

Understanding the Importance of Spiritual Gifts Part 2

Quick Review

- All believers have a gift
- Gifts were given to build up the body
- Gifts bring about charisma, yet gifts are controlled by the Holy Spirit.
- Gifts are advance in the Spiritual Maturity Process
 - Discipline over the flesh
 - Union with Christ “the mind of Christ”
 - Enrolled in the Sanctification School of Holiness
 - No issue with my money belonging to God.

Read:

- Matthew 28: 18-20; The Great Commission – **Baptize in the name of the and Holy Spirit.**
 - John 7:38-39; **The Holy Spirit** flows through all believers
 - 14:16-18, 26; **The Holy Spirit comes to believers** at the request of the Son.
 - 15:26; **The Holy Spirit or Advocate** comes to teach us all things.
 - 16:7; The fact that Jesus has gone is evidence to the fact that **The Holy Spirit has come.**
 - Spiritual Gifts are alive and well both in the Church and in the world.
 - They are not from a bygone era or only for certain Denominations or individuals; they are for us and our church!
 - God considers them very important, and essential if ministry is going to be effective! For you to be your best for Christ's glory, you must take Spiritual Gifts seriously.
 - We must learn about them, be aware of which ones you have, and determine how you can put them into practice.
 - If you neglect to do this, you might well live only a partially effective Christian life, missing key opportunities and essential ministry.
 - Others will be left out of the care and love you and your church were called to give.
1. To deny the existence of Spiritual Gifts is to deny the work of the Holy Spirit! It is comforting to deny Gifts, because then we do not have to respond to His call and duty; we can be lazy and conceited in our outlook to others instead. Of course, this thinking is straight from a source other than the Bible and God's call!
 2. **Fruits and Gifts are not the same.** We must not confuse the "gifts of the Spirit" with "fruit of the Spirit."
 - a. **"Gifts" are services to be performed for others to benefit the church.**
 - b. "Fruit" speaks of the graces and character traits of Christ we **all** are to emulate as Believers, to cultivate Holiness (Galatians 5:22-23).

²² But the fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness,²³ gentleness, and self-control. Against such things there is no law. ²⁴ Now those who belong to Christ have crucified the flesh with its passions and desires. ²⁵ If we live by the Spirit, let us also behave in accordance with the Spirit. ²⁶ Let us not become conceited, provoking one another, being jealous of one another.

c. Both the Fruit and the Gifts are essential. Both are signs of the indwelling Spirit within us.

3. **What is the difference between a gift and a talent?** Most Bible teachers say that we are born with certain talents or natural abilities, but when **we are "born again" we are given Spiritual Gifts.**

- This may be true, but it is interesting that talents being natural and gifts being supernatural **are not separate distinctions in Scripture!**
- Therefore, the pastor and a secular professor may be teaching from the same talent/gift that could be used either in a church or in a secular classroom.
- **However, the purpose is the difference!** The secular aspect of talent is to function in society to build a community. If we all had the same talents, we would not have a variety of services and resources in the community. It is much the same in the church. However, the purpose is completely different; in the church, **a Gift is to glorify Christ.** **A secular talent does not do this!**
- The Spirit empowers us further--beyond just the "natural talent"
 - (1 Corinthians 2:14-15; ¹³ every word we speak was taught to us by God's Spirit, not by human wisdom. And this same Spirit helps us teach spiritual things to spiritual people.^[b] ¹⁴ That's why only someone who has God's Spirit can understand spiritual blessings. Anyone who doesn't have God's Spirit thinks these blessings are foolish.
 - Galatians 1:15-16). ¹³ For you have heard of my previous way of life in Judaism, how intensely I persecuted the church of God and tried to destroy it. ¹⁴ I was advancing in Judaism beyond many of my own age among my people and was extremely zealous for the traditions of my fathers. ¹⁵ But when God, who set me apart from my mother's womb and called me by his grace, was pleased ¹⁶ to reveal his Son in me so that I might preach him among the Gentiles, my immediate response was not to consult any human being.

- a. **What Gifts are more important?** 1 Corinthians 12:28 tells us, *And God hath set some in the church, first apostles, secondarily prophets, thirdly teachers, after that miracles, then gifts of healings, helps, governments, diversities of tongues.*
- The Corinthians had trouble distinguishing the importance of the Gifts, hence Paul's letter to them (1 Corinthians 12:31; 14). **14** Follow the way of love and eagerly desire gifts of the Spirit, especially prophecy. ² For anyone who speaks in a tongue^[a] does not speak to people but to God. Indeed, no one understands them; they utter mysteries by the Spirit. ³ But the one who prophesies speaks to people for their strengthening, encouraging and comfort. ⁴ Anyone who speaks in a tongue edifies themselves, but the one who prophesies edifies the church. ⁵ I would like every one of you to speak in tongues,^[b] but I would rather have you prophesy. The one who prophesies is greater than the one who speaks in tongues,^[c] unless someone interprets, so that the church may be edified.
 - The teaching and preaching of the Word of God must be more valuable to you than any material or emotional thing!

