




**Exercising
the Body of Christ**



*Work
your
strengths.*



*Move
toward
joy.*



*A Workbook to
Workout Your
Spiritual Gifts!*




*Get life
flowing to
all the
parts.*



*Build
your
mind.*

Kia Hunt



*Energize
your
life.*



*Excite
your
spirit.*



*Motivate
your
service.*



Exercising the Body of Christ

***A Workbook to
Workout Your
Spiritual Gifts!***

**Kia Hunt, © 2006
7530 Locust
Kansas City, MO 64131
www.spiritualgiftsworkbook.com
kia@spiritualgiftsworkbook.com**

References:

All scripture quotations, unless otherwise indicated, are taken from the New King James Version. Copyright © 1979, 1980, 1982 by Thomas Nelson, Inc. Used by permission. All rights reserved.

NIV: Scripture taken from the Holy Bible, New International Version®. Copyright© 1973, 1978, 1984, by International Bible Society. Used by permission of Zondervan Publishing House. All rights reserved.

All Greek and Hebrew word studies are taken from *The New Strong's Exhaustive Concordance of the Bible*, James Strong, Copyright © 1995, 1996 by Thomas Nelson Publishers.

1. Bill Gothard, *How to Understand Spiritual Gifts* (Oak Brook, IL: Institute in Basic Life Principles, ©1986)
2. Don & Katie Fortune, *Discover Your God Given Gifts* (Grand Rapids, MI: Chosen Books, a division of Baker Book House Co., 1987)
3. *Holman Bible Dictionary* (Nashville, TN: Holman Bible Publishers, 1991)
4. Ruth Hoppin, *Priscilla's Letter: Finding the Author of the Epistle to the Hebrews* (Lost Coast Press, 2001).
5. *The Open Bible*® (Nashville, TN: Thomas Nelson, Inc., Copyright © 1983, 1985, 1990, 1997)

For further study on this topic see Jack Hayford's *Hayford's Bible Handbook* (Nashville, TN: Thomas Nelson, Inc., 1995)

Dedications:

To my mother, Sharon Hundley. With your motivation to encourage and ministry to teach you started me down this path. You have been a real life example of how to use the gift God gives us, to follow the calling of Christ, and to allow the Holy Spirit to work through you. Spiritual Gifts notwithstanding, *you* have been one of the greatest gifts God has given me.

To my husband, Roger Hunt. Thank you for your sacrifice of time and effort to this project.

Contents

Introduction: What are Spiritual Gifts and why do I need to know about them?	2
1. The Trinity–Different Emphasis, Unified Goal	3
2. Defining the Motivational Gifts–Energizing from the Father to Activate the Body of Christ .	7
3. Prophecy–Declaration of Truth	12
4. Serving–Ministering Hands	14
5. Teaching–Quest for the Truth	16
6. Exhortation–Encouraging Growth	18
7. Giving–Contributing Resources	20
8. Leading–Administration and Responsibility	22
9. Mercy–Compassionate Heart	24
10. Discover Your Motivational Gift–Suggestions and Tests	26
11. Defining Ministry Gifts–The Calling of Christ to Equip the Church	34
12. Defining Manifestation Gifts–Power from the Holy Spirit	40

Motivation

prophecy
serving
teaching
exhortation
giving
leading
mercy

Ministry

apostles
prophets
evangelists
pastors
teachers
helps
administration
intercession

Manifestation

word of wisdom
word of
knowledge
faith
healing
miracles
prophecy
discernment
tongues
interpretation
of tongues

Introduction: What are Spiritual Gifts and why do I need to know about them?

Now concerning spiritual gifts, brothers, I do not want you to be ignorant..." I Cor. 12:1 NIV

Maybe you've heard of spiritual gifts before. Maybe you've even taken a class or read a book on the subject, but did you know that Spiritual Gifts can change your life in ways that affect every aspect of your life?

Why do you need to know about Spiritual Gifts? If I Cor. 12:1 (in italics above) doesn't convince you, nothing will. God *wants* you to know your gifts and how to use them because He knows how much it will improve your life. Think back to a recent Christmas when you carefully considered the perfect gift for a dear friend. Imagine that you placed the gift under the tree and waited for her to find it. December 25th comes and goes and the present still sits there. Did she not see it? Wouldn't she assume that you care enough to get a gift? You move the package to her bedside. Surely now it will be seen. But months go by and it simply collects dust. You are so disappointed knowing the joy and use she would get out of the present you selected for her. The Scripture above tells us that God wants us to know about these Gifts. That's not surprising considering He has lovingly picked out a gift for every one of us. Did you know you have one? If so, have you thanked God for it? And finally, are you using it?

If you're not familiar with the Body of Christ model please take a few minutes to read I Cor. 12:12-27. This is one of the foundations that Spiritual Gifts are built on. When Paul writes about these gifts, he often uses the human body to illustrate his point. If you are called to be the hand of Christ, the last thing you need is a hangnail. When you are not operating with full understanding of your Gifts it can be distracting at best, and even downright painful. The ideal is to know the gift you are using with all its strengths and weakness. You wouldn't use your ear to stir cake batter. But the ear can hear when a friend needs cheering up. The heart can want to help, and the brain might think that a cake would be just the thing. All parts of your body focused on serving others can accomplish great things. Don't allow your area of the body to atrophy or be misused, or, like the hangnail, hinder the hand from realizing its full potential. God created us to work together to make a more effective force.

"For God is not the author of confusion but of peace," I Corinthians 14:33

Remember this verse throughout this study. In fact, this is the reason it was written. Whether mentioned specifically or by inference, the Bible has a very long list of Spiritual Gifts. Are you overwhelmed by the thought of wading through all of them to find the few that may apply to you? Maybe you've already done this, but are still unsure of exactly how you are gifted. Or maybe you even know your gifts and have used them to serve in your church, but did not know you could apply this knowledge to other areas of your life. This workbook covers spiritual gifts in a simplistic, systematic way. Some studies leave out, add to, or re-name Gifts in an attempt to make them easier to understand. The beautiful thing is that God has already created spiritual gifts so they would be simple and fully attainable. Pray that God will grant you clarity and open your heart, mind and soul as you begin to unwrap His Gifts. And try to act excited. This is like Christmas!

If you're doing this study as a group see the last page of this book for group project ideas. Make a commitment to get to know the people around you as you get to know yourself and God better. Spiritual Gifts are all about service. This begins with serving the people in your immediate circle by looking for needs that you can meet. Find out how God has gifted you so you can be a gift to others.

Marriage

Career

**Decision
Making Skills**

Parenting

**Spiritual
Revival**

Self Esteem

**Peace
of Mind**

**Dealing with
Difficult
People**



Chapter One: The Trinity—Different Emphasis, Unified Goal

*"There are different **gifts**, but the same **Spirit**. There are different kinds of **service**, but the same **Lord**. There are different kinds of **working**, but the same **God** works all of them in all men." I Cor. 12:4-6 NIV*

For many people this may be an entirely new way of looking at Spiritual Gifts. That is why we must start with the Bible. In the New Testament, three chapters mention spiritual gifts. (Look at page 1 for a quick reference.) This can become confusing. Some verses repeat Gifts, yet none of the lists are the same. Some seem common while others fantastic. Yet, the Bible refers to all of them as Spiritual Gifts. In the scripture written above God has given us the key to simple understanding. This verse divides all Spiritual Gifts into three categories bestowed by each person of the Trinity. To clarify this point we will translate the key words of this verse into the original Greek language later in this chapter.

If you can believe with me that God has inspired every word of the Bible then you will agree that nothing in it is accidental. All of the lists of Spiritual Gifts are purposefully grouped. They are not random, they are not fragmented, or representative, they are meaningful. Motivational, Ministry and Manifestation Gifts, as we will be calling the three sets, are strongly supported by the scriptures we will study. **When you read the lists in context of their chapters you see a logical link of each list to a particular branch of Trinity.** In fact, this concept is a mirror of the Trinity. In the same way that the Triune God is completely unified likewise do the three sets of gifts fall under the unified title of Spiritual Gifts.

While the concept of the Trinity is never mentioned by name in the Bible it has become a foundational doctrine of the Christian faith. Why? Because it is inferred strongly throughout the Old and New Testament. Don't lose sleep at night trying to *understand* the Trinity. It is probably one of those things that we simply need to embrace with child-like faith. However, God honors every effort we make to get to know Him better. By studying the nature of God we begin to recognize when He is working in our lives. As we explore the mystery of the Trinity we can praise God for the wonderful way he has made Himself available to us in every conceivable way.

Study Challenge Begin by writing what you already know about each branch of the Trinity. Grab your Bible and look up the following verses. If you're in a group you might divide into three smaller groups then discuss your discoveries together.

God the Father

Genesis 1:1

Psalms 9:7-10

Psalms 145: 8-9

Isaiah 55:8-9

Luke 6:36

Romans 8:39

I Timothy 1:17

Hebrews 1:12

I John 4:7-8

Revelation 1:8

Revelation 4:8

Jesus Christ

Isaiah 11:2

Isaiah 53:5

Isaiah 61:1-2

Matthew 1:21

Mark 2:10

John 1:1-5

Romans 8:34

II Corinthians 5:19

Ephesians 1:10

Hebrews 4:14-15

Revelation 22:7

Holy Spirit

Genesis 1:2

Isaiah 11:2

Ezekiel 11:5

Matthew 1:18

John 14:26

John 16:7-14

Acts 1:8

Acts 9:31

Romans 8:26-27

Galatians 5:22-23

I John 4:2

Sum up the differences between the three. What are their jobs? How do they work?

How are they the same? What tells us that they are completely unified?

Read again I Cor. 12:4-6 from the beginning of this chapter. You can clearly see the aspects of God singled out, but what exactly is each branch of the Trinity giving to us?

Greek word study:

The word **gifts** used here is "**charisma**" implying free gift, grace, supernatural endowment

The word for **Spirit** used here is "**pneuma**" implying wind, source of power, breath or the essence of life

The word **service** used here is "**diakonia**" implying ministry, administration, attendant, to offer aid

The word for **Lord** used here is "**kurios**" implying messiah, Lord, master, a title of reverence

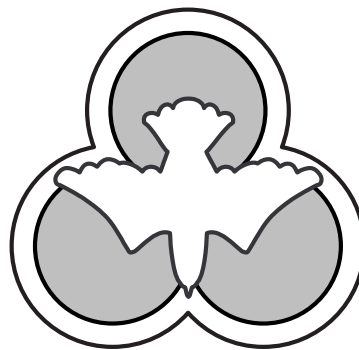
The word **working** used here is "**energema**" implying effect, activities, operations, root of the word "energy"

The word for **God** used here is "**theos**" implying supreme divinity, Godhead of the Trinity

Gifts come from the Spirit because they are supernatural forms of power that we could not possibly possess on our own. We must allow the Holy Spirit to work through us to accomplish his work. The Lord Jesus calls us to do His **service**. His life was an example of ministry to others and we are told to do the same. By equipping us with these tools, He makes us His gift to the world. The **working** from God is energy the Father gives so we can fulfill our callings in our own unique ways.

To establish a working definition of Spiritual Gifts let us use the following: **Spiritual Gifts are God given abilities that edify the church and glorify God.** Lots of things outside of the Gifts listed in this study fit this criteria, but these two things are essential if a Gift is being used to it's fullest intent. Let us also label the three sets of Gifts and their givers using three "M" words that are easy to remember. I have heard these titles used by many pastors and writers, but of those that reference a source the earliest seems to come from a Bill Gothard seminar.¹

Manifestation
Ministry **M**otivation



- Gifts from the Holy Spirit—The Spirit **manifests** Himself through these gifts to edify the church. I Corinthians 12:7-10 lists nine powerful gifts.
- Gifts from the Lord Jesus Christ—Jesus calls us to **ministry** for the edifying of the body of Christ. Ephesians 4:11 lists five callings for the equipping of the saints for the work of ministry.
- Gifts from God the Father—In His grace God has given us each a gift that will **motivate** us to service in the church. Romans 12:6-8 lists seven gifts that describe the energy behind our service.

Why would God want to manifest Himself in three ways?

Over what areas of your life do you feel God should have more influence? Which person of the Trinity is best suited to directly minister to those needs?

When you pray, to whom do you pray, Father, Jesus, the Holy Spirit, or does it depend on what you're praying about or for? Does it make any difference?

"There is one body and one Spirit, just as you were called in one hope of your calling; one Lord, one faith one baptism; one God and Father of all, who is above all, and through all, and in you all." Ephesians 4:4-6

Just as the trinity is completely unified while serving different needs, so are the Spiritual Gifts. Let's discuss how the three sets of Gifts work together to edify the church and glorify God. God uses your unique combination of Gifts, personality and talents to reach people that nobody else could. You may have already wondered why prophecy and teaching are duplicated under the three different headings of Gifts. You will soon discover they serve different purposes when bestowed by their respective members of the Trinity, yet there is more. If you have the *Motivational* Gift of teaching, for example, this does not necessarily mean you are called to a *Ministry* of teaching. Conversely, people with any of the seven Motivational Gifts may be called to teach. This produces many teachers with different energies behind why and how they teach. Do you see how many more people this can reach? Not everyone learns the same way.

There are infinite possible combinations of how the three sets of Gifts work at the same time in one person. Factoring in your individual personality, talents and experiences God has even more opportunities to use you. Here's an example of how it can work.

WHO YOU ARE IN GOD

Rob has the **MOTIVATIONAL GIFT** of exhortation. He loves being around people and wants to see everyone get closer to God. He has been praying that the Lord would provide opportunities to use his gift to serve . . .

HOW YOU ARE CALLED BY CHRIST

The next week in the church bulletin Rob sees an announcement. A teacher is needed to lead a small group Bible study. He feels a tug in his heart that this could be his calling, but he's never done anything like that before. After prayer he is assured that Christ will equip him with the **MINISTRY GIFT** of teaching . . .

HOW YOU ARE USED BY THE SPIRIT

MANIFESTATION GIFTS are at work all over the place here. It was a miracle that God opened a door to serve just when Rob was ready to hear the call. Faith was given so he would know that God would help him fulfill his calling. But the most incredible thing is the knowledge and wisdom the Spirit began to pour out on Rob as he taught the group about the word of God.

Study Challenge

List things that you've done to serve, help or volunteer.

Within the church:

For a non-profit organization:

For another individual:

Of these, list the ones you enjoyed? Which made you feel proud? Which made you feel closer to God, or that He was working through you?

Have you ever not enjoyed something you volunteered for or decided you'd never serve in that way again? If so think carefully and to determine the reason you didn't enjoy it. Maybe you already had too much going on. Maybe you became involved because you felt pressured or guilty. Or maybe you weren't equipped to handle the task. Why is knowing what projects are *not* right for you just as important as knowing which ones are perfect for you?

Summary:

- The Trinity, while completely unified has 3 distinct essences that work in different ways in our lives.
- Under the unified heading of Spiritual Gifts each branch of the Trinity bestows a set of gifts that work in different ways to edify the church and glorify God. They are **Manifestation Gifts, Ministry Gifts and Motivational Gifts.**
- Your unique combination of gifts, talents, personality and experiences makes you essential to God's plan. That is why it is so important that you know and use your gifts to the best of your ability.

Chapter Two: Defining the Motivational Gifts-Energizing from the Father to Activate the Body of Christ

As each one has received a gift, minister it to one another, as good stewards of the manifold grace of God." 1 Pet. 4:10

The first thing God did was create. He created this earth with magnificence and style. Being creative is His defining characteristic and He didn't stop at the sixth day. When God lovingly created you, He placed within your makeup a Gift, knowing that someday you would be ready to hear His call to serve. He gave you the perfect gift *for you*. A Gift that would flavor your ministry and energize your service.

1 Peter 4:10 says very clearly that each person has a gift. The Manifestations Gifts are not something we possess, but are given as the Holy Spirit chooses. Likewise, Christ will call and equip us with different Ministry Gifts as there is need, but we do not own the gift. This points us to the third set of gifts which fills the meaning of 1 Peter 4:10—that we all *have* a gift. Along with every living person you can say you have a Spiritual Gift from God that *belongs* to you. It has been yours since you were created. It is part of your personality and will always be yours. *"God's gifts and His call are irrevocable."* Rom. 11:29. When you become a Christian you begin a journey to know God better and discover how He can use you in the world. Once you know your Motivational Gift you can often see how He's been preparing you your whole life.

Motivational Gifts define who you are in God.

Challenge

Read all of Romans 12. When you're done pray this prayer. If you're in a group read it aloud together.

Dear Heavenly Father,

First, I ask that you forgive my sins and remove any barriers that would keep me from getting closer to you. Please open my eyes and my ears that I may know your will for my life. Give me the mind of Christ so that those things that are hidden may be revealed. Allow the Holy Spirit to fill me with wisdom, knowledge and faith that I will know the gifts you have given me. Thank you for your gracious favor and blessings. Amen.

Now read aloud Romans 12:6-8 (in several translations if available). Listen carefully, and if any particular gift or gifts stand out in your mind, write them down.

If you wrote anything down it may be the Lord revealing something to you. You could, however, simply be drawn to certain gifts for a number of reasons. This exercise is simply a starting place. Come back to it later and it may be the confirmation you need to know for certain, but don't get stuck on it. We have a lot more to learn about each of the seven Motivational Gifts, and the many ways God speaks to us.

Because knowing your *Motivational* Gift is foundational to the other gifts, and since the *Manifestation* and *Ministry* Gifts can change throughout your life, the majority of this study will focus on the seven gifts in Romans 12. Let's dig a little deeper into what the Motivational Gifts are and how they work in the body of Christ.

Challenge

Write out your own definition for each of the seven gifts listed in Romans 12. What images or stereotypes do each of these words evoke? Feel free to be positive or negative.

prophet

server

teacher

exhorter

giver

leader

mercy extender

Why only seven gifts? Can God really cover all the needs of the body of Christ with seven gifts? Remember, seven is the number of perfection. While researching this workbook I found an excellent book called *Discover Your God Given Gifts* by Don & Katie Fortune.² With all due credit I would like to borrow two of their illustrations that describe and define Motivational Gifts very nicely. Keep this page marked because this chart and the illustration below are great for quick reference as we learn more about Motivational gifts.

GIFT	DEFINITION	NEEDS MET	WHAT IT DOES
PROPHET	Declares the will of God	Spiritual	Keeps us centered on spiritual principles
SERVER	Renders practical service	Practical	Keeps the work of ministry moving
TEACHER	Researches and teaches the Bible	Mental	Keeps us studying and learning
EXHORTER	Encourages spiritual and personal progress	Psychological	Keeps us applying spiritual truths
GIVER	Shares assistance from available resources	Material	Keeps specific needs provided for
LEADER	Gives leadership and direction	Functional	Keeps us organized & increases our vision
MERCY EXTENDER	Provides personal and emotional support	Emotional	Keeps us in right attitude & relationships

I Peter 4:11 divides Spiritual Gifts into two parts—speaking gifts and serving gifts. From the shoulders up you have the speaking gifts. The rest of the body represents the serving gifts. See if you can match each Motivational Gift with the part of the body that would best represent it.

prophecy

serving

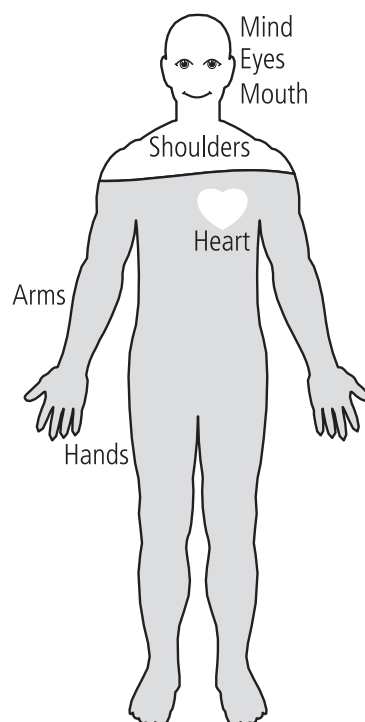
teaching

exhorting

giving

leading

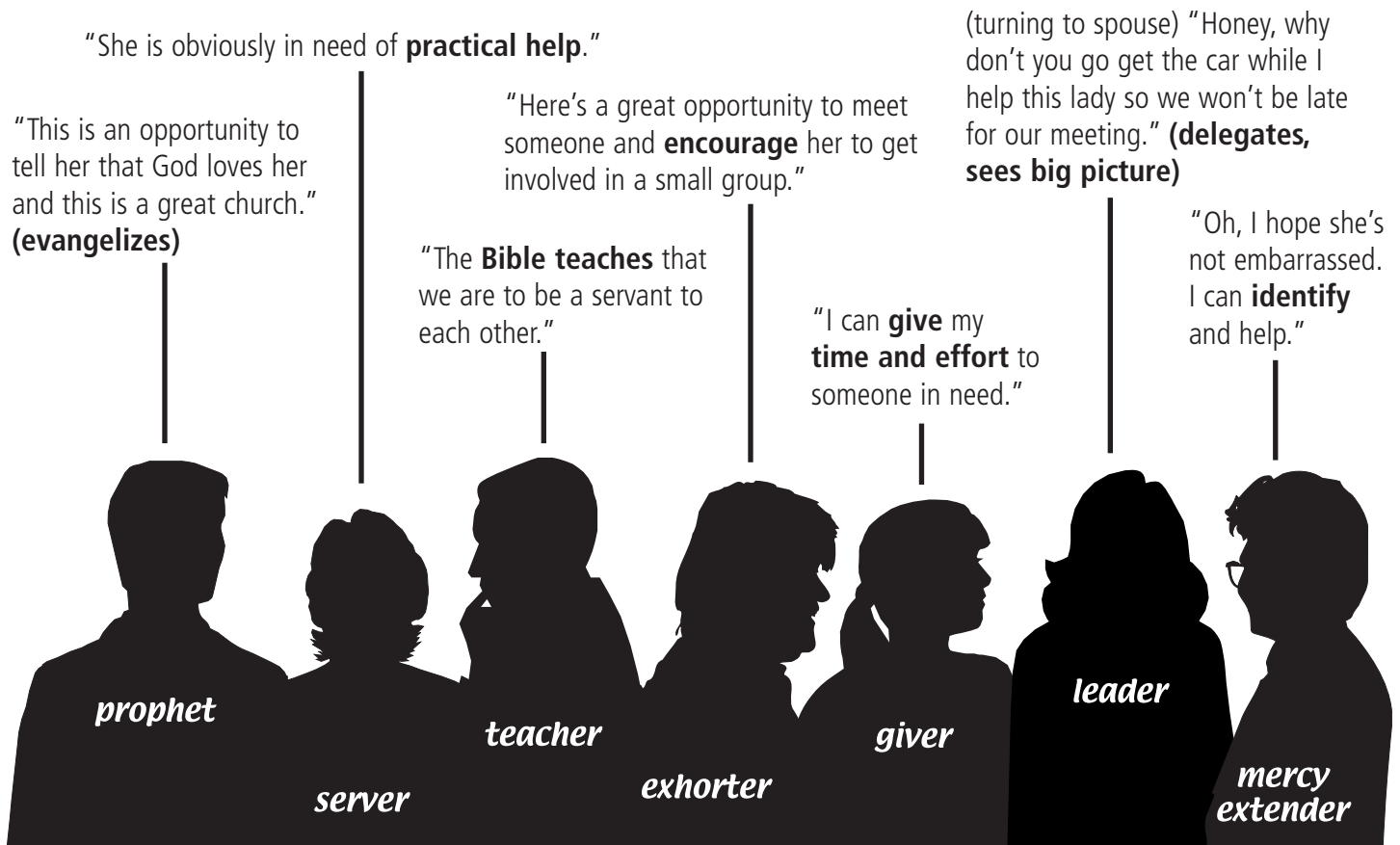
showing mercy



Consider these possibilities. **Prophets** are perceivers and **see** God's will. **Servers** use their **hands** to meet practical needs. **Teachers** not only use their **mind**, but seek to see others expand their knowledge. **Exhorters** usually enjoy **speaking** with and getting to know individuals so they can encourage them to grow. **Givers** do so liberally with **arms** loaded. **Leaders shoulder** the responsibility and the organization skills that are needed to get things done. **Mercy** extenders feel with their whole **heart** the joy and pain of those around them. For those parts above the shoulders an ability to communicate well is almost essential to the gift. The other gifts focus more on doing.

It is almost impossible to tell what is motivating someone else to do something. It is dangerous to label someone's Motivational Gift based only upon their actions. Here is a scenario that illustrates that point.

A woman hurries across your church parking lot, her arms loaded with papers. She suddenly stumbles and the papers go flying. Anyone would rush over to help her, but the motivation behind why might be different for each of us. Compare each answer to the "needs met" column on the chart for further insight.



This reminds us that we can't read minds. Be very hesitant to tell people what you think their gifts are, even if they are asking for your opinion. You could, however, offer observations on their character and encourage them to weigh the motivation behind their actions.

Study Challenge

Look back at your list of services from the end of chapter 1, especially those that brought you joy. What was the motivation behind your participation?

Using the Motivational Gifts chart, what needs did your service meet? Examine the benefits for yourself and those you served.

Using the body illustration on the previous page, what parts were you using as you offered your service?

Before moving on to study each of the Motivational Gifts let's address some common questions and points of clarification.

Do I have only one Motivational Gift?

I Peter 4:10 says each one has received A gift. Since this passage is talking about gifts that we possess we can conclude that it is referring to Motivational Gifts. Romans 12:6-8 encourages us to discover that Gift and concentrate on using it with all that we have. Expending the energy trying to concentrate on more than one Motivational Gift can create confusion and a less productive Christian. Since God is not the author of confusion He has made this as easy as possible for you. This is not a point to get hung up on since everyone will have traits that overlap into other gifts. Just realize that *most people will be able to distinguish one primary Motivation* that will energize his or her service. God makes each one of us uniquely, wonderfully and perfectly. If you feel absolutely torn between gifts do not allow it steal your joy. Pray that God will reveal everything you need to know and get out there and start serving.

Will my Motivational Gift ever change?

Again, I Peter 4:10 says EACH ONE. I believe this means every human being was given a gift as they were created. Christian or not, child or adult this gift is a part of who they are. It may lie dormant until they hear the call to serve the church, or it may be easily identifiable whether they are using it for God's glory or not. But because these gifts can be seen in children and non-Christians we can assume they are as much a part of us as our eye-color, and not likely to change. So, accept your Motivational Gift, thank God for it, and concentrate on hearing your Ministry from Christ and making sure you're open to the Holy Spirit manifesting His gifts through you. These two other types of Gifts may change throughout your life.

I feel like the Motivational Gifts are trying to squeeze me into one of seven boxes.

These gifts are the opposite of confining. Realize that this is just one aspect of your personality and specifically to be used for service. As a part of discovering who you are I recommend taking a personality discovery test. (Try the Myers-Briggs Type Indicator® or Personality Plus by Florence Littauer.) Within any of the Motivational Gifts you will find all kinds of personality types. Understanding your personality will also make discovering your Motivational Gift easier. Take your Motivational Gift, factor in personality type, individual preferences, talents, dreams and experiences and you realize that no one could ever fit perfectly into a box.

Knowing someone's gift does not give you permission to presuppose his or her personality. Knowing your own gift means not apologizing for who you are because you are valuable to God accomplishing his will, even if other people don't understand or appreciate you. And finally, you have the freedom not to judge others. Understanding Motivational Gifts allows you to shed light on how someone can do something in a way that you wouldn't, and still be right. God created the church to function beautifully through diversity. Read I Cor. 12:12-27. We are all equally important.

Stereotypes and Spiritual Maturity

As you read through the following pages, the profile of each gift is based on a "classic case scenario." The traits are based on Bible characters who probably had the Gift, or interaction with people who claim to have it. Every effort has been made to take a wide snapshot of the gifts that will offer clues that can help you identify with one. You will find that some Gifts have similar traits and some contrasting ones. You may feel convinced you have a particular gift, yet none of the traits listed seem to fit you. That doesn't mean that your first instinct isn't correct. Listen first to the leading of the Holy Spirit. Remember that this study is only a tool. It may be very helpful to some, but God may speak to you in a different way. By necessity the descriptions lean toward how this gift functions in its maturity. This is why, if you look at it again some time from now, you may see yourself with a different gift.

Preconceived ideas and hang-ups with