

*“As each has received a gift, use it to serve one another, as good stewards of God’s varied grace... in order that in everything God may be glorified through Jesus Christ.”*

1 Peter 4:10-11, ESV

## **OVERVIEW**

1. Learn about God’s plan to use spiritual gifts in His church.
2. Review the Spiritual Gifts Survey(s) you have already taken.
3. Confirm your spiritual gift(s) with the group.
4. See an example of how to confirm your gift(s).

## **Explanation of Gifts**

Being “good stewards of God’s grace” is an awesome task that you may not feel equipped to accomplish. In fact, God has given every Christian a spiritual gift that reflects and demonstrates His grace and character to others which is intended to help carry out His purposes on the earth.

## **What is a Spiritual Gift?**

A spiritual gift is special skill or ability given by the Holy Spirit that is intended to empower God’s people to serve Him by effectively ministering to others.

## **Where does the Bible talk about Spiritual Gifts?**

Here are some of the Scripture chapter references: Romans 12, I Corinthians 12, Ephesians 4, 1 Peter 4.

## **How do Spiritual Gifts differ from...**

**Christian roles?** Wife/husband, father/mother, child, brother/sister are examples of roles we are to fulfill as faithful disciples of Christ. God will help us do well in those areas regardless of what gift(s) we may possess.

**Christian responsibilities?** We all have Christian responsibilities such as helping the hurting, sharing God's word, serving and encouraging each other, and many others. We should not neglect these with the excuse "I'm just not gifted in that area."

**The Fruit of the Spirit?** God expects all of His children to grow and mature spiritually. During that process the Holy Spirit working in us will produce his fruit if we allow Him. It is another work of the same Spirit that differs from spiritual gifts.

### **How can I discover my Spiritual Gift?**

**Prayer and study of God's Word** is the best way to start. Interacting with the Lord and His Word will teach you about how He works in your life. Ask Him for wisdom and guidance. Reading relevant books and taking seminars are also great ways to open your mind to what God may already be doing in your life. Also ask more mature disciples what spiritual gift(s) they may see in you.

**Ministry Experience.** It's likely that you will enjoy and be good at ministries that match up to your gift(s). Try several types of ministry and prayerfully seek where you can effectively serve the Lord and His mission.

### **"Be..." I Corinthians 12 & 13 on Spiritual Gifts**

#### **1. Be Informed – 12:1**

*Now about spiritual gifts, brothers, I do not want you to be uninformed.*

#### **2. Be Transformed – 12:2-3**

*You know that when you were pagans you were led astray to mute idols, however you were led.*

*Therefore I want you to understand that no one speaking in the Spirit of God ever says "Jesus is accursed!" and no one can say "Jesus is Lord" except in the Holy Spirit.*

#### **3. Be Unique – 12:4-6**

*There are varieties of gifts, but the same Spirit; and there are varieties of service, but the same Lord; and there are varieties of activities, but the same God who empowers them all in everyone.*

#### 4. **Be Connected** – 12:7-30

##### a. Spiritual gifts are given to benefit the Body of Christ

*To each is given the manifestation of the Spirit for the common good. v.7*

##### b. Spiritual gifts are given to establish unity in the Body of Christ

*For just as the body is one and has many members, and all the members of the body, though many, are one body, so it is with Christ. v.12*

*...God arranged the members in the body, each one of them, as he chose. If all were a single member, where would the body be? vs.18-19*

*“...the members may have the same care for one another. If one member suffers, all suffer together; if one member is honored, all rejoice together. Now you are the body of Christ and individually members of it. vs.25-27*

#### 5. **Beware**

*But earnestly desire the higher gifts. And I will show you a still more excellent way. Verse 31*

*If I speak in the tongues of men and of angels, but have not love, I am a noisy gong or a clanging cymbal. And if I have prophetic powers, and understand all mysteries and all knowledge, and if I have all faith, so as to remove mountains, but have not love, I am nothing. If I give away all I have, and if I deliver up my body to be burned, but have not love, I gain nothing. I Cor 13:1-3*

#### **TO DO...**

- 1.) REVIEW THE SPIRITUAL GIFT SURVEY(S) YOU TOOK ON-LINE AND/OR IN PRINT.
- 2.) USE THE TALK SHEETS PROVIDED IN THE REST OF THIS SECTION TO CLARIFY YOUR GIFTS IN A GROUP.
- 3.) RECORD YOUR TOP THREE GIFT RESULTS IN YOUR S.H.A.P.E. PROFILE

## **Exploration of Gifts**

*As each has received a gift, use it to serve one another, as good stewards of God's varied grace: whoever speaks, as one who speaks oracles of God; whoever serves, as one who serves by the strength that God supplies—in order that in everything God may be glorified through Jesus Christ. To him belong glory and dominion forever and ever. Amen.*