Discussion Question:

1. Why is the function in ministry to glorify Christ? How do you glorify our Lord? How can you do a better job?

How to Determine your Spiritual Gift(s)

Read:

- Romans. 5:15; **The Gift** is eternal life through Jesus
- 6:23; *For the wages of sin is death, but the gift of God is eternal life in Christ Jesus our Lord.*
- 12:6-8; *We have different gifts, according to the grace given to each of us. If your gift is*
- 1 Corinthians 7:7; *Paul says we have our individual gifts.*
- 12: *(The Whole Chapter is a Must READ!)*
- 14: 26 - 40; **Let's discuss this passage ????????**
- 13: 8-13; *The Power of the Gift to Love (AGAPE)*
- 1 Peter 4:10. ⁷The end of all things is near. Therefore be alert and of sober mind so that you may pray. ⁸Above all, love each other deeply, because love covers over a multitude of sins. ⁹Offer hospitality to one another without grumbling. ¹⁰Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms. ¹¹If anyone speaks, they should do so as one who speaks the very words of God. If anyone serves, they should do so with the strength God provides, so that in all things God may be praised through Jesus Christ. To him be the glory and the power for ever and ever. Amen.
- This procedure is much more accurate and honest than just using an "inventory."
We have a tendency to read into these "tests" our desires, not those of the Lord's leading.
 - Or, we use them, and are confused because we may not know what the Gifts mean.
 - Use an inventory like the one attached as another source of information, but not your only source!
 - Remember, **the Gift He gives you is far more important and powerful than the Gift you may want!**
 - If you changed everyone in the Army who is a Private to a General, the best Generals ever, the war would be lost quickly.
 - Because, it is the Privates who do the work, who put the vision and call of the leaders into practice.
 - As Christians, all of us cannot, nor should not, be leaders unless we are called and gifted to be.
 - We all need to do the work He gives, all working together.
 - Remember, Gifts are never a platform for power or control; they are to be in conjunction and in harmony with others.
 - All are important, all are needed; you are important and you are needed!

MY SPIRITUAL GIFTS _____

(In this place, write both your opinion, and the opinion of others, of what they are, or what you think they may be. Do not worry about being accurate right now.)

1. Carefully Read the above Scriptures and study the Biblical teachings on Gifts, then put the emphasis on what the Bible really says:

- What does it say?
- What does it mean?
- What blocks this teaching from happening in me?
- How can I be a changed person because of this?
- How can I apply this teaching?

Do not interpret in light of your experiences or presumptions!

2. Go over the Gift Descriptions at the end of this section and see which one(s) interest and excite you.

3. Do the following PRAYERFULLY and PRIVATELY.

☐ List those you are pretty sure you have. (Remember, reality--not just desires.)

☐ List those you think you might have.

☐ Examine Your DESIRES. (Be careful! You must examine your motives as well)

☐ Examine the EVIDENCE (what you have done or can do, what has been confirmed by others)

☐ Examine the OPPORTUNITIES (what are the needs?)

Share this list with someone who knows you, such as a pastor, friend, mentor, or parent who knows the "real you," for confirmation, prayer, and encouragement.

☐ List where and how you can exercise your gift(s).

Answer these Questions

1. What needs exist in your life, community, or world that requires attention, i.e., in your family, local church, city, etc.)?

☐ God will give someone, perhaps you, the Spiritual Gifts necessary to help meet those needs. Ask God what part you should take in helping to minister and serve.

☒ be on the lookout for needs that God can meet through you!

2. What do you think the Holy Spirit is telling you to do?

☒ The Holy Spirit has given each Christian at least one Spiritual Gift.

☒ The Holy Spirit wants you to exercise that Spiritual Gift.

☒ The Holy Spirit wants you to be **discipled or disciplined /trained** in your Gift(s)!

☒ You are to be open and sensitive to the leading of the Holy Spirit in your life.

☒ After you determine your Gift(s) and the Spirit's direction in the use of the Gift(s), you must obey Him!

1. Ask yourself honestly, would you naturally choose what the Holy Spirit is telling you to do or, rather, your desires? **Usually, your desires are a good starting indication of your Gift, as long as you are honest and grounded in the Word.** The problem is that we confuse our desires with our wishes. We need to place the focus on what is real

2. In our life as in our real gifts and abilities by the honest confirmation we receive from godly people and by listening of the Spirit.

☒ Usually, the Holy Spirit will not cause you to do that to which you have no inclination, liking, or sensitivity. In other words, He will not call you to Outer Mongolia to be a missionary unless you have the desire and ability to go!

4. To begin with, what are some natural talents, interests, abilities, inclinations, etc., that you already have that God could use?

☒ Usually the Lord starts with us where we are, not with trying to revamp our whole personality and gifts. He starts with natural talents and interests, and then adds supernatural abilities as we grow in maturity, and as He wills/leads us for His purpose.

☒ Do the Gift(s) that you are using fill you with wonder and excitement, or do you feel a stale obligation?

☒ If you are stuck, read through the description and Scriptures of the Gifts below and then try to experiment with as many Gifts as you can (such as teaching, helping.), considering how comfortable you feel with one or more!

☒ Examine your feelings; what do you want to do more than anything else? However, do not rely on just your feelings!

- ☐ Is the Gift you have precisely the Gift you want? Make sure it is God's call, not just your own desires.

5. What do you already do well?

- ☐ What we do well already is probably an indication of some sort of gift from God. The Spirit may grant us additional Gift(s), but that is His decision, not ours.

6. What Gifts do others in the Body of Christ, the Church, see in you?

- ☐ The Holy Spirit does not work with us in isolation from the other members of the Body of Christ. The others are given insight into our giftedness, and we into theirs, as means of checks and balances. We help one another to be honest to God! So, make sure you ask others!

- ☐ After discovering your Gifts, evaluate your effectiveness with them, as a check and balance to make sure you are exercising the right one(s). But, do not give up, like with sports or music; exercising your Gifts takes time and practice!

7. Based on the above, what Gifts do I seem to have?

8. If you are having trouble with this exercise, reread the Descriptions and take the inventory attached. In this way you will start to get a clearer picture. Make sure you are in prayer! Then redo steps one and two. You may also try to practice with the Gifts that most interest you and see which ones seem to fit and which ones others confirm.

9. Am I willing to check this out with the Lord through heartfelt, surrendered prayer (Galatians 2:20)?

10. Am I willing to check this out with others who know me, e.g., my spouse, parents, children, pastor, elders, etc.?

11. How can I begin to use these Spiritual Gift(s)?

12. How can you start now to be disciplined in these Gifts, to get to know them and use them to glorify our Lord?

13. How can you best use the Gifts God gave you in a team effort with others?

Personal Responsibilities
Using Your Gifts

SPIRITUAL GIFT DEFINITIONS AND SCRIPTURE REFERENCES

The following honest, Biblical definitions of the Spiritual Gifts, as defined by the Bible, are presented in no particular order. These are not meant to be dogmatic or final. The definitions and supporting Scriptures do correspond to the characteristics of the Gifts as also expressed in most Evangelical and Reformed thinking. Some churches and Denominations only acknowledge the Gifts listed in Romans and 1 Corinthians. (Romans 12: Prophecy, Service, Teaching, Exhortation, Giving, Leadership, and Mercy. 1 Corinthians 12: Words of Wisdom or knowledge, Faith, Healing, Miracles, Discernment of Spirits, Tongues, and the Interpretation of Tongues). Many Churches do not acknowledge Tongues, due to its misuse.

1. **HELPS:** The ability to invest the talents one has in the life and ministry of other members of the body, enabling them to increase the effectiveness of their own Spiritual Gifts (Mark 15:40-41; Acts 9:36; Romans 16:1-2; 1 Corinthians 12:28).
2. **LEADERSHIP:** The ability to set goals in accordance with God's purpose for the future, and to communicate those goals to others in such a way that they voluntarily and harmoniously work together to accomplish those goals for the glory of God (Acts 15:7-11; Romans 12:8; 1 Timothy 5:17 Hebrews; 13:17).
3. **HOSPITALITY:** The ability to provide an open house and a warm welcome to those in need of food and lodging (Acts 16:14-15; Romans 12:9-13; 16:23 Hebrews 13:1-2; 1 Peter 4:9).
4. **SERVICE:** The ability to identify the unmet needs involved in a task related to God's work, and to make use of available resources to meet those needs and help accomplish the desired results (Acts 6:1-7; Romans 12:7; Galatians 6:2; 2 Timothy 1:16-18; Titus 3:14).
5. **ADMINISTRATION:** The ability to understand clearly the immediate and long-range goals of a particular unit of the body of Christ and to devise and execute effective plans for the accomplishment of those goals (Luke 14:28-30; Acts 6:1-7; 1 Corinthians 12:28).
6. **DISCERNMENT:** The ability to know with assurance whether certain behavior purported to be of God is in reality divine, human, or satanic. The purpose of this gift is to prevent confusion and false teaching from infiltrating the church (Matthew 16:21-23; Acts 5:1-11; Acts 16:16-18; 1 Corinthians 12:10; 1 John 4:1-6).
7. **FAITH:** The ability to discern with extraordinary confidence the Will and purpose of God, and to propel the body of Believers into actively claiming the promises of God (Acts 11:22-24; Romans 4: 18-21; 1 Corinthians 12:9; Hebrews 11).

8. **MUSIC:** The ability to use one's voice in the singing of praises to the Lord for the benefit of others, or to play a musical instrument to praise the Lord and for the benefit of others. Remember, worship that is real and authentic is never a performance for us, or a showcase for talent! God is always the audience in worship -not the people in the church! We are the performers to give God our extol and praise (Deuteronomy 3 1:22; 1 Samuel 16:16; 1 Chronicles 16; 2 Chronicles 5: 12-13; 34:12; Psalm 150).
9. **LANGUAGES/TONGUES:** The ability to speak a divinely anointed message in a language one has never learned, but one that is known to the hearers. Its purpose is as an evangelistic tool for spreading the Gospel (Mark 16:17; Acts 2:1-13; Acts 10:44-46; 19:1-7; 1 Corinthians, 13-14). (Make sure you follow the precepts of 1 Corinthians, 14!)
10. **MIRACLES:** The ability to serve as a human intermediary through whom it pleases God to perform powerful acts that are perceived by observers to have altered the ordinary course of nature (Acts 9:36-42; 19:11-20; 20:7-12; Romans 15:18-19; 1 Corinthians 12:10, 28).
11. **CRAFTSMANSHIP:** The ability to use one's hands, thoughts, and mind to further the kingdom of God through artistic, creative means. People with this Gift may also serve to lead others in forming their abilities in this area. The Gift may also be used in the areas of maintenance, care, and upkeep for the benefit and beautification of God's kingdom here on earth (Exodus 30:22-25; Exodus 31:3-11; 2 Chronicles 34:9-13; Acts 18:2-3).
12. **HEALING:** The ability to serve as a human intermediary through whom God's healing power is applied to another person's physical or emotional need (Acts 3:1-10; 5:12-16; 9:32-35; 28:7-10; 1 Corinthians 12:9, 28).
13. **GIVING:** The ability to contribute material and resources to the work of the Lord with liberality and cheerfulness (Mark 12:41-44; Romans 12:8; 2 Corinthians 8:1-7; 2 Corinthians 9:2-8).
14. **MERCY:** The ability to feel genuine empathy and compassion for individuals who suffer distressing physical, mental, or emotional problems, and to translate that compassion into cheerfully-done deeds which reflect Christ's love and alleviate the sufferings as well as motivate others to help (Matthew 9:35-36; Mark 9:41; 1Thessalonians 5:14).
15. **WISDOM:** The ability to apply spiritual truth to a specific issue in a specifically relevant fashion, and to make proper choices in difficult situations, based on listening and sufficient information (Acts 6:3,10; 1 Corinthians 2:1-13; 12:8; James 1:5; 2 Peter 3:15).

16. **KNOWLEDGE:** The ability to discover, accumulate, analyze, and clarify information which is pertinent to the growth and well-being of the body (Acts 5:1-11; 1 Corinthians 12:8; 2 Corinthians 11:6; Colossians 2:2-3).
17. **EXORTATION:** The ability to minister words of encouragement, consolation, comfort, and motivation from God's Word to help others complete their tasks and be all that God want them to be (Acts 4:32-37; 14:22; Romans 12:8; 1 Timothy 4:13; Hebrews 10:24-25).
18. **TEACHING:** The ability to employ a logical, systematic approach to Biblical study with power and conviction, then to communicate that information in a clear, concise way that is relevant to the health and ministry of the Body and its members in such a way that others will learn (Acts 18:24-28; 20:20-21; 1 Corinthians 12:28; Ephesians 4:11-14).
19. **PASTOR/SHEPHERD:** The ability to assume a long-term personal responsibility for the spiritual welfare of a group of Believers with love, care, discipleship, and counseling, moving them to a deeper spiritual connection and maturity with Christ (John 10:1-18; Ephesians 4:11-14; 1 Timothy 3:1-7; 1 Peter 5:1-3).
20. **APOSTLESHIP:** The ability to assume and exercise general leadership over a number of churches, with an extraordinary authority in spiritual matters, which is spontaneously recognized and appreciated by those churches--such as, a bishop. This is not the same as the original twelve Apostles, or Paul (Acts 15:1-2; 1 Corinthians 12:28; 2 Corinthians 12:12; Galatians 2:7-10; Ephesians 3:1-9; 4:11-14).
21. **MISSIONARY:** The ability to minister with whatever other Spiritual Gifts one has in another land or culture (Acts 8:4; 13:2-3; 22:21; Romans 10:15; 1 Corinthians 9:19-23).
22. **PROPHECY:** The ability to proclaim the Word of God with divine anointing, which brings conviction to the hearers so they recognize that it is truly the Word of God and they must do something about it. A prophet is also someone who keeps the church on God's path and truth and makes sure we do not slip into false teaching. This is not the same as an OT prophet, which existed before the Word was completed; there is no new teaching or revelation. There are new ways to apply God's truth but not new truth (Acts 2:37-40; Matthew 7:54; Acts 26:24-29; 1 Corinthians 14:1-3; 1 Thessalonians 1:5)!

This office/Gift, not fully defined in the New Testament, is often debated

(Acts 13:1; 21:10-11; 1 Corinthians 12:29; Ephesians 4:11). It generally refers to teaching the Word of our Lord, especially before the compilation of the canon of Scripture in the fourth century. Some people refer to it as "**word of knowledge**," a receiving of special wisdom and knowledge directly from the Holy Spirit. Scripture

supports this, but these "words of wisdom" **will never countermand Scripture!** This gift may appear in the form of a hunch, insights from the Word, or even more directly, so that one will have more information about what God has given them to do in order to interact more effectively. Most churches that practice this "word of knowledge" do not use it discerningly, and they elevate their wisdom over Scripture! Hence, we can see why there are so many false teachings in America.

23. **EVANGELISM:** The ability to share and explain the Gospel message with unbelievers in such a way that men and women become Jesus' disciples and responsible members of the body of Christ (Acts 8:5-6; 8:26-40; 14:21; 21:8; Ephesians 4:11-14; 2 Timothy 4:5).
24. **PRAYER/INTERCESSION:** The ability to pray for extended periods of time on a regular basis and see frequent and specific answers to prayer, to a degree much greater than that, which is experienced by most Christians. All Christians are to exercise this, but the gifted person will go beyond this and motivate and organize others to do so too (Luke 22:41f; Acts 12:12; Colossians 1:9-12; Colossians 4:12-13; 1 Timothy 2:1-2; James 5:14-16).

How to Exercise your Gifts in the Body

Read: John 15; Romans 12; 1 Corinthians 12

Remember this important fact; the Prime Directive for Spiritual Gifts is for service to God's family!

As you grow in the understanding and use of your Spiritual Gifts, you will realize that you are in a relationship of dependence upon Christ. He is Lord and He is empowering you. Your Gifts are not your efforts; rather, they are the work of the Spirit through you. We are the tools; He is the Workman using us. This is an awesome privilege--to be loved and used by the Creator and Sustainer of the Universe! We have to realize our dependence is necessary; if not, our efforts will quickly turn into pride. The real work will then cease, and the Church will fail. Remember, it is not about us, it is about Him. Christ needs to become more in you and you must become less. Then, the ministry will flourish (John 3:30; 15:1-5)!

With the mindset of surrender to Christ (Galatians 2:20-21; Philippians 3:1-14) you will see the dynamic impact of the gifts synergistically working together in your church. You will see real authentic growth in faith and maturity--the growth that Christ wants from His Church. Your impact in the neighborhood and world will increase ever so much. But, remember, once you start to accredit His work as yours, you will have to repent! If not, the work will soon be lost! Awesome power requires great responsibility. Be responsible with His Power at your disposal!

Romans 12: 3-13: How we are to do it.

General Idea: Spiritual Gifts are much more than the talents and abilities we have. They are the means for the Body of Christ to function in health and in distinction. They separate us from the evil ways of the world; yet, if they are misused, they will inflict the very things they are meant to prevent. They are to empower us for the service of our King, and to cooperate and build relationships with other Believers for a synergetic reaction for good, for service, and for the building of the Kingdom.

Unfortunately, what we usually find in the church is strife, dysfunction, gossip, and slander, because our pride gets in the way of His call. Thus, the Gifts are neutralized or turned into weapons of dysfunction. Rather than reach out and disciple as we should, we fight amongst ourselves, or develop false doctrines. The Body cannot do things well or function correctly when we are puffed-up with ourselves. We cannot function by pretending, or out of hate. In order for us to be used effectively by Christ, we must be infused with love and joy as we do our part.

1. **How we are to treat each other and ourselves**

Although this is not a normal topic in today's Christianity, it is, however, a necessary one. We must have a correct self-image, not just one of "self esteem," or who we are to ourselves or to people around us, but who we are in our relationship with our Lord. What He has done for us must perambulate us! When we have a healthy grasp of our Redemption, then our *self-esteem* should be boiling over with *Christ-esteem*.

2. **For the Christian, the most significant thing in the universe is who we are to and in Christ!**

Thus, we should never feel insecure or have the "poor me" attitude when we have Christ in our lives. (Gal. 3 6: 3-5) We need to be *over comers*. This is a tough task, but we can do it with our Lord at the helm! The opposite is true, too. We are not to think we are "little gods" or "rulers of our domain."

- We are never to go beyond our self-image at others expense, and especially the Lord's. He is God. We are not!
- Being a depressed Christian is shameful (unless there are times of loss and brokenness or chemical imbalance in the brain, and if this is so, one should seek godly help from qualified pastors and counselors.) To continue in a life style of depression (without seeking help) and poor self-image is unnecessary. Christ died to rid us of this kind of shame!
- Paul, people, Christians, and ministry all exist because of Christ's work of Grace. Never forget who you are!

- We must never allow our leadership position, or who we are in Christ to "puff us up!"
- A condescending Christian is an "oxymoron" (with the emphases on being a *moron!*) Like "jumbo shrimp," the two terms just do not go together!

3. **Unity is the responsibility of the Believer to the church Body.**

We have unity as well as diversity in the Body. This is necessary to our functioning together. We cannot all be the same. We are to see our differences as "filling in" each other's gaps and deficiencies (1 Corinthians 12-14; Ephesians 4:7-15).

- We are never to be pretentious with Spiritual Gifts or in ministry in general, but, we are to use them to encourage and build up, never to tear down. Authenticity is extremely important (1 Timothy 3:15). God does not need us to wear masks and pretend.
- **Kindness is the proof of authenticity.**
- Be aware of leaders and people who are more concerned for their own needs and agendas than they are for God's clear doctrine and purpose (Titus 2)!

4. **We must practice the Christian faith with a since of urgency.** There can be no hesitation to serve the Lord. Else, we will miss vital opportunities.

- Being humble is to share with one another rather than be so concerned with our agenda and our needs. To cooperate means to create an environment of trust and encouragement, so that people will want to join and belong as they see that there is no pride or arrogance (Proverbs 3:7; Philippians 1:2-8).
- When we are selfish, and stingy with our sharing, we create an atmosphere of distrust. Who would want to be a part of that?
- How we react to the non-Christian environment will distinguish us as either Christ-like or as hypocrites. Which characteristic do you think our God desires?

5. **Now you are ready to start a Mentor Program!**

This is very simple, have small groups meet for each of the Spiritual Gift categories. You may combine ones that are similar. Meet for a specific length of time such as four to six weeks. The purpose is to have a leader, experienced in that Gift, to mentor and explain the Gift to the participants.

- In this group you are to get to know each other.
- **Pray!**

- Read through the definitions and Scriptures of that Gift. You may visit other churches that are using the Gifts. Remember to be discerning!
- Put the Gift into practice; assign each person a "job" in the church that requires that Gift to practice it.
- Meet back to discuss and go over one another's experiences; brainstorm how to be more effective.
- Get busy and do what God has called and gifted you to do! Look up and experience the wonders Christ has for you!
- After the period of the small group is over, assign each person a mentor to continue to touch base and guide that person, as iron sharpens iron. If no experienced leaders are available, remember He is working still. Just meet with what you have, and a pastor or elder can take the helm.

Discussion Questions: (These questions can also be used in the Mentor and or small groups)

1. How do you repay people who tease or joke at your expense?
2. How do you and your church practice *hospitality*?
3. What does the "Body of Christ" mean to you?
4. Why are Spiritual Gifts more than just talents and abilities?
5. How can Spiritual Gifts be misused to cause strife instead of unity?
6. What causes Spiritual Gifts to be misused?
7. What happens when Spiritual Gifts are being exercised effectively?

8. Why would we as Christians fight amongst ourselves instead of exercising unity as Christ calls us to do?
9. To serve Christ effectively we must be infused with _____? Why do some people find that so hard to do?
10. What is the correct self-image we should have as Christians?
11. What can you do to develop a healthy image of who you are in Christ?
12. *Christ-esteem* means what to you?
13. Who are you in Christ?
14. Why is this the most significant thing in the universe for the Christian?
15. Why would some Christians feel insecure, or have the "poor me" attitude when they have Christ in their lives? How does this affect their ability to minister? Remember we all are ministers together!
16. Read Galatians 6: 2-5. How can you test your own actions?
17. What do you need to get rid of so you can carry your own load? Thus, we should never_____?

18. Why would being a depressed Christian, who does not seek help, be shameful? How does this affect their ability to minister?

19. What causes a leader in Christ to "puff" himself up? How does this affect their ability to practice the Gifts?

20. Why is a condescending Christian an "oxymoron"?

21. Unity is a responsibility. So, what are the responsibilities? For us to function in unity, what do we need to see in each other? For us to function in unity, why is diversity so important?

22. What is the danger in *pretending* with Spiritual Gifts, to say you have one that you do not have?

23. Why is *authenticity* so extremely important in Christian leadership?

24. What is *kindness* to you?

25. How can kindness be used as the proof text to authenticity? Why is kindness essential to practice your Gift? What happens when we are not kind?

26. How do you view *prophecy*? (Refer to the description)

27. Why is prophecy so often debated and *misused* in the church?

28. How can prophecy be *used* today in the church?
29. What comes to your mind when the subject of "word of knowledge" comes up?
30. How can "word of knowledge" be used today in the church?
31. How and why are some Christians more concerned with their own needs and agendas rather than with God's clear doctrine and purpose?
32. What can the church do to guard herself against pride from her leaders?
33. What are the vital opportunities we miss when we do not practice the Christian faith with a sense of urgency?
34. What do you need to do to put humbleness and sharing with one another above your own agenda and needs?
35. We are never to go beyond our self-image (will and pride) at another's expense, and especially the Lord's. So, how can you set up a check and balance system for yourself and/or your church to guard against it?
36. What do you need to do to be an *over comer*, to be one who is not bogged down in depression and a "poor me" attitude? This is a tough task, but we can do it with our Lord at the helm.
37. What do you still need to learn about Spiritual Gifts? How can you learn it?

When we are selfish and stingy with our sharing, it creates an atmosphere of distrust, and, who would want to be a part of that? The manner in which we react to the non-Christian environment will distinguish us as either *Christ-like* or as *hypocrites*. Which attitude do you think our God desires in our practice of His Gifts?

"Spiritual Gifts" Session Five

How to Mobilize the People in your church according to their Spiritual Gifts.

Read 1 Corinthians 12:7; 12:11; 29-31; 1 Peter 4:10

This section is primarily for the Church leadership and the Mentor Groups.

The Purpose of Spiritual Gifts is to enable us as a community of Believers to better serve one another and our community. They will bring blessings and growth potential for both the ones practicing and the ones receiving the Gifts. They are never for power, for political sake or control, never for manipulation or gossip. Never meant for pride or showmanship, they are to impact your church and community to glorify Christ as Lord!

Remember, it is the work of the Holy Spirit to empower and distribute the Gifts to the church Body, and upon each individual in Him. There will be an obvious order in the use of the Gifts, which will clearly point to the Lord. The Gifts will edify the church body. No one person, no matter who they are, will have all the Gifts, nor will all have a particular Gift. Spiritual Gifts are all gifts of Grace, for God's purpose and determination, to distribute. He is sovereign, and knows best.

After the motivational pattern and abilities have been identified in the previous sections now as a leadership you can start to put it all together and organize your people into their roles for His service!

"Why are you doing church? What is your call? Why are you there?" (For more information on this subject, get *"Preparing the Pastor and Church Leadership to Grow!"* from "Into Thy Word Ministries"). How do I organize the people to fulfill the call that Christ gave? The best way is by determining abilities and resources and matching them to the needs of the church and community. Then, get to it! This is using Spiritual gifts, which is very Biblical for each Denomination and church that claims Jesus as Lord!

1. **Make sure you have started a Mentor Program from section four!**
2. **Focus efforts according to Gifts.** People work and function best doing what they are called to and gifted in doing. So, if someone has the Gifts of Helps, instruct and encourage them to be deacons or caregivers. The key is to identify their Gifts, instruct them to use them, and place them where they can be exercised.

3. **Encourage** those in leadership, the congregation, and yourself to spend at least sixty percent of the time spent in service, in the areas of your Gift(s)!
4. **Develop a team approach** to ministry. Have people with the same Gifts work together. Those with the Gifts of Helps could work together in care giving! This will complement, add mentorship, and fuel the ministry!
5. **Group together those** whose strengths and gifts complement each other. Do this for yourself, too. This will pair a person who has a lot of experience with someone who is just learning. Also, group people together who are strong in their faith with people who are not. This will also help develop mentoring and discipleship.
6. **Develop job descriptions** for each area of service--Prayer, Program Ministry gift needs, Worship, Care Giving, Teachers, etc.--so people will know what to expect and will have a guide they can work with later. Be flexible, as it will change and develop as the abilities, time, and needs of the people change and develop.
7. **Delegate appropriate responsibilities.** The description should name the position, the basic responsibilities or mission theme, the supervisor's name, the Gifts and skills that are suggested, the time commitment, and the list of duties.
8. **Develop ministry assistants.** For every leader in the church you should have an assistant. A small group leader will have an associate leader, a Sunday School teacher will have an assistant, and the deacon will have an assistant, and so forth. As you grow, the assistant will be trained and can break off into the new leadership position or take over for the current one to take a break. Qualified people will be on standby who are already functioning and learning in that position. When they break off as growth comes, they will get an assistant, and so forth. This will solve many of the no-training and empty positions in the church.
9. **Make sure every leader has a prayer partner(s)**, someone to pray for them on a daily basis and who will keep a confidence. (See our websites *Prayer channel* for more ideas.)

What has God called you to do? A Spiritual Gift Evaluation.

This Primer will help determine human resources and their Gifts, so that they can be allocated to the appropriate team. After your church members have identified their Spiritual Gifts, use this guide to help your leadership team and then your congregation to see the role they would best fit in the church. Use this for yourself, pastors, leaders, and the congregation. Make sure that before you approach your congregation, you effectively teach them the Biblical precepts of Spiritual Gifts. (See our Online Bible Studies in Romans 12 for sermon and teaching ideas, and notes!)

1. **List** your top three Spiritual Gifts (usually there is one main Gift and one or more that are significant).

2. **List** the three or four ministry positions that you enjoy most, and feel most comfortable and effective in (such as discipling, leadership, teaching, evangelism, administration, etc.).

3. Decide which ministry team you would best fit and be the most effective in.

4. After participating in various ministries in the church, decide which one(s) appealed to you the most, and in which ones you could see yourself involved.

5. Decide which ministries of the church have seen successful because of your contribution.

6. Consider the ministries of the church where you have received approval and acceptance.

7. Now compare the first two **lists**. They should agree, or be similar. The last four instructions will help you clarify. If not, spend time in prayer, seek someone who knows you well, and ask him/her. Make sure your desires are not fueled by political lust or selfish wishes. The church cannot function effectively with people in positions who are there for selfish and prideful reasons. You have to be in service with a surrendered heart (Galatians 2:20)!

8. With your Spiritual Gifts and ministry enjoyments in mind, along with input from others, describe what you believe God has called you to do.

9. When can you be available for such a service?

10. What areas of training do you feel you need most?

11. What can the church leadership do to further equip you to be a better servant for the Lord?

12. What do you think the church leadership needs to be doing? Do not be critical, rather, helpful--with Christ-like character!

13. What do you think the biggest needs in the church are?

14. What do you think the biggest needs in the community are?

15. How long a commitment will you be able to make to serve in the church in your gifting category?

16. Are you willing to be instructed, then instruct and mentor someone else?

17. How can you bring yourself, and others in the church, deeper into the heart of God, to worship and glorify Him?

18. How much time has been spent in prayer during the above process?

The church leadership can take these completed forms, compile them in the ministry categories, institute leadership and training, and unleash the laity to do the work they are all called to do!

You can make a list of the number of people involved in each ministry team, how many people are needed, what training has been done and what training needs have yet to be accomplished.

Suggested Categories for Gift Mobilization

This list is by no means definitive, nor dogmatic; it is just a guide to point you in the right direction. The Gifts for the job may vary due to experience and education.

1. **Teaching and Discipleship roles:** The main gifts needed for Sunday School Teachers, Bible Study Leaders, and Small Group Leaders are teaching and/or knowledge.
 - a. Sunday School Superintendent: teaching, administration, leadership
 - b. Small Group Leaders: hospitality and/or pastor, teacher
 - c. Children's Sunday School Teachers can have a wider range of Gifts, when they have a love for children, and patience.

2. **Evangelism:** the main Gifts needed are those of evangelist, missions, and exhortation. (The Gift of evangelist usually appears in combinations with other Gifts) Here are sub-teams that can go under the main team of Evangelism, that other Gifts can participate in also:
 - a. Visitation: mercy and administration
 - b. Shut ins: pastor, mercy/helps
 - c. Personal witnessing/ door to door: everyone should try this often, but the main gift is that of evangelist.
 - d. Outreach: mercy, service, hospitality, helps
 - e. Team leaders can have the gifts of leadership and/or administration

3. **Elders:** Leadership, pastor, exhortation, administration; and also wisdom and faith. If there is to be an elder from each ministry team, the representative should have these Gifts, too.

4. **Deacons:** helps, service, mercy

5. **Missions:** evangelist, missions, wisdom, service.

6. **Prayer:** intercession, everyone.

7. **Youth and children's Ministry:** teacher, exhortation, pastor, hospitality, leadership.
8. **Counselor:** counseling, exhortation, wisdom, intercession.
9. **Committee leader:** administration, leadership, and gifting in the area of the committee.
10. **Treasurer / Finance:** administration, wisdom, learned knowledge in finance.
11. **Usher:** hospitality and service.
12. **Nursery Worker:** service, mercy, helps.
13. **Church Secretary:** helps, administration.

For effective teamwork, these traits are necessary. They are not necessarily Spiritual Gifts, but they can be learned, and developed. Character and empowerment from the Fruit of the Spirit is essential. Also, honesty, the enjoyment of working with people, knowledge, and the skills necessary in the area of service--or the willingness to learn them--will be a key. Remember, people learn best when they can see a proper model, not just told how. In other words, how you live is as important, if not more important, than what you say!

Remember, this is merely a guide. People with other Gifts can serve in positions temporarily out of their Gift range, or perhaps to develop and strengthen a weaker Gift that may not register on a Gifts inventory. For example, almost any Gift can usher, but usually the person with the Gift of Hospitality will enjoy it and do it better. Anyone can research and prepare a sermon, but the person with the Gift of Teaching will enjoy it and be able to do it better.

