

STEWARDSHIP OF SPIRITUAL GIFTS

Discovering, Developing, and Deploying Gifts
to Accomplish the Vision



CORE VALUE

God looks for men and women who are faithful stewards of finances, time, and spiritual gifts in their personal lives and leadership with the result that people are reached with the Gospel.

TEACHING OBJECTIVE

This is an elective session. The purpose of this session is to understand the importance of the Gifts of the Holy Spirit for effective Kingdom leadership and to discern and develop our unique set of gifts in the pursuit of our God-given vision.

INTRODUCTION

The ILI vision is to “accelerate the spread of the Gospel through leaders of leaders empowered by the Holy Spirit.” The tools that the Holy Spirit uses are the gifts with which He equips the saints, in our case, biblical visionary leaders.

In the core value of Intimacy with God, we have seen that God looks for men and women who lead from an intimate relationship with God. That intimacy is developed through the practice of the spiritual disciplines in the power of the Holy Spirit. As a leader grows in intimacy, the Spirit of God will entrust him or her with tools for service—supernatural gifts to be used in the context of ministry. Biblical visionary leaders are stewards of these gifts, called by God to discern, develop, and deploy them for the service of others and the benefit of the Body of Christ.

DISCERN

DEVELOP

DEPLOY



BIBLICAL FOUNDATION

THE HOLY SPIRIT IS THE GIFT

The gifts of the Holy Spirit are manifestations of the greater gift that was promised by Jesus in the Gospel and poured fully to the disciples at Pentecost. On that occasion, Peter exhorted the people to repent and be baptized so they could receive the Holy Spirit freely, as a gift.

Peter replied, “Repent and be baptized, every one of you, in the name of Jesus Christ for the forgiveness of your sins. And you will receive the gift of the Holy Spirit. -Acts 2:38

GIFTS FOR SERVICE

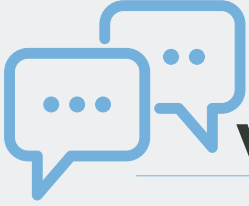
The most common Greek word used for the gifts of the Holy Spirit in the New Testament is charisma. The word is a combination of charis, meaning “grace,” and ma, which means “result of.” Spiritual gifts are a result of God’s grace working in and through us. The four passages below are foundational for our understanding of the gifts (charismata) of the Spirit.

ROMANS 12:6-8 contains a list of seven gifts and an exhortation to use them with diligence and a servant spirit. The list consists of: prophecy, service, teaching, encouragement, giving, leadership, and mercy.

1 CORINTHIANS 12-14 contains the most extensive teaching on spiritual gifts in the New Testament. Paul lists thirteen gifts in this text: Wisdom, knowledge, faith, healing, miracles, prophecy, discernment of spirits, speaking in other languages, interpretation of languages, apostleship, teaching, help, and guidance.

EPHESIANS 4:11 lists five specific offices of ministry (gifts) that serve the saints by building them up into unity and maturity—the stature of Christ. They are: Apostle, prophet, evangelist, pastor, and teacher.

1 PETER 4:8-11 does not describe any additional gift, but portrays believers as stewards of God’s grace (charis), entrusted with the responsibility to use their gifts (charisma) for the service of others.



WORKSHOP

Discuss with two other participants answering the following question:

Do you see evidence of the manifestation of the gifts described in the lists above in your church? Which ones?

Make a list of the most common gifts discussed by each group. After some discussion time, do a quick poll to find out which of the gifts appear more often in our churches.

A DEFINITION OF SPIRITUAL GIFTS

There are various definitions of spiritual gifts in literature, emphasizing different aspects of these spiritual tools for service. For the sake of our study, let's define spiritual gifts as:

Special and supernatural attributes of God's grace that the Holy Spirit distributes to the members of the Church, entrusting specific gifts to individual believers, enabling them to serve in the Church and proclaim the Gospel in the world.

- Implied in this definition are a few important elements about the gifts.
- They are not natural skills, but supernatural attributes.
- They are bestowed by the Holy Spirit to believers, who are stewards of them.
- They are meant as tools for service and evangelism.

DISCERNING YOUR UNIQUE SPIRITUAL GIFT MIX

Every Christian is the temple of the Holy Spirit. This means that, potentially, every spiritual gift is available to every Christian. However, the Bible affirms that the Holy Spirit distributes these gifts to the Church, indicating that no believer has all of them. It is the responsibility of every believer to discern the gifts that the Holy Spirit has entrusted them. Here are four tools that can help you discern your gifts.

1. STUDY THE SCRIPTURE	Particularly the teachings on the Holy Spirit, with an open mind and heart. Ask God to reveal His truth to you.
2. EXAMINE YOUR LIFE	Identify specific areas that you see God using you for His glory. Some of these gifts may already be manifesting in your service to the Body and to the world.
3. LISTEN TO ADVICE FROM MATURE BELIEVERS	They may be able confirm your personal thoughts, identify gifts in you that you don't see yet, or correct you in areas where you are serving in the flesh and not in the Spirit.
4. COMPLETE SPIRITUAL GIFTS PROFILES	There are questionnaires that help you identify your dominant spiritual gifts. They are helpful aids to the tools above. We will complete one such profile during this training event.

THE SPIRITUAL GIFTS

Gifts often come together in clusters. You may find that if you have one particular gift then you may also have other gifts in that cluster. Twenty-one spiritual gifts that are listed in the New Testament are grouped below according to common clusters.

You will have some degree of ability in many of the gifts listed below. An important issue for every believer is to discover your dominant gifts.

COMMUNICATION GIFTS – communicating with individuals or groups of people

Exhortation	Prophecy
Teaching	Evangelism

LEADERSHIP GIFTS – different skills within the context of leadership

Administration	Leadership
Apostle*	Shepherd

PRACTICAL GIFTS – practically serving and helping others

Giving	Mercy	Hospitality
Helps	Service	

SIGN GIFTS – extraordinary or dramatic gifts that demonstrate the power of God

Tongues	Interpretation of Tongues
Healing	Miracles

RESOURCING GIFTS – resourcing other gifts in furthering the Kingdom

Discerning of Spirits	Knowledge
Faith	Wisdom

No individual Christian manifests all of the gifts above. Some of them are more prominent in our lives and service in the Body of Christ. We can refer to these as our “dominant” gifts, two or three of the gifts above that are essential to our calling, vision, and mission. Every leader should be able to identify their dominant gifts and deploy them for the growth of the Body.

GIFTS, TALENTS AND ROLES

Every person has particular talents and abilities, which can be natural, such as an ear for music, or learned, like the ability to play an instrument. Spiritual gifts are different than talents in that they are supernatural abilities imparted by the Holy Spirit to believers. They sometimes come together and complement each other. Here are a couple examples:

TEACHING: Because someone is a schoolteacher, it doesn’t necessarily mean that this person has the spiritual gift of teaching.

LEADERSHIP: As we have seen on another session, leadership is a learned skill. There is, however, a supernatural leadership gift that is bestowed upon certain members of the Church for the benefit of the entire Body of Christ.

Another important distinction to make is about spiritual gifts and our roles as followers of Christ. Here are a few important distinctions we need to make.

EVANGELISM – Christ was very clear that the Great Commission was to all his followers. As such, we are commanded and commissioned to be witnesses for Christ. On the other hand, people like Billy Graham, Luis Palau, Kathryn Kuhlman, and others manifest a supernatural gift of sharing the Gospel in a simple and clear way to the masses.

**Apostle is discussed in this session but it is not one of the gifts measured by the questionnaire in the workshop.*

GIVING – Every disciple is expected tithe of their income and to give generously, but The Spirit of God has supernaturally equipped some believers to give above and beyond the expected.

HOSPITALITY – The author of Hebrews (Heb 13:2) states that we all should be hospitable to strangers, but some Christians are supernaturally gifted to show hospitality in the name of Christ.

Once you have discerned your dominant gifts, create a plan to develop each of them, and begin deploying them to fulfill God’s vision for your life.

DEVELOP YOUR GIFTS

Believers have a responsibility to develop their ability to use the gifts of the Holy Spirit. Paul wrote to Timothy, urging him “do not neglect your gift” (1 Timothy 4:14). In 2 Timothy 1:6, Paul exhorts Timothy to “fan into flame the gift of God which is in you.”

Every believer should discern their gifts and then grow in their ability to use their gifts through greater knowledge and practical experience.

PIANO PLAYING – AN ILLUSTRATION OF HOW TO DEVELOP GIFTS



HERE ARE FOUR SIMPLE FACTS ABOUT PIANO PLAYING:

1. Everybody can play the piano to some degree.
2. Everybody can improve their piano playing through lessons.
3. Some people have a natural ability for piano playing. With training, they can go on to become great pianists.
4. Without hard work and training to develop their piano playing, a pianist will never achieve their full potential.

THE SAME IS TRUE FOR SPIRITUAL GIFTS:

1. Every believer has some ability for serving in many areas in the Body of Christ.
2. Every believer can improve their ability in each Christian role by learning and practice.
3. God anoints believers with gifts (charisma) for more powerful service in specific areas.
4. By developing their spiritual gifts, a believer can achieve his or her full potential and have a greater impact for the Kingdom.

HOW TO DEVELOP YOUR SPIRITUAL GIFTS

Seek excellence in the area of your dominant gifts, so God can use you more powerfully. Ideas for how to develop gifts include:

- Study bible passages relevant to that gift, including character studies of people who demonstrate that gift.
- Read other relevant books.
- Attend relevant training courses.
- Learn from mentors who excel in particular gifts.
- Practice and learn as you deploy your gifts.

DEPLOY YOUR GIFTS

Your spiritual gifts are given by God to be used for bringing the Kingdom of God on earth in the power of the Holy Spirit. Scripture gives us clear principles on how to deploy our spiritual gifts.

SEEK OPPORTUNITIES

Faithful stewards seek out opportunities to use their gifts. You can choose to use your gifts or not. Be a faithful steward of the gifts that God has given to you and look for opportunities to use your gifts.

“I was afraid and went out and hid your talent in the ground...” (Matthew 25:25)

Anyone, then, who knows the good he ought to do and doesn't do it, sins.
(James 4:17)

EXERCISE YOUR GIFTS IN LOVE

If I have the gift of prophecy... but have not love, I am nothing.
(1 Corinthians 13:2)

Spiritual gifts enable us to serve, therefore our motivation for using them should always be love. Without love, the apostle Paul says they are worthless.

ANOINTED BY THE SPIRIT

Spiritual gifts require the anointing and power of the Holy Spirit to function properly. Jesus used the illustration of a vine and branches to illustrate how we bear fruit in our lives and ministries by remaining connected and rooted to God.

Apart from me you can do nothing. (John 15:5)

Peter, filled with the Holy Spirit, said to them... (Acts 4:8)

SPIRITUAL GIFTS AND GOD'S VISION FOR YOUR LIFE

God gives you gifts for ministry that contribute towards fulfilling God's vision for your life. As you deploy them, you will find that four areas of your life converge:

NEED – what are the needs you see, feel, and have a burden for?

CALL – what has God called you personally to be involved with?

PASSION – what gets you most excited and lights fire inside you?

GIFTS – what has God equipped you to do?

God had a plan when He put all these things together in your life. When God calls, He also equips. Therefore, if you are struggling in discerning God's vision for your life, concentrate on discerning your gifts.

CONCLUSION

God looks for men and women who are faithful stewards of their spiritual gifts, in their personal lives and leadership, with the result that God is glorified, people are served, and the world is reached with the Gospel.

It is through the gifts of the Holy Spirit that each person can discover their special place in the Body of Christ.

Each believer has the responsibility to discern, develop, and deploy their gifts so that they will reach their full potential and fulfill their role in the Body of Christ.

SPIRITUAL GIFTS WORKSHOP

Discerning Your Unique Spiritual Gift Mix



CORE VALUE

God looks for men and women who are faithful stewards of finances, time, and spiritual gifts in their personal lives and leadership with the result that people are reached with the Gospel.

TEACHING OBJECTIVE

This is an elective workshop. The purpose of this workshop is to discern and discuss the unique mix of Spiritual Gifts that God has entrusted each of us.

INTRODUCTION

As a follower of Jesus Christ, you have been uniquely equipped with gifts of the Holy Spirit that can help you achieve your mission and fulfill your mission. During this workshop, you will respond to a Spiritual gift questionnaire and use the results to discern your Spiritual Gift mix.

This questionnaire is ILI's version of a well-known instrument known as the "Wagner-modified Houts Questionnaire." It was originally designed by Dr. Richard F. Houts in 1976. Subsequently, it has been modified by C. Peter Wagner of the Charles E. Fuller Institute of Evangelism and Church Growth. Our editorial team has made further modifications to adapt it to our History Makers training. There are additional tools available to assess your giftedness for ministry.

Although this can be an important tool in the process of discerning your Spiritual Gifts, do not regard the results of this test as the final word. The unique gifts that God has entrusted to you will be identified with much prayer and good counsel from more mature Christians.

INSTRUCTIONS

STEP 1

Go through the list of 100 statements in the questionnaire. For each one, mark to what extent the statement is true of your life. Don't score how you would like to be, or how you think God wants you to be, but how you and others perceive your life to be at this moment.

- MUCH (score of 3): You and others around you observe that this is a constant practice in your spiritual life and ministry in the Body of Christ.
- SOME (score of 2): You and others around you observe that this happens some in your spiritual life and ministry.
- LITTLE (score of 1): You and others around you observe that this has happened on occasion.
- NOT AT ALL (score of 0): Neither you nor others around have observed this practice in your spiritual life and ministry in the Body of Christ.

STEP 2

After answering all the questions, transfer your scores from the questionnaire to the scoring table that follows and add the values for each row.

STEP 3

Identify your three dominant and three secondary gifts.

- Identify your three dominant and three secondary gifts by writing the three gifts with highest scores on the list of dominant gifts and the next three highest scores to the secondary gifts list in the table below.

STEP 1: Respond to the following statements.

#	STATEMENT	MUCH (3)	SOME (2)	LITTLE (1)	NOT AT ALL (0)
1	I have a desire to speak direct messages from God that edify or exhort or comfort others.				
2	I have enjoyed relating to a certain group of people over a long period of time, sharing personally in their successes and failures.				
3	People have told me that I have helped them learn some biblical truth in a meaningful way.				
4	I have applied spiritual truth effectively to situations in my own life.				
5	Others have told me that I have helped them distinguish key and important facts of scripture.				
6	I have verbally encouraged the wavering, the troubled, or the discouraged.				
7	Others in the church have noted that I was able to see through phoniness before it was evident to other people.				
8	I find I manage money well in order to give liberally to the Lord's work.				
9	I have assisted Christian leaders to relieve them for their essential job.				
10	I have a desire to work with those who have physical or mental problems, to alleviate their suffering.				
11	I have led others to a decision for salvation through faith in Christ.				
12	My home is always open to people passing through who need a place to stay.				
13	When in a group, I am often the one others look to for vision and direction.				
14	When I speak, people seem to listen and agree.				
15	When a group I am in is lacking organization, I tend to step in and fill the gap.				
16	Others can point to specific instances where my prayers have resulted in visible miracles.				
17	In the name of the Lord, I have been used in curing diseases instantaneously.				
18	I have spoken in tongues.				
19	Sometimes when a person speaks in tongues, I get an idea about what God is saying.				
20	I enjoy being called upon to do special jobs around the church.				
21	Through God I have revealed specific things which will happen in the future.				

#	STATEMENT	MUCH (3)	SOME (2)	LITTLE (1)	NOT AT ALL (0)
22	I have enjoyed assuming the responsibility for the spiritual well-being of a particular group of Christians.				
23	I feel I can explain the New Testament teaching about the health and ministry of the body of Christ in a relevant way.				
24	I can intuitively arrive at solutions to fairly complicated problems.				
25	I have had insights of spiritual truth which others have said helped bring them closer to God.				
26	I can effectively motivate people to get involved in ministry when it's needed.				
27	I can "see" the Spirit of God resting on certain people from time to time.				
28	My giving records show that I give considerably more than 10 percent of my income to the Lord's work.				
29	Other people have told me that I helped them become more effective in their ministries.				
30	I have cared for others when they have had material or physical needs.				
31	I have shared joyfully how Christ has brought me to Himself in a way that is meaningful to non-believers.				
32	I enjoy taking charge of church suppers or social gatherings.				
33	I have believed God for the impossible and have seen it happen in a tangible way.				
34	Other Christians have followed my leadership because they believed in me.				
35	I enjoy the details of organizing ideas, people, resources, and time for more effective ministry.				
36	God has used me personally to perform supernatural signs and wonders.				
37	I enjoy praying for sick people because I know that many of them will be healed as a result.				
38	I have spoken an immediate message of God to His people in a language that I have never learned.				
39	I have interpreted tongues with the result that the body of Christ was edified, exhorted, or comforted.				
40	I don't have many special skills, but I do what needs to be done around the church.				
41	People have told me that I have communicated timely and urgent messages which have come directly from the Lord.				
42	I feel unafraid of giving spiritual guidance and direction in a group of Christians.				

#	STATEMENT	MUCH (3)	SOME (2)	LITTLE (1)	NOT AT ALL (0)
43	I can devote considerable time to learning new biblical truths in order to communicate them to others.				
44	When a person has a problem, I can frequently guide them to the best Biblical solution.				
45	Through study or experience, I have discerned major strategies or techniques God seems to use in furthering His kingdom.				
46	People come to me in their afflictions or suffering and have told me that they have been helped, relieved, and healed.				
47	I can tell with a fairly high degree of assurance when a person is afflicted by an evil spirit.				
48	When I am moved by an appeal to give to God's work, I usually find the money that I need to do it.				
49	I have enjoyed doing routine tasks that led to more effective ministry by others.				
50	I enjoy visiting in hospitals and/or retirement homes and feel I do well in such a ministry.				
51	Non-Christians have noted that they feel comfortable when they are around me and that I have a positive effect on them toward developing a faith in Christ.				
52	When people come to my home, they indicate that they "feel at home" with me.				
53	Other people have told me that I had faith to accomplish what seemed impossible to them.				
54	When I set goals, others seem to accept them readily.				
55	I have been able to make effective and efficient plans for accomplishing the goals of a group.				
56	God regularly seems to do impossible things through my life.				
57	Others have told me that God healed them of an emotional problem when I ministered to them.				
58	I can speak to God in a language I have never learned.				
59	I have prayed that I may interpret if someone begins speaking in tongues.				
60	Others have mentioned that I seem to enjoy routine tasks and do well at them.				
61	I sometimes have a strong sense of what God wants to say to people in response to a particular situation.				
62	I have helped fellow believers by guiding them to relevant portions of the Bible and praying with them.				
63	I feel I can communicate Biblical truths to others and see resulting changes in knowledge, attitudes, values, or conduct.				

#	STATEMENT	MUCH (3)	SOME (2)	LITTLE (1)	NOT AT ALL (0)
64	Some people indicate that I have perceived and applied Biblical truth to the specific needs of fellow believers.				
65	I study and read quite a bit in order to learn new Biblical truths.				
66	I have a desire to effectively counsel the perplexed, the guilty, or the addicted.				
67	I can recognize whether a person's teaching is from God, from Satan, or of human origin.				
68	I am so confident that God will meet my needs that I give to Him sacrificially and consistently.				
69	When I do things behind the scenes and others are helped, I am joyful.				
70	People call on me to help those who are less fortunate.				
71	I get frustrated when others don't seem to share their faith with unbelievers as much as I do.				
72	Others have mentioned to me that I am a very hospitable person.				
73	There have been times when I have felt sure I knew God's specific will for the future growth of His work, even when others were not so sure.				
74	When I join a group, others seem to back off and expect me to take the leadership.				
75	I am able to give directions to others without using persuasion to get them to accomplish a task.				
76	People have told me that I was God's instrument which brought supernatural changes in lives or circumstances.				
77	I have prayed for others and physical healing has actually occurred.				
78	When I give a public message in tongues, I expect it to be interpreted.				
79	I have interpreted tongues in a way that seemed to bless others.				
80	I prefer being active and doing something rather than just sitting around talking or reading or listening to a speaker.				
81	I sometimes feel that I know exactly what God wants me to do in ministry at a specific point in time.				
82	People have told me that I have helped them to be restored to the Christian community.				
83	Studying the Bible and sharing my insights with others is very satisfying for me.				

#	STATEMENT	MUCH (3)	SOME (2)	LITTLE (1)	NOT AT ALL (0)
84	I have felt an unusual presence of God and personal confidence when important decisions needed to be made.				
85	I have the ability to discover new truths for myself through reading or observing situations firsthand.				
86	I have urged others to seek a Biblical solution to their affliction or suffering.				
87	I can tell whether a person speaking in tongues is genuine.				
88	I have been willing to maintain a lower standard of living in order to benefit God's work.				
89	When I serve the Lord, I really don't care who gets the credit.				
90	I would enjoy spending time with a lonely, shut-in person or someone in prison.				
91	I am attracted to non-believers because of my desire to win them to Christ.				
92	I have desired to make my home available to those in the Lord's service whenever needed.				
93	Others have told me that I am a person of unusual vision and I agree.				
94	When I am in charge, things seem to run smoothly.				
95	I have enjoyed bearing the responsibility for the success of a particular task within my church.				
96	In the name of the Lord, I have been able to recover sight to the blind.				
97	When I pray for the sick, either I or they feel sensations of tingling or warmth.				
98	When I speak in tongues, I believe it is edifying to the Lord's body.				
99	I have interpreted tongues in such a way that the message appeared to be directly from God.				
100	I respond cheerfully when asked to do a job, even if it seems menial.				

STEP 2: Scoring

In the grid below, enter the numerical value for each of your responses next to the number of the corresponding statement from STEP 1.

MUCH = 3 SOME = 2 LITTLE = 1 NOT AT ALL = 0

Then add up the five numbers that you have recorded in each row and place the sum in the “Total” column.

Q	Value	Q	Value	Q	Value	Q	Value	Q	Value	Total	Gifts
1		21		41		61		81			Prophecy
2		22		42		62		82			Shepherd
3		23		43		63		83			Teaching
4		24		44		64		84			Wisdom
5		25		45		65		85			Knowledge
6		26		46		66		86			Exhortation
7		27		47		67		87			Discerning of Spirits
8		28		48		68		88			Giving
9		29		49		69		89			Helps
10		30		50		70		90			Mercy
11		31		51		71		91			Evangelism
12		32		52		72		92			Hospitality
13		33		53		73		93			Faith
14		34		54		74		94			Leadership
15		35		55		75		95			Administration
16		36		56		76		96			Miracles
17		37		57		77		97			Healing
18		38		58		78		98			Tongues
19		39		59		79		99			Interpretation of Tongues
20		40		60		80		100			Service

STEP 3: Identify Your Unique Gift Mix

Write down the six most significant gifts you have been entrusted. Read about each of them in the appendix below.

My Dominant Spiritual Gifts are:	My Secondary Spiritual Gifts are:

APPENDIX:

DEFINITIONS FOR SPIRITUAL GIFTS

(Modified from www.buildingchurch.net – Gifted2Serve)

1. PROPHECY: “The ability to receive and communicate an immediate message of God to His people with authority and urgency perceived by the hearers.”

This gift is a communication gift. Those with the gift of prophecy will often feel as though they have a direct word from God that will comfort, encourage, guide, warn, or rebuke the Body of Christ. Prophets are concerned about evangelism and will have a desire to speak strongly against evil in society or in the Church. Prophets have a great sense of urgency to their message. Unless paired with the gifts of exhortation or teaching, prophets will often not feel the need to explain their message, but will expect immediate response. The message of a prophet must always be tested in line with Scripture. Scripture: Luke 7:26; Acts 15:32; 21:9-11; Romans 12:6; 1 Corinthians 12:10, 28; 14:3, 24-25, 29, 36-38; Ephesians 4:11-14.

2. SHEPHERD: “The ability to assume a long-term personal responsibility for the welfare of a group of believers.”

This gift is a leadership gift. This gift is often called “pastor,” however, that name has connotations of a specific position in the Church. In actuality, when pastors have this gift, their ability to continue sustained growth in their churches is greatly diminished, as they tend to require a certain level of interaction with every member of their congregation. Those with the gift of shepherd have a great need for long-term relationships. Shepherds will sacrificially give themselves to other people in such a way that they are built-up in their faith. Shepherds take personal responsibility for the successes and failures of those in the group that they invest themselves in. Scriptures: John 10:1-18; Ephesians 4:11-14; 1 Timothy 3:1-7; 1 Peter 5:1-4.

3. TEACHING: “The ability to communicate information relevant to the health and ministry of the Body and its members in such a way that others will learn.”

This gift is a communication gift. People with the gift of teaching enjoy studying the Bible and related materials in order to communicate what they have learned to other Christians. Those with this gift find it easy to organize vast amounts of information in such a way as to make it easy to communicate, understand, and remember. Scriptures: Matthew 7:28-29; 28:19-20; Acts 15:32; Romans 12:6; 1 Corinthians 12:10, 28; Ephesians 4:11-14.

4. WISDOM: The ability to know how given knowledge may best be applied to specific needs arising in the Body of Christ.

This gift is a resourcing gift. Those with this gift have an excellent ability to apply spiritual truth to everyday life. Often, people in the church naturally seek out people with this gift when they are facing complicated spiritual problems. When a person with this gift considers past experience, they realize that they often make good and correct decisions and judgements. Scriptures: Proverbs 4:5-8; Acts 6:3, 10; 15:13-20; 20:20-21; Romans 12:17; 1 Corinthians 12:28; Ephesians 4:11-14; Colossians 1:28.

5. KNOWLEDGE: “The ability to discover, accumulate, analyze, and clarify information and ideas which are pertinent to the well-being of the Body.”

This gift is a resourcing gift. Those with the gift of knowledge are at home in a book or studying. Those with this gift will often spend countless hours researching information. These people are interested in ideas and problem solving through gathering information and studying. Often, those with this gift have a low need for people. On rare occasions, people with this gift will gather vast amounts of information through studying and analyzing personal experience, but the primary method of learning with this gift is reading and studying books and other written materials. Scriptures: Luke 1:1-4; Acts 5:1-11; 1 Corinthians 2:14; 12:8; 2 Corinthians 11:6; Colossians 1:10; 2:2-3; 1 Timothy 2:15.

6. EXHORTATION: “The ability to minister words of comfort, consolation, encouragement, and counsel to other members of the Body in such a way that they feel helped and healed.”

This gift is a communication gift. This gift is often called “encouragement,” but exhortation is used here because the gift is not limited to the connotations that the name “encouragement” implies. Those who use this gift within a teaching or ministry situation are often driven to give practical application to their insights. Often, those gifted in this area desire step-by-step plans of action to help others mature in Christ. Exhorters often find it natural to discover insights from personal experience when validated and amplified in Scripture. Scripture: Luke 3:16-18; Acts 11:23; 14:22; Romans 12:8; 1 Timothy 4:12; 5:1; Hebrews 10:25.

7. DISCERNING OF SPIRITS: “The ability to know with assurance whether certain behavior purported to be of God is in reality divine, human, or Satanic.”

This gift is a resourcing gift. Christians with this gift can recognize the true motives of people and also recognize when a person is distorting the truth or communicating error. This person often can recognize when Satan or other evil spirits are at work in a given person or situation. Scriptures: Matthew 16:21-23; Acts 5:1-11; 16:16-18; 17:11-16; 1 Corinthians 12:10; Hebrews 5:14; 1 John 4:1-6.

8. GIVING: “The ability to contribute material resources to the work of the Lord with liberality and cheerfulness.”

This gift is a practical gift. While all Christians should practice the discipline of giving through the minimum of 10% (tithe), God gifts certain members of the body to give remarkably greater amounts of their income with liberality and great joy. These people have an acute awareness that all they have belongs to the Lord and they are merely stewards, therefore they know that God will supply their needs and richly bless them in their giving. Scriptures: Matthew 6:2-4; Mark 12:41-44; Romans 12:8; 1 Corinthians 13:3; 2 Corinthians 8:1-7; 9:2-8; Philippians 4:14-19.

9. HELPS: “The ability to invest the talents a person has in the life and ministry of other members of the Body, thus enabling those others to increase the effectiveness of their own spiritual gifts.”

This gift is a practical gift. People with this gift often enjoy doing routine tasks in order to free others to do the ministry God has called them to do. People with this gift are often not looking for recognition for the work they do. Scriptures: Mark 15:40-41; Luke 8:2-3; Acts 9:36; Romans 16:1-2; 1 Corinthians 12:28; 2 Timothy 1:16-18.

10. MERCY: “The ability to feel genuine empathy and compassion for individuals (both Christian and non-Christian) who suffer from distressing physical, mental, or emotional problems, and to translate that compassion into cheerfully done deeds which reflect Christ’s love and alleviate the suffering.”

This gift is a practical gift. Those with this gift find themselves visiting and assisting those in need, and often feel the pain of the person they are helping within themselves. People with this gift find it extremely difficult not to help those who seem less fortunate than themselves. Those with this gift generally enjoy helping those with physical or mental problems and do well in ministries involving visiting hospitals, nursing homes, prisons, and shut-ins. Scriptures: Matthew 20:29-34; 25:24-40; Mark 9:41; Luke 10:33-35; Acts 11:28-30; 16:33-34; Romans 12:8; Jude 22-23.

11. EVANGELISM: “The ability to readily share the Gospel with unbelievers in such a way that men and women often become Jesus’ disciples and responsible members of the Body of Christ.”

This is a communication gift. While the task of evangelism is an important spiritual exercise that all Christians should be involved with, God gifts certain members with an ability to have unusual sensitivity when someone is ready to accept Christ, and to have greater success in leading people to Christ than other Christians. Scriptures: Acts 8:5-6, 26-40; Ephesians 4:11-14; 2 Timothy 4:5.

12. HOSPITALITY: “The ability to provide an open house and a warm welcome to those in need of food and lodging.”

This gift is a practical gift. Those with this gift have an acute awareness of visitors and have a desire to make all people feel welcome. People with this gift enjoy visitors in their home, and are usually not bothered if someone stops by and their home is not spotless. Those with this gift are a key to helping new people become a part of the group. Scriptures: Acts 16:14-15; Romans 12:9-13; 16:23; Hebrews 13:1-2; 1 Peter 4:9.

13. FAITH: “The ability to discern with extraordinary confidence the will and purposes of God for His work.”

This gift is a resourcing gift. All Christians are called to have faith, but some Christians seem to find it especially easy to trust God in difficult situations, or when He has given particularly spectacular promises. Those with this gift often scare other people with their confidence. People with this gift are often very irritated by criticism, as they consider it to be criticism against God and His will. Probably the biggest danger for those with this gift is that they often try to project their gift onto other people. Scriptures: Acts 11:22-24; 27:21-25; Romans 4:18-21; 1 Corinthians 12:9; Hebrews 11.

14. LEADERSHIP: “The ability to set goals in accordance with God’s purpose for the future and to communicate these goals to others in such a way that they voluntarily and harmoniously work together to accomplish those goals for the glory of God.”

This gift is a leadership gift. People with this gift are often focused on the greater goal of the group and are not overly concerned with the details. Leaders delegate tasks and details to others to accomplish the greater goal. Leaders are visionaries. Leaders have followers—a visionary without followers is not a leader. Scriptures: Luke 9:51; Acts 6:1-7; 15:7-11; Romans 12:8; 1 Timothy 5:17; Hebrews 13:17.

15. 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.”

This gift is a leadership gift and is often characterized by people who lead the Body by steering others to remain on task. These people generally are concerned with the details of how to accomplish tasks and tend to be masters at delegating specific tasks to other people according to their gifts and talents. Scriptures: Luke 14:28-30; Acts 6:1-7; 1 Corinthians 12:28; Titus 1:5.

16. MIRACLES: “The ability to serve as human intermediaries through whom God performs powerful acts that are perceived by observers to have altered the ordinary course of nature.”

This gift is a sign gift. This gift is manifested through the supernatural intervention by God into specific circumstances in order to change the perceived natural outcome. Those with this gift must recognize that God only causes miracles to happen in order to bring the greatest glory to Himself. Scriptures: Acts 9:36-42; 19:11-20; 20:7-12; Romans 15:17-19; 1 Corinthians 1:22-25; 12:10, 28; 2 Corinthians 12:12.

17. HEALING: “The ability to serve as human intermediaries through whom God cures illness and restores health apart from the use of natural means.”

This gift is a sign gift. Many attribute the occurrence of supernatural healing to a certain level of faith. Those who have this gift must use it knowing that the healing only occurs within the limits of God’s will, and therefore miraculous healing will not always occur. Those with this gift must also recognize that God does often choose to use medical science to bring about healing in a person, therefore doctors and medicine are not obsolete. Scripture: Acts 3:1-10; 5:12-16; 9:32-35; 28:7-10; 1 Corinthians 12:9, 28.

18. TONGUES: “The ability (a) to speak to God in a language that they have never learned and/or (b) to receive and communicate a message of God to his people through a divinely anointed utterance in a language they never learned.”

This gift is a sign gift. Tongues is often associated with intercession and/or faith, but must be recognized as not necessarily being the sign of the baptism of the Holy Spirit or even as evidence of the filling of the Holy Spirit.

1 Corinthians 13:1 suggests that there are two forms of the gift of tongues: tongues of men and tongues of angels. This would mean that the speaker could be speaking in an earthly language, or in a language beyond normal human understanding. Scriptures: Mark 16:17; Acts 2:1-13; 10:44-46; 19:1-7; Romans 8:26-27; 1 Corinthians 12:10,28; 13:1; 14:13-19, 26-28, 39.

19. INTERPRETATION OF TONGUES: “The ability to make known in the vernacular the message of one who speaks in tongues.”

This gift is a sign gift. Those with this gift are used to bring the personal edification of tongues to a position where the message edifies the group in which the tongue was spoken. Those with this gift gain a sense of what God is trying to say when they hear a person speak in tongues. Should a person with this gift fail to interpret the tongue when it is spoken and they receive the interpretation through the Holy Spirit, they have done a great disservice to the person who spoke in tongues and to the group as the edification that God desires has not taken place. Often, the interpreter is also the person who has spoken in tongues. The interpretation of tongues is often closely related to the message given by an exhorter or a prophet. Scriptures: 1 Corinthians 12:10-30; 14:13-17, 26-28.

20. 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.”

This gift is a practical gift. Those with the gift of service enjoy doing routine tasks around the Church regardless of how they affect others. Those with this gift enjoy menial tasks and do them cheerfully. Service-oriented people would rather take orders than give them. Scripture: John 12:26; Acts 6:1-7; Romans 12:6-7; Galatians 6:2, 9-10; 2 Timothy 1:16-18; Titus 3:14. **17.**

APOSTLE*: “The ability which enables them to assume and exercise helpful leadership over a number of churches in spiritual matters which is spontaneously recognized and appreciated by those churches.” The Bible calls many others, beyond the Twelve and Paul, apostles: James (Gal 1:19), Barnabas (Acts 14:4, 14), Epaphroditus (Phil 2:25), Silas and Timothy (1 Thes 1:1, 2:6), Andronicas and Junia (Rom 16:7), and others (1 Cor 15:5, 7; 2 Cor 8:23; 11:13).

This is a leadership gift and is in continuing need today for the strengthening of churches and the establishment of new churches. This gift should be looked for in regional directors, church planters, and denominational leaders. Scriptures: 1 Corinthians 12:28; Ephesians 2:20; 4:11

**Apostle is discussed in this session but it is not one of the gifts measured by the questionnaire in the workshop.*