1 Peter 4:10-11, ESV

All gifts are equal in value, but each gift's function is unique. These unique functions, as the Scripture indicates, fall into two main categories:

**Speaking** Gifts – Gifts that communicate God's Word

**Serving** Gifts – Gifts that minister to the needs of others

The gifts that are listed and described below are borrowed from the TEAM MINISTRY gifts survey: <https://gifts.churchgrowth.org>

### **SPEAKING GIFTS: GIFTS THAT COMMUNICATE GOD'S WORD**

Those gifted in this area are essentially the “mouth” and “feet” of the body of Christ. They provide the truth needed by every person to know God and become true disciples of Jesus Christ. Whether their gift is used in public or in private, it's essential to both Christians and non-Christians alike. Faith and changed lives begin only as we hear, know and understand God's Word.

In the New Testament, some of these gifts are miraculous manifestations of God's Spirit that were given in the first century to communicate and confirm His Word through special revelation and inspiration. Jesus' apostles and the prophets who wrote the New Testament, among others, possessed these gifts. They include: knowledge, wisdom, discernment, prophecy and apostleship of Christ (those who were chosen eye-witnesses of Jesus).

**Speaking Gifts** that are not by special revelation or direct inspiration include the following:

## **TEACHING –**

The ability to explain God's Word for maximum learning by others.

*Having gifts that differ according to the grace given to us, let us use them... the one who teaches, in his teaching...* **Romans 12:5, 7**

**Concern:** Learning

### **Characteristics:**

- Confidence in the Word of God
- Ability to study and organize material for maximum learning
- Creates fertile learning environments, adapting to audiences' learning styles
- Varied presentation techniques
- Affirmation by students

### **Context:**

- Equipper for different groups
- Trainer for other teachers
- Support Groups
- Recovery Groups
- Other

**Cautions:** Pride from their superior knowledge or public position, interest in head knowledge to the neglect of heart application, measuring spirituality by knowledge.

I think I have this gift

I may have this gift

I do not think I have this gift

Notes:

## **EVANGELISM –**

The ability to communicate the Gospel so effectively that people respond in faith.

*As for you, always be sober-minded, endure suffering, do the work of an evangelist, fulfill your ministry.* **2 Timothy 4:5**

**Concern:** Those who are not saved by Christ

### **Characteristics:**

- Seeks relationships with people who are not Christians out of concern for their souls
- Effectively bridges the Gospel message to individual needs
- Communicates the message of Christ easily and with conviction
- Effective in inviting people to church events, Bible study, and/or leading others to Christ

### **Context:**

- Group or one-to-one
- Missions: local and international
- Other

**Cautions:** Pride, relying on own powers of persuasion, negative judgment of others without this gift.

I think I have this gift

I may have this gift

I do not think I have this gift

Notes:

## **EXHORTATION –**

The ability to motivate people through words of comfort or counsel, to believe and act on biblical truth.

*Having gifts that differ according to the grace given to us, let us use them... the one who exhorts, in his exhortation...* **Romans 12:5, 8**

**Concern:** Growth

### **Characteristics:**

- Optimistic, inspiring, hopeful, confident
- Ability to see potential and bring out the best in people
- Ability to create specific steps to help people solve problems and mature
- Energetic, effective communicators
- Knowledge and trust in biblical solutions and steps

### **Context:**

- One-on-one or group, short-term relationships
- Small Group Leader
- Bible Study Facilitator
- Bible Study Leader/Teacher
- One-to-One Discipleship or Mentoring
- Other

**Cautions:** Oversimplifying problems, frustration when people do not make progress, realistically identifying the barriers to growth.

I think I have this gift

I may have this gift

I do not think I have this gift

Notes:

## **“PROPHECY” –**

The ability to urgently proclaim God’s truth so that people are encouraged, challenged, consoled, corrected and convinced.

*All Scripture is breathed out by God and profitable for teaching, for reproof, for correction, and for training in righteousness, that the man of God may be complete, equipped for every good work. ...*

### **2 Timothy 3:16-17**

**NOTE:** In the Bible, the prophet speaks by inspiration of God’s Spirit.

Contemporary Christian teachers, authors and lecturers on spiritual gifts use this term not as the New Testament uses it, but as a term of convenience to describe a gift of similar characteristics to the prophets of old, but without special revelation from God.

**Concern:** Warning, correction

#### **Characteristics:**

- Passionate
- Proclaim timely and urgent messages from God’s Word
- Have spiritual insights that compel them to speak out
- See truth that others fail to see and challenge people to respond
- Seek an immediate change of heart/behavior

#### **Context:**

- All ministries

**Cautions:** Pride in their persuasiveness, focus on negative messages alone, failure to include love, hope and compassion in their urgent messages, failure to earn the right to deliver uncomfortable messages.

I think I have this gift

I may have this gift

I do not think I have this gift

Notes:



## **SERVING GIFTS: GIFTS THAT MINISTER TO THE NEEDS OF OTHERS**

People who have a gift in this area are motivated and energized by serving and/or caring for people. They are most fulfilled when their efforts help in practical ways. They enjoy ministering either one-to-one or in group settings – either short-term or long-term. It could be said that they are the “arms” and “hands” of the Body of Christ.

**Mercy-Showing** – Identifying and comforting people who are suffering

**Serving** – Practically meeting needs

**Shepherding** – Guiding and caring for people toward spiritual maturity

**Administration** –The organizer of people, tasks, resources and time

**Giving** –The provision/funding of ministry needs

## **MERCY**–

The ability to identify joy or distress in others and offer God’s comfort through words or actions.

*Having gifts that differ according to the grace given to us, let us use them... the one who does acts of mercy, with cheerfulness. **Romans 12:5, 8***

**Concern:** Identifying and comforting negative emotions

### **Characteristics:**

- Unusual ability to identify the emotional state of others
- Drawn to those who are suffering emotional, physical or mental pain
- Motivated to demonstrate God’s love & comfort or alleviate pain
- Drawn to meet emotional needs as opposed to practical needs.

### **Context:**

- Typically short-term relationships for the duration of the suffering
- One-to-One Ministry
- Visiting in Hospitals, Nursing Facilities
- Recovery Groups
- Disability Groups
- Single Parents
- Benevolence
- Other

**Cautions:** Alleviating pain that God could use for growth, being an enabler, impatience with others who are not so “in touch” with the pain of others, overextending themselves physically and/or emotionally.

I think I have this gift

I may have this gift

I do not think I have this gift

Notes:

## **SERVICE –**

The ability to recognize & meet needs through prompt, cheerful, practical assistance.

*Having gifts that differ according to the grace given to us, let us use them...if service, in our serving...* **Romans 12:5, 7**

**Concern:** practical assistance

### **Characteristics:**

- Content working behind the scenes
- Good eye for detail, efficient at practical tasks
- Enjoys making others successful or less stressed
- Understands the spiritual value in practical service
- Would rather “do” than “delegate”

### **Context:**

- Person-to-person
- Facilities: Cleaning, Kitchen, Setup, Maintenance
- Clerical
- Construction
- Chauffeuring, Countless others

**Cautions:** Over-commitment, failure to see the spiritual value of the gift, failure to dedicate its use to God.

I think I have this gift

I may have this gift

I do not think I have this gift

Notes:

## **SHEPHERDING –**

The ability to oversee the lives of others in order to nurture and care for their spiritual development.

*And he gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip the saints for the work of ministry, for building up the body of Christ. Ephesians 4:11-12*

**Concern:** Spiritual maturity/wholeness

### **Characteristics:**

- Concerned about the needs of the whole person
- Able to establish trust and confidence with others
- Able to care for the spiritual needs of individuals and/or a group
- Drawn to long-term commitments

### **Context:**

- Long-term relationship with an individual or group
- Small group leader or church elder/shepherd
- Leader/caregiver to a certain age, gender or ministry group
- Bible study facilitator
- Recovery group leader
- Daycare, foster care
- Other

**Cautions:** Gaining too great an identity from the growth of others, not urging personal responsibility, becoming ineffective if oversight group becomes too large.

I think I have this gift

I may have this gift

I do not think I have this gift

Notes:

## **ADMINISTRATION –**

The ability to organize and guide human activities in such a way that Christ's program is carried out.

*Having gifts that differ according to the grace given to us, let us use them...be who leads with zeal...* **Romans 12:5, 8**

**Concern:** Organizing resources to accomplish God's plan

### **Characteristics:**

- Ability to develop strategies to reach goals
- Ability to organize ideas, tasks, people and time to accomplish goals
- Ability to delegate the right tasks to the right people at the right time
- Ability to create efficient, effective, orderly systems

### **Context:**

- Any/all ministries

**Cautions:** Trusting in plans rather than God, projects can become more important than people, a "take-over" attitude may leave little room for other ideas, reluctance to adjust or vary plans.

I think I have this gift

I may have this gift

I do not think I have this gift

Notes:

## **GIVING –**

The ability to support the Lord's work materially with generous, timely, and cheerful contributions.

*Having gifts that differ according to the grace given to us, let us use them...be who contributes in generosity...* **Romans 12:5, 8**

**Concern:** God's resources

### **Characteristics:**

- Gives over and above that which is expected or called for
- Assumes responsibility for meeting financial needs
- Willingness to limit lifestyle in order to give more
- May have special ability to make money
- Desire to ensure that resources are well used

### **Context:**

- Providing for the needs of the poor
- Stewardship
- Can be used in all ministries
- Other

**Cautions:** Desire to manipulate or control people or ministries through giving; evaluating other's spiritual growth by the amount given.

I think I have this gift

I may have this gift

I do not think I have this gift

Notes: