Pastor and Teacher. The Disciple Maker prefers to minister to small groups or within a one-on-one mentoring relationship. The Disciple Maker is skilled at developing deep interpersonal relationships, values wisdom and likes to help others identify and achieve spiritual development goals.

The gift of Exhortation/Disciple Maker is somewhat similar to the role of the Old Testament prophets in challenging God's people to remain faithful and pointing the way to live in obedience to God. While the prophets were not immediately valued and often persecuted, their service was indispensable to the spiritual health and vitality of the Biblical faith community.

People who possess the gift of Exhortation will not avoid conflict. It is not that they love conflict. In fact, everything inside them may hate conflict. People with the gift of Exhortation feel a deep responsibility before God to challenge and encourage those who may be taking a path that does not honor the Lord, to correct their misguided choices. In Acts 14:22, the Apostle Paul consistently serves to "strengthen the disciples and to encourage them to remain true to the faith." In Acts 11:23, Barnabas encouraged the people of Antioch to remain true

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

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

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

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

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

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

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

People with this gift:

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

Evidence:

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

Cautions:

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

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

18. Encouragement

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

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

Encouragers are people who find the positive in any situation. For them, “the glass is always half full.” Encouragers are at their best when they can motivate the assembly of Christ Followers to persevere in the struggle against sin and to strive for the accomplishment of God’s mission for the Church. The word Encouragement means “to instill courage and hope into another person.”

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Romans 12:8 and Hebrews 10:24, 25 instruct all Christ Followers to “encourage one another.”

This gift of Encouragement is clearly exemplified in the life of a man named Joseph. Joseph is first mentioned in Acts 4:36 and 37. In this account we learn that Joseph sold all that he had and laid the money at the feet of the Apostles. From that time on, Joseph’s name was changed to “Barnabas” which means “Son of Encouragement.” In Acts 9:26 and 27 we learn that when all the disciples were afraid of Paul (Saul) and questioned whether his conversion was real, it was Barnabas who risked his own life to visit Paul and to introduce him to the body of believers. In Acts 13, the Holy Spirit instructed the Church at Antioch to set apart Paul and Barnabas for a special missionary work ... and so Barnabas became Paul’s ministry partner.

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

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

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

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

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

People with this gift:

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

Evidence:

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

Cautions:

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

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

19. Wisdom

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

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

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

It is the ability to apply knowledge to life in such a way as to make spiritual truths quite relevant and practical in proper decision-making and daily life situations. The gift of Wisdom is the special ability given by God to enable a person to "know the right thing to do, and how to do it rightly." When the counsel of a godly person gifted with Wisdom is followed, God's will is accomplished, God is honored, and the mission of the ministry will find success. A person possessing the gift of Wisdom may also display the gift of Knowledge. The Apostle Paul identifies the gift of "A Message of Wisdom" among many other Spiritual Gifts in 1 Corinthians 12:8. Ephesians 1:7 states "I keep asking that the God of our Lord Jesus Christ, the glorious Father, may give you the Spirit [1:17, or a spirit] of wisdom and revelation, so that you may know him better." Colossians 1:9 continues this theme, "For this reason, since the day we heard about you, we have not stopped praying for you and asking God to fill you with the knowledge of his will through all spiritual wisdom and understanding." James 1:5 instructs all Christ Followers: "If any of you lacks wisdom, he should ask God, who gives generously to all without finding fault, and it will be given to him."

People with this gift:

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

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

Evidence:

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

Cautions:

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

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

20. Knowledge

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

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

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

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

be supported by the teachings and principles of Scripture. 1 Corinthians 12:8 identifies the gift of the Word of Knowledge among many other Spiritual Gifts. A dramatic example of the Word of Knowledge in action can be found in Acts 5:1-11. Within this passage, a married couple seeks to lie to the Apostle Paul, to the Holy Spirit and to the Church. The Holy Spirit reveals the truth to Peter, and then disciplines the married couple. Jesus was given special insight and facts from the Holy Spirit about the woman at the well, so that she could know that God cares for her.

People with this gift:

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

Evidence:

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

Cautions:

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

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

21. Prophecy

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

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

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

- Interpretation of Dreams - The gift of Interpretation of Dreams is a special insight given by God which interprets the dreams of others in order to reveal prophetic messages from God concerning someone's life and circumstances. Dreams from God function like a Word of Knowledge that need interpretation and application.

- Foretelling Future Events - Acts 21:10-11 is an excellent example of Prophecy as foretelling events. The passages reads: "After we had been there a number of days, a prophet named Agabus came down from Judea. Coming over to us, he took Paul's belt, tied his own hands and feet with it and said, "The Holy Spirit says, 'In this way the Jews of Jerusalem will bind the owner of this belt and will hand him over to the Gentiles.'"

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People with this gift:

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

Evidence:

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

Cautions:

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

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

22. Discernment/Distinguishing Spirits

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

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

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

1 Corinthians 12:10 specifically lists "Discerning of Spirits" in the Apostle Paul's gift list. 1 John 4:1-6 instructs the Church to "test the spirits." Acts 16:16-19 relates how the Apostle Paul used the gift of "Discerning of Spirits" when he encountered a slave girl who was possessed by an evil spirit masquerading as a spirit of light.

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

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

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

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

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

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

People with this gift:

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

Evidence:

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

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Cautions:

- 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.

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

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

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

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

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

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

People with this gift:

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

Evidence:

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

Cautions:

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

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

24. Evangelism/Evangelist

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

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

While Evangelism may be the responsibility of all Christ Followers, people with the gift of Evangelism display exceptional boldness and effectiveness at sharing their faith. People with the gift of Evangelism often share their faith as a natural part of any conversation. Similarly, Evangelists may even find it natural to share their faith with complete strangers. Evangelists can usually list the specific names of people whom they have personally led to faith in Christ.

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Ephesians 4:11-13 lists Evangelist not only as a Spiritual Gift, but also as an important role within the Church. In this passage, the Apostle Paul stresses that God has ordained the Evangelist to “prepare God’s people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.”

The Evangelist shares this God-ordained commission with Apostles, Prophets, Pastors and Teachers. But it is the work of the Evangelist that enables those in these other ministry roles to fulfill their ministry calling, for unless a person first comes to know Jesus Christ as their Lord and Savior it is pointless to consider how they will “become mature” in Christ.

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

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

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

People with this gift:

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

Evidence:

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

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Cautions:

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

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

25. Music/Worship Leader

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

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

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

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

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

Within Old Testament temple worship there was a category of Levites called Door Keepers. Door Keepers were responsible for the various entrances within the temple. However, among the Door Keepers was a large number of Levites who were gifted in Worship and Musical Expression. Their job was to serve outside the main entrance to the temple as a giant worship team. They were commissioned to play and sing songs of praise and thanksgiving. And so we find Psalm 100:4 exclaiming: “Enter His gates with thanksgiving in your hearts, enter His courts with praise.” There were over 4,000 worship team members who served in rotation, providing songs of praise and thanksgiving from sunrise to sunset. This large worship team was led by a person with the title of “Chief Musician.” We find that many of the Psalms were written by or for the Chief Musician 1 Chronicles 25:1, 6-8; 2 Chronicles 5:12-14; 2 Chronicles 29:25-30). Jesus proclaimed in John 4:23 and 24 that “a time is coming and has now come when true worshipers will worship the Father in spirit and truth, for they are the kind of worshipers the Father seeks.” Paul further instructs the Church: “Let the word of God dwell in you richly as you teach and admonish one another with all wisdom, and as you sing psalms, hymns and spiritual songs with gratitude in your hearts to God” (Colossians 3:16).

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People with this gift:

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

Evidence:

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

Cautions:

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

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

26. Tongues

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

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

The gift of Tongues has three purposes within the assembly of Christ Followers: 1) to be used during periods of prayer, allowing the Holy Spirit to pray through the Christ Follower when he/she does not know how to pray, in order to edify the believer (Romans 6:26, 27 and 1 Corinthians 14:4); 2) to receive divine messages from God for the benefit of the assembly of Christ Followers, understanding that someone with the gift of Interpretation of Tongues must be present to interpret (1 Corinthians 12:10, 28 and 1 Corinthians 14:13-19); 3) to enable a person to speak an unlearned language for the purposes of evangelism (Acts 2:1-13). In all these formats, the Holy Spirit may choose to use the “tongues of men or angels” (1 Corinthians 13:1) to communicate God’s love.

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

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

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

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

People with this gift:

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

Evidence:

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

Cautions:

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

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

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

27. Interpretation of Tongues

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

The Purpose: To give the meaning of a message in tongues spoken out loud in community for the extension of the local church and the expansion of the Kingdom. The Bible makes it clear that the use of Tongues within a corporate gathering of Christ Followers should be accompanied by the gift of Interpretation of Tongues so that the whole Body may benefit (1 Corinthians 14:5, 26-28). In 1 Corinthians 12:10, the Apostle Paul lists Interpretation of Tongues among the many available gifts. In verse 30 of this same chapter, Paul makes it clear that this gift is not available to everyone. When a person with the gift of Tongues, in partnership with a person with the gift of Interpretation of Tongues, ministers to a gathering of Christ Followers, their joint ministries serve in much the same fashion as the gift of Prophecy. If a tongue is spoken without an interpretation, the speaker is edified. If the tongue is interpreted, it is for the edification of the Body.

People with this gift:

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

Evidence:

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

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Cautions:

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

Scriptures: 1 Corinthians 12:7-11,

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

28. Creative Communication

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

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

It is the gift that gives the believer the skill to create artistic expressions that produce a spiritual response of strength and inspiration. It is in God's nature to be creative. Therefore, when the Holy Spirit imparts personality and Spiritual Gifts to God's people, it should not be a surprise to anyone that God would also impart this divine attribute. Ephesians 2:10 tells us that "...we are God's workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do." While this passage applies to all Christ Followers, it clearly refers to God as a "creative workman." This passage also suggests that when God equips a person to be creative, it is because He desires that creative person to use those abilities to accomplish specific ordained purposes. Colossians 1:15 and 16 affirm that God created all things ... and that all things were created "for" Him. The first time in Scripture where someone is spoken of as being "filled with the Spirit" has to do with the arts and creativity (Exodus 31:3).

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

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

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

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

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

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

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

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

People with this gift:

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

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

Evidence:

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

Cautions:

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

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

Authority Gifts:

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

29. Leadership

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

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

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

The Biblical image used when describing leadership is “shepherd.” A Shepherd does not force his will upon the sheep; rather he tends and cares for them. The sheep instinctively follow a good shepherd. Jesus describes himself as the “Good Shepherd,” and calls Church leaders his “Under-Shepherds.” The Under-Shepherds must faithfully follow the example of the Good Shepherd and lay their lives down for the welfare of the sheep (John 10:14-18). The person gifted by God with Leadership abilities, will display the same servant leadership principles evidenced by Jesus and the Apostles. Leaders within God’s Church are held to a higher standard before God. Hebrews 13:7-17 states, “Remember your leaders, who spoke the word of God to you. Consider the outcome of their way of life and imitate their faith.... Obey your leaders and submit to their authority. They keep watch over you as men who must give an account....” In 1 Timothy 5:20, the Apostle Paul stresses that “(Leaders) who sin are to be rebuked publicly, so that others may take warning.”

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

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

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

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

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

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- **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

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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.

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

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

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

People with this gift:

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

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

Evidence:

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

Cautions:

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

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

31. Missionary

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

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

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

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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.

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

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

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

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

People with this gift:

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

Evidence:

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

Cautions:

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

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

Appendix F: Spiritual Gifts Definitions

Spiritual Gifts Reference Material

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

Biblical Summary about Spiritual Gifts

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

Biblical Guidelines for using Spiritual Gifts

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

Appendix F: Spiritual Gifts Definitions

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

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

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

How Many Different Spiritual Gifts Are There?

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

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

Appendix H: Character Strengths and Virtues

Twenty-four Character Strengths and Corresponding Core Virtues

A group of leading psychologists have come to believe positive character strengths are essential to mental health. Their mission is to transform social science to work on virtue, positive emotion and positive institutions. Following are the results of their project to identify those character strengths. The strengths are derived from many sources, including Christianity, Judaism, Islam, Confucianism, Taoism, Buddhism, Hinduism, and Athenian virtues (e.g. Aristotle, Plato, and Socrates). Also considered were previous efforts such as the values of Boy Scouts, Charlemagne's Code of Chivalry, as well as the works of Erik Erikson, Abraham Maslow, and others. We have slightly adapted their definitions and categories, but tried to stay as close to the original definitions of the character strengths as possible.

Wisdom and Knowledge

1. Creativity (originality, ingenuity)
2. Curiosity (interest, novelty-seeking, openness to experience)
3. Open-mindedness (judgment, critical thinking)
4. Love of learning
5. Perspective (wisdom)

Courage

6. Bravery (valor)
7. Persistence (perseverance, industriousness)
8. Integrity (authenticity, honesty)
9. Vitality (zest, enthusiasm, vigor, energy)

Humanity

10. Love (valuing close relationships, sharing, and caring)
11. Kindness (generosity, nurturance, care, compassion, altruistic love, "niceness")
12. Social intelligence (emotional intelligence, personal intelligence)

Justice

13. Citizenship (social responsibility, loyalty, teamwork)
14. Fairness (equal treatment according to notions of fairness and justice)
15. Leadership (encouraging and organizing group activities)

Temperance

16. Forgiveness and mercy
17. Humility/Modesty
18. Prudence (carefulness about words and deeds)
19. Self-regulation (self-control)

Transcendence

20. Appreciation of beauty and excellence (awe, wonder, elevation)
21. Gratitude (awareness of good things that happen, thankfulness and giving thanks)
22. Hope (optimism, future-mindedness, future-orientation)
23. Humor (playfulness)
24. Spirituality (religiousness, faith, purpose)

The 24 Character Strengths re-categorized according to the 7 Values of Abundant Living

Strengths of Grace

1. Forgiveness and Mercy – “Forgiveness” represents a suite of prosocial changes that occur within an individual who has been offended or damaged by a relationship partner. When people forgive, their basic motivations or action tendencies regarding the transgressor become more positive (e.g., benevolent, kind, generous) and less negative (e.g., vengeful, avoidant). It is useful to distinguish between forgivingness, which is a readiness or proneness to forgive, and forgiveness, which can be thought of as psychological changes vis-à-vis a specific transgressor and a specific transgression. Forgiveness can be considered a specialized form of “Mercy,” which is a more general concept reflecting kindness, compassion, or leniency toward (a) a transgressor, (b) someone over whom one has power or authority, or (c) someone in great distress. Individuals with a strong disposition to forgive would endorse statements such as the following:

- When someone hurts my feelings, I manage to get over it fairly quickly.
- I don’t hold a grudge for very long.
- When people make me angry, I am usually able to get over my bad feelings toward them.
- Seeking revenge doesn’t help people to solve their problems.
- I think it is important to do what I can to mend my relationships with people who have hurt or betrayed me in the past.
- I am not the type of person to harm someone simply because he or she harmed me.
- I am not the type of person who spends hours thinking of how to get even with people who have done bad things to me.

2. Hope (Optimism, Future-Mindedness, Future Orientation) – These represent a cognitive, emotional, and motivational stance toward the future. Thinking about the future, expecting that desired events and outcomes will occur, acting in ways believed to make them more likely, and feeling confident that they will, given appropriate efforts, sustain good cheer in the here and now and galvanize goal-directed actions. Individuals with this strength would strongly endorse such statements as the following:

- Despite challenges, I always remain hopeful about the future.
- I always look on the bright side.
- I am confident that my way of doing things will work out for the best.
- I believe that good will always triumph over evil.
- I expect the best.
- I have a clear picture in my mind about what I want to happen in the future.
- I have a plan for what I want to be doing 5 years from now.
- I know that I will succeed with the goals I set for myself.
- I never go into a game or competition expecting to lose.
- If I get a bad grade or evaluation, I focus on the next opportunity and plan to do better.

3. Humor (Playfulness) – “Humor” may be easier to recognize than to define, but among its current meanings are (a) the playful recognition, enjoyment, and/or creation of incongruity; (b) a composed and cheerful view on adversity that allows one to see its light side and thereby sustain a good mood; and (c) the ability to make others smile or laugh. Individuals with this strength would strongly endorse such statements as the following:

- Whenever my friends are in a gloomy mood, I try to tease them out of it.
- I welcome the opportunity to brighten someone else’s day with laughter.

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- Most people would say I am fun to be with.
- I try to add some humor to whatever I do.
- I never allow a gloomy situation to take away my sense of humor.
- I can usually find something to laugh or joke about even in trying situations.

Strengths of Group

4. *Love* – “Love” represents a cognitive, behavioral, and emotional stance toward others that takes three prototypical forms. One is love for the individuals who are our primary sources of affection, protection and care. We rely on them to make our welfare a priority and to be available to us when needed. They make us feel safe, and we are distressed by prolonged separations from them. The prototype of this form is a child’s love for a parent. Another form is love for the individuals who depend on us to make them feel safe and cared for. We comfort and protect them, assist and support them, make sacrifices for their benefit, put their needs ahead of our own, and feel happy when they are happy. The prototype of this form is a parent’s love for a child. The third form is love that involves passionate desire for sexual, physical, and emotional closeness with an individual whom we consider special and who makes us feel special. The prototype is romantic love. Relationships can involve more than one type of love. For example, best friends may love each other in both a child-parent and parent-child way in the sense that each leans on as well as looks out for the other. Mate relationships are unique in being the only social tie that encompasses all three forms of love. Individuals with this strength are likely to strongly endorse such statements about themselves as the following:

- There is someone with whom I feel free to be myself.
- There is someone I trust to help and support me.

- There is someone I hate to be away from for very long.
- There is someone for whom I would do almost anything.
- There is someone whose happiness matters as much to me as my own.
- There is someone whose welfare I am committed to.
- There is someone with whom I am physically affectionate.
- There is someone in whose company I feel deep contentment.
- There is someone I am passionate about.

5. *Kindness* (Generosity, Nurturance, Care, Compassion, Altruistic Love, “Niceness”) – All these terms form a network of closely related terms indicating a common orientation of the self toward the other. This orientation can be contrasted with self-centeredness, in which the self relates to others only insofar as they contribute to his or her agenda and are therefore considered useful. Kindness and altruistic love require the assertion of a common humanity in which others are worthy of attention and affirmation for no utilitarian reasons but for their own sake. The affective or emotional ground of such kindness distinguishes it from a merely dutiful or principle-based respect for other people. Such affective states are expected to give rise to helping behaviors that are not based on an assurance of reciprocity, reputational gain, or any other benefits to self, although such benefits may emerge and need not be resisted. Individuals with this strength would strongly endorse statements such as the following:

- Others are just as important as I am.
- All human beings are of equal worth.
- My having a warm and generous nature brings reassurance and joy to others.
- Giving is more important than receiving.
- Doing good for others with love and kindness is the best way to live.

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- I care for the ungrateful as well as the grateful.
- I am not the center of the universe but part of a common humanity.
- People who are suffering need compassion.
- People in need require care.
- It is important to help everyone, not just family and friends.

6. *Social intelligence* (Emotional Intelligence, Personal Intelligence) – “Intelligence” refers to the ability to think abstractly – to understand similarities and differences among things, to recognize patterns, and to see other relations. Intelligence can be divided into subtypes that focus on a specific area of reasoning. For example, cognitive intelligence divides into verbal, perceptual, organizational, and social intelligences, among others. There also exist a group of hot intelligences, so called because they process “hot” information: signals concerning motives, feelings, and other domains of direct relevance to an individual’s well-being and/or survival. Three such intelligences are included in social intelligence: personal, social and emotional intelligence. People who are high in hot intelligence are said to be able to perform certain tasks well, such as the following:

- Identify emotional content in faces, voices, and designs (emotional intelligence)
- Use emotional information to facilitate cognitive activities (emotional intelligence)
- Understand what emotions mean regarding relationships, how they progress over time, and how they blend with one another (emotional intelligence)
- Understand and manage emotions (emotional intelligence)
- Accurately assess one’s own performance at a variety of tasks (personal intelligence)
- Accurately assess one’s own emotions and feelings (emotional, personal intelligence)
- Accurately assess one’s own motives (personal, social intelligence)

- Use social information to get others to cooperate (social intelligence)
- Identify social dominance and sociopolitical relationships among individuals and groups (social intelligence)
- Act wisely in relationships (social intelligence)

7. *Citizenship* (Social Responsibility, Loyalty, Patriotism, Teamwork) – Citizenship, social responsibility, loyalty, patriotism and teamwork represent a feeling of identification with and sense of obligation to a common good that includes the self but that stretches beyond one’s own self-interest. The individual with these strengths has a strong sense of duty, works for the good of the group rather than for personal gain, is loyal to friends, and can be trusted to pull his or her weight. He or she is a good teammate. A generative spirit and a sense of responsibility for the community are further indicators of this strength. Individuals with this strength are likely to be active in the civic affairs of their communities – by voting, joining voluntary associations, or contributing time and money to social or environmental causes. “Social responsibility,” defined as an orientation to help others even when there is nothing to be gained from them, has a more altruistic tone than its semantic cousins. “Loyalty” connotes an unwavering commitment, a bond of trust – whether in friendship or in fidelity to a group, its principles, and its cause. “Patriotism” is a sign of loyalty to one’s homeland or nation without the corresponding hostility to citizens of other nations implied in the concept of nationalism. These strengths share the aspects of generativity, particularly as the latter is expressed in a public way, that is, an orientation to make an enduring contribution to future generations beyond one’s own kin. “Teamwork” is perhaps the most behavioral of the synonyms we have included in this character strength; it refers to one’s ability to work with others in a group for a common purpose – to collaborate and cooperate. The common thread for people exhibiting these values is that they endorse public-interest over self-interest goals as values by which to live. They identify with the common good and want to make the world a better place for future

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generations. They would endorse such statements as the following:

- I have a responsibility to improve the world in which I live.
- All of us should give some of our time for the good of our town or country.
- It is important to me personally that I work to correct social and economic inequalities.
- It is important to me personally that I help others who are in difficulty.
- It is important to me personally to be involved in programs to clean up the environment.

Strengths of Growth

8. Love of Learning – This is a strength that teachers would like to see in their students, that parents want to encourage in their children, that therapists support in their clients, and that employers try to foster in their employees. It describes the way a person engages new information and skills generally and/or the well-developed individual interest with which he or she engages particular content. Love of Learning describes the process of engaging content that may or may not result in immediate achievement or any immediate benefit of achievement as defined by some external standard like academic tests. Instead, over time a person may develop a deeper or wider knowledge of contents to be learned and be positioned to make substantial and creative contributions to others' understanding of them. People with this character strength would strongly endorse statements such as the following:

- I can't do this task now, but I think I will be able to do it in the future.
- I like to learn new things.
- I will do whatever it takes in order to do a task correctly.
- Learning is a positive experience.
- I care more about doing a thorough job than whether I receive a good grade.

9. Persistence (Perseverance, Industriousness)

– “Persistence” is the voluntary continuation of a goal-directed action in spite of obstacles, difficulties, or discouragement. Simply measuring how long someone works at a task does not adequately capture the essence of persistence, because continuing to perform something that is fun or rewarding does not require one to endure and overcome setbacks. In this character strength we can use the terms perseverance, industriousness and persistence interchangeably.

10. Integrity (Authenticity, Honesty) – Integrity describes people being true to themselves, accurately representing – privately and publicly – their internal states, intentions and commitments. Such persons accept and take responsibility for their feelings and behaviors, owning them, as it were, and reaping substantial benefits by so doing. The word “Integrity” comes from the Latin *integritas*, meaning wholeness, soundness, untouched, whole, and entire. It is a regular pattern of behavior that is consistent with espoused values – practicing what one preaches; public justification of moral convictions, even if those convictions are not popular. Individuals with the character strength of integrity would strongly endorse such statements as these:

- It is more important to be myself than to be popular.
- When people keep telling the truth, things work out.
- I would never lie just to get something I wanted from someone.
- My life is guided and given meaning by my code of values.
- It is important to me to be open and honest about my feelings.
- I always follow through on my commitments, even when it costs me.
- “To thine own self be true, and thou canst not then be false to any man.”
- I dislike phonies who pretend to be what they are not.

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11. *Self-regulation* (Self-Control, Self-discipline)

– “Self-regulation” refers to how a person exerts control over his or her own responses so as to pursue goals and live up to standards. These responses include thoughts, emotions, impulses, performances and other behaviors. The standards include ideals, moral injunctions, norms, performance targets and the expectations of other people. The term “self-control” is sometimes used as a synonym for “self-regulation,” but other writers use it more narrowly to refer specifically to controlling one’s impulses so as to behave in a moral fashion. The term “self-discipline” is also related to “self-regulation” and usually is used in a somewhat narrower sense, such as to refer to making oneself do things that one does not want to do and resisting temptation. Overriding or altering one’s responses is especially important in self-regulation. Living organisms, especially complex ones such as human beings, are constantly responding to both internal and external stimuli, but to act on all of these responses would not be optimal or adaptive. Hence, people often find it useful to override their initial responses. They may direct their thought processes other than where their minds naturally wander, they may attempt to change their emotional responses away from how they initially feel, and they may restrain themselves from carrying out impulses and desires. They may try to perform better than they would normally do, such as by making themselves persist in a difficult task. Most acts of self-regulation involve stopping the self from having a response, such as when a dieter refrains from eating a tempting but fattening food. There are, however, some instances of self-regulation that entail initiating a response, such as when a sleepy man drags himself out of bed on a cold morning.

Strengths of Gifts (Divine Empowerment):

12. *Creativity* (Originality, Ingenuity) – “Creativity” entails two essential components. First, a creative person must produce ideas or behaviors that are recognizably original. The behaviors or ideas must be not only original but adaptive. To be adaptive the individual’s originality must make a positive contribution to that person’s life or to the lives of others.

13. *Bravery* (Valor) – “Bravery” refers to the disposition to voluntarily act, perhaps fearfully, in a dangerous circumstance, where the relevant risks are reasonably appraised, in an effort to obtain or preserve some perceived good for oneself or others, recognizing that the desired perceived good may not be realized. Bravery raises the moral and social conscience of a society. Because bravery entails judgment, the ends that a person’s action serves are part of the consideration about whether an act reflects bravery. Bravery is usually considered doing what is right, including confronting the status quo or opposing an unhealthy idea. As such, it takes on a moral tone.

14. *Vitality* (Zest, Enthusiasm, Vigor, Energy) – A vital person is someone whose aliveness and spirit are expressed not only in a personal productivity and activity – such individuals often infectiously energize those with whom they come into contact. It describes a dynamic aspect of well-being marked by the subjective experience of energy and aliveness. As an indicator of organismic wellness, vitality is directly and interactively related to both psychological and somatic factors. At the somatic level, vitality is linked to good physical health and bodily functioning, as well as freedom from fatigue and illness. At the psychological level, vitality reflects experiences of volition, effectiveness, and integration of the self at both intrapersonal and interpersonal levels. Psychological tensions, conflicts, and stressors detract from experienced vitality. At a deeper level vitality refers to feeling alive, enthusiastic, and spirited. A person feels such aliveness when physically well, when psychologically integrated rather than fragmented, and when experiencing meaning and purpose rather than feeling lost, disconnected, or aimless. Individuals with a high level of vitality would strongly endorse such statements as these:

- I feel alive and vital.
- I have energy and spirit.
- I nearly always feel awake and alert.
- I feel energized.
- I feel full of pep.
- I rarely feel worn out.

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Strengths of Glorification

15. Humility and Modesty – The Key features of “Humility” include:

- An accurate (not underestimated) sense of one’s abilities and achievements.
- The ability to acknowledge one’s mistakes, imperfections, gaps in knowledge, and limitations (often with reference to a “higher power”).
- Openness to new ideas, contradictory information, and advice.
- Keeping one’s abilities and accomplishments in perspective.
- Relatively low focus on the self or an ability to “forget the self”.
- Appreciation of the value of all things, as well as the many different ways that people and things can contribute to our world.

In contrast, the term “Modesty” refers primarily to the moderate estimation of one’s merits or achievements and also extends into other issues relating to propriety in dress and social behavior. Social-psychological studies have often approached modesty in behavioral terms – for example, not taking full credit for success or lowering estimates for one’s future success when in the presence of another.

16. Appreciation of beauty and excellence, or simply appreciation (Awe, Wonder, Elevation) – “Appreciation” refers to the ability to find, recognize and take pleasure in the existence of goodness in the physical and social worlds. A person high on this strength frequently feels awe and related emotions (including admiration, wonder and elevation) while, for example, walking in the woods or in a city, while reading novels or newspapers, while learning about people’s lives or while watching sports or movies. A person low on this strength goes about life as if wearing blinders to that which is beautiful and moving, taking little pleasure in the scenes that

pass by or in the strengths, talents, virtues, and accomplishments of others. We presume that people whose minds and hearts are open to beauty and excellence find more joy in daily life, more ways to find meaning in their own lives and more ways to connect deeply with other people. Three principal types of goodness for which it is beneficial to be responsive are:

- Physical beauty (primarily the beauty of the visual environment but also auditory beauty such as music)
- Skill or talent (displays of virtuosity or superhuman ability by other people)
- Virtue or moral goodness (displays of kindness, compassion, forgiveness, or many of the other virtues)

Each of these three kinds of goodness can produce awe-related emotions in observers. In the strongest cases beauty produces awe, skill produces admiration, and virtue produces the emotion of moral elevation. All three of these emotional reactions are related as members of the family of self-transcendent emotions, of which awe appears to be the central member.

17. Spirituality (Religiousness, Faith, Purpose) – “Spirituality” and “Religiousness” refer to beliefs and practices that are grounded in the conviction that there is a transcendent (non-physical) dimension of life. These beliefs are persuasive, pervasive, and stable. They inform the kinds of attributions that people make, the meanings they construct, and the ways they conduct relationships. The following sorts of questions and statements distinguish between individuals who are spiritual or religious and those who are not:

- What is your current religious preference?
- Are you a member of a church or religious institution?
- How often do you attend religious or worship services?

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- How religious would you say you are?
- How important is religion in your life today?
- How spiritual would you say you are?
- How often do you pray?
- How often do you meditate?
- How often do you read religious materials or watch or listen to religious programs?
- I believe there is a sacred force in all living things and that this force connects us to each other.
- I believe in life after death.
- I believe that every life has purpose.
- I feel God's presence.
- I look to God/a higher power for support, guidance, and strength.
- My belief in God, my Higher Power, helps me to understand my purpose.
- My belief in God, my Higher Power, helps me to understand the meaning of the things that I experience.

Spirituality is universal. Although the specific content of spiritual beliefs varies, all people have a concept of an ultimate, transcendent, sacred, and divine force. Further, all religions seek to help people to grapple with core existential concerns (i.e., questions of purpose and meaning) and posit rules and values that guide individuals' relationships, as well as their efforts to cope with the travails of life. The word "religiousness" (derived from the Latin word *religio*) refers both to a belief in the existence of a divine or greater-than-human force and to an individual's adherence to the beliefs and rituals that signify worship of and reverence for this divine entity. "Spirituality" is derived from the Latin word *spiritus*, which means the breath of life. According to the Judeo-Christian account of the genesis of human life, the physical entity that was the first human became fully alive only after God breathed "the breath of life" into him. Through that breath God accomplished two important ends. First, he achieved a profound level of intimacy with humans. Second, through that act of intimacy he imparted an essential,

enlivening, divine, and sacred aspect of himself into each human being. This divine breath of life that resides in the body is believed to be the source of the capacity for creativity, the ability to grasp the sacred, and the capacity for love, intimacy, harmony, growth, compassion, goodness and optimism.

Strengths of Guidance

18. Curiosity (Interest, Novelty-seeking, Openness to Experience) – This involves the active recognition, pursuit, and regulation of one's experience in response to challenging opportunities. All individuals experience curiosity, but they differ in its depth and breadth, and in their threshold and willingness to experience it. When individuals experience these positive emotional-motivational states, they initiate and sustain goal-directed behaviors in response to incentive cues. Novelty-seeking reflects an individual's propensity for seeking new, different, and exciting experiences to elevate stimulation to an optimal level; this includes a willingness to endure high levels of risk (e.g. pain and injuries when rock climbing, rejection when meeting new people) to obtain the benefits of novelty. Openness to experience is a higher-order personality dimension involving receptivity to novel fantasies, feelings, ideas, and values. The experience of curiosity is more of a mechanism of action (cognitively, emotionally, and/or behaviorally), whereas openness is more of a psychological predisposition. Although curiosity, novelty-seeking and openness are all associated with a myriad of positive outcomes, novelty-seeking may also lead to negative outcomes if it results in illegal substance use, immoral sexual behavior, and the like.

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19. *Open-Mindedness* (Judgment, Critical Thinking)

– “Open-Mindedness” is the willingness to search actively for evidence against one’s favored beliefs, plans or goals, and to weigh such evidence fairly when it is available. Individuals with the strength of “Open-Mindedness” would probably endorse statements such as the following:

- Abandoning a previous belief is a sign of strong character.
- People should always take into consideration evidence that goes against their beliefs.
- Beliefs should always be revised in response to new evidence.

20. *Perspective* (Wisdom) – Wisdom generates wise processes, wise products, and wise people. It is distinct from Intelligence; represents a superior level of knowledge, judgment, and capacity to give advice; allows the individual to address important and difficult questions about the conduct and meaning of life; and is used for the good or well-being of oneself and others. If modesty did not intrude, individuals with the character strength of Perspective would strongly endorse such statements as the following:

- I have self-knowledge.
- I bring both feeling and rationality into decision-making.
- I realize larger patterns of meaning or relationship.
- I have a wider perspective.
- I have a strong need to contribute to others and society.
- I take into consideration the needs of others.
- I understand the limits of what I can know and do.
- I am able to see to the heart of important problems.
- I have an accurate view of my strengths and weaknesses.

- I am turned to for advice.
- I behave in a manner consistent with my own personal standards.

21. *Leadership* – As a personal quality, “Leadership,” refers to an integrated constellation of cognitive and temperament attributes that fosters an orientation toward influencing and helping others, as well as directing and motivating their actions toward collective success. Leadership is inherently a social phenomenon. Many theorists treat leadership as residing in the interaction or relationship between an individual who occupies, by virtue of appointment or election, a leadership role and individuals who are in follower roles. According to this perspective, the quality of leadership depends on the separate and joint influences of leader attributes, follower attributes, and contextual or situational constraints. However, the practice of leadership can be distinguished from leadership as a personal quality. Leadership as a practice includes (a) defining, establishing, identifying, or translating a direction for collective action by one’s followers; and (b) facilitating or enabling the collective processes that lead to achieving this purpose (Zaccaro & Klimoski, 2001). Leadership as a personal quality reflects the motivation and capacity to seek out, attain, and successfully carry out leader roles in social systems. It reflects an ability and desire to influence and motivate collective action. Personality attributes that correspond to leadership, and have often been treated as synonymous, include socialized power, authority, dominance, charisma, ascendancy, and social assertiveness. Individuals with this strength are likely to strongly endorse such statements about themselves as the following:

- I prefer to take on the leadership role in a group.
- I am often able to plan a course of action for my group.

Appendix H: Character Strengths and Virtues

- I am often able to motivate others to act in a certain way.
- I am often able to help others do a task better.
- I am often able to organize others so that they can work together more effectively.
- People generally look to me to help solve complex problems.
- People generally look to me to resolve conflicts and keep a group together.
- I am often the spokesperson for my group.
- I generally take the initiative in social situations.
- I usually take charge in emergencies.

Strengths of Good Stewardship

22. Fairness – This is the product of moral judgment – the process by which people determine what is morally right and what is morally harmful. Accompanying the development of moral judgment is a broader set of values that come to be embodied psychologically and socially through the development of psychosocial skills and ways of being. Being committed to fairness in all of one's social relations, developing skill in the abstract logic of equitable arrangements, becoming sensitized to issues of social injustice, coming to embody compassion and caring for others, and developing the perceptiveness necessary for relational understanding are desirable developmental outcomes. These concepts embodied in "Fairness" name the psychological strengths and virtues that allow us to be responsible citizens, trustworthy friends, and generally moral people. Individuals who have developed the psychological strengths associated with "Fairness" would strongly endorse such statements as the following:

- Everyone should get a fair share.
- It's wrong to use people.
- I wouldn't want to cheat anyone, any more than I would want to be cheated.
- I try to be kind to everyone.

- Everyone deserves respect.
- We're all in this together.
- People are ends in themselves.
- No one deserves to be discriminated against because of the color of his skin.
- We are responsible for our own behavior.
- Even if society says it's all right to do something, if it doesn't match my personal sense of what's right, I wouldn't do it.

23. Prudence – "Prudence" is a cognitive orientation to the personal future, a form of practical reasoning and self-management that helps to achieve long-term goals effectively. Prudent individuals show a farsighted and deliberative concern for the consequences of their actions and decisions, successfully resist impulses and other choices that satisfy shorter term goals at the expense of longer ones, have a flexible and moderate approach to life, and strive for balance among their goals and ends. In everyday life, good examples of prudence include saving for the future; planning for unexpected as well as expected contingencies; avoiding situations known to have led in the past to impulsive choices; making life decisions by considering distant as well as immediate benefits and costs, and paying heed to their probable consistency or conflict with one's other plans; and deliberating about one's personal goals in a pragmatic manner. Individuals with this strength have the following attributes:

- They take a foresighted stance toward their personal future, thinking and caring about it, planning for it, and holding long-term goals and aspirations.
- They are skilled at resisting self-defeating impulses and at persisting in beneficial activities that lack immediate appeal.
- They show a style of thinking about everyday life choices that is reflective, deliberate, and practical.
- They harmonize the multiple goals and interests that motivate them, forming them into a stable, coherent, and unconflicted form of life.

Appendix H: Character Strengths and Virtues

24. Gratitude – “Gratitude” is a sense of thankfulness and joy in response to receiving a gift, whether the gift be a tangible benefit from another person or a moment of peaceful bliss evoked by natural beauty. The word gratitude is derived from the Latin *gratia*, meaning “grace,” “graciousness,” or “gratefulness.” All derivatives from this Latin root have to do with kindness, generousness, gifts, the beauty of giving and receiving, or getting something for nothing. Prototypically, “Gratitude” stems from the perception that one has benefited due to the actions of God or another person. There is an acknowledgment that one has received a gift and an appreciation of and recognition of the value of that gift. It would be unusual to say that one is grateful to oneself. Individuals with this strength would strongly endorse such statements as the following:

- It is important to appreciate each day that I am alive.
- I often reflect on how much easier my life is because of the efforts of others.
- For me, life is much more of a gift than it is a burden.
- One of my favorite times of the year is Thanksgiving.
- I am basically very thankful for the parenting that was provided to me.
- I could not have gotten to where I am today without the help of many people.
- It seems like I can even find reasons to feel thankful for bad things that happen.
- I have been so struck by the beauty or awe of something that I felt grateful in return.

A distinction can be made between personal and transpersonal gratitude. Personal gratitude is thankfulness toward a specific other person for the benefit that the person has provided (or just for their being). Transpersonal gratitude is gratefulness to God. The prototype of transpersonal gratitude is seen in the peak experience, a moment of overwhelming gratefulness. As a trait, gratitude is expressed as an enduring thankfulness that is sustained across situations and over time. Four components of gratitude are:

- A warm sense of appreciation for somebody or something
- A sense of goodwill toward that person or thing
- A disposition to act that flows from appreciation and goodwill
- A recognition of someone else’s generosity

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.

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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 L.E.A.D.E.R.'s Guide

Take your group to a deeper level with the Omega C.O.R.E. Small Group L.E.A.D.E.R.'s Guide. Built on the four objectives found in every session of Omega, the Small Group Leader's Guide provides evaluation questions for you to gauge how your members are processing the material. Additionally, we provide ideas for methods and moments for sharing your own stories, personal mentoring questions, and learning experiences that can be done individually or as a group. Together, you'll move closer to realizing life's potential. This guide complements the Omega C.O.R.E. Small Group L.E.A.D.E.R. seminar.



Omega Course DVDs and Audio CDs

Watch or listen to the Omega Course at your convenience: in the kitchen, on the train, or even in the living room in your pjs (we won't tell). Supplement your live seminar experience and revisit sessions that you would like to see or hear again. You can also use these resources to run an Omega Seminar (one session) or the entire Omega Course (series of 24 sessions/seminars) for your own family, small group, church or organization.

Omega Course Resources

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



The six-part Omega Course Workbook Series

We have created bite-sized workbooks to help you to introduce the Omega Course to your community four sessions at a time. Each workbook combines the content of the Omega Course Workbook and the Personal Development Guide so that the material for each session is all in one place. You can follow along and take notes, find all of the graphics and descriptive charts that we use in the power point presentations, and reference an extensive appendix filled with additional Scripture references and in-depth descriptions of various content found throughout Omega. Additionally each session contains four sections to aid you in maximizing your transformational journey: Omega Course Content, Discussion and Reflection Questions, Daily Devotionals and a Personal Development Plan/Homework.

Part 1 - Abundant Living - Sessions 1-4

Explore what the Scriptures say concerning Stewarding Life, Unpacking Mission, Abundant Living and the Seven Values of Abundant Living.

Part 2 - Biblical Humanity - Sessions 5-8

Explore what the Scriptures say concerning Our Core Identity, Being Fully Human, Essential Intimacy and Contagious Community.

Part 3 - Calling of Servanthood - Sessions 9-12

Explore what the Scriptures say concerning being Called to Serve, Stewarding Resources, Empowered to Serve and The Freedom of Servanthood.

Part 4 - Commit to Transformation - Sessions 13-16

Explore what the Scriptures say concerning the Journey of Transformation, Choosing to Transform, Resistance to Transformation and Blessings and Curses.

Part 5 - Know Thyself - Sessions 17-20

Explore what the Scriptures say concerning Realizing Life's Potential, Pressing into God's Purpose, the Power of Believing and the Seven Deadly Sins.

Part 6 - Running the Course - Sessions 21-24

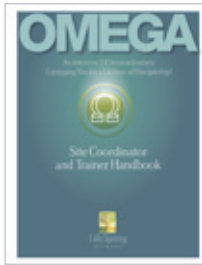
Explore what the Scriptures say concerning the Joy of Discipline, Godly Goal Setting, Aligning with God and Training for Abundant Living.

Online Community

Log onto the website to take part in the Life Spring Network online community. Read through our **blog** for thoughts, insights and ideas from Omega Trainers, Mentors and the Life Spring Network (LSN) Staff. Watch training videos, testimonials and read devotional thoughts. **Visit our resources section for free video, audio and material resources.** It's a great place to find recommended resources to take you deeper into various aspects of the Christian faith or to recommend to others you mentor.

Visit www.lifespringnetwork.org to get these and additional free resources which are designed to supplement and support your Omega Experience.

Omega Experience Resources



Leading the Omega Experience Conference

Over the course of this conference, you will be equipped to understand and implement the entire Omega Experience, from mentor and small group leader training, Pre-Omega and Post-Omega church-wide seminars, to facilitating the church-wide Omega Course and everything in between. This conference is a must for anyone aspiring to become a licensed Live Omega Course Trainer.

Omega Site Coordinator and Trainer Handbook

Everything you need to know to facilitate the Omega Experience in your own context. Role portraits help you to select just the right people for your Omega team. A full year planning checklist addresses all of the logistical needs. The Trainer Planning Guide comes with complete outlines, time frames, objectives, and follow-up learning experiences that will ensure a rich and full experience for all Omega participants. This handbook includes a resource disk with all 24 sessions of the Omega Course on PowerPoint and Keynote, in addition to the reproducible resources that you can use to track, personalize and promote your Omega Course.

Omega Mentoring and Life Coaching Handbook

This manual provides you with concepts, questions and strategies that will make your mentoring and life coaching truly transformational. Included are practical principles and coaching points for all of the major aspects of each session of the Omega Course. This guide is the distillation of our best mentoring paradigms, tools and training to aid you as a mentor and life coach of others.

Omega Course Leadership Training Seminars

Omega C.O.R.E. Small Group L.E.A.D.E.R. Seminar

Equip your small group leaders to help participants realize life's potential with Omega. This four-hour seminar gives your leaders a brief history and overview of Omega, shows them how to utilize the Small Group Leader's Guide for maximum effectiveness in facilitating their group and takes small group leadership to the next level with Life Spring Network's C.O.R.E. small group L.E.A.D.E.R. paradigm.

Omega Mentor Training Seminar

Start a mentoring movement in your own church or congregation by hosting or sending your leaders to this dynamic one-day seminar/retreat. Participants will dive into the deeper aspects of mentoring that include: The Power of Transformational Ministry, Principles of Mentoring and Coaching, and Mentoring Others Using the Omega Content.

Visit www.lifespringnetwork.org to get these and additional free resources which are designed to supplement and support your Omega Experience.

Additional Live Seminars

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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.

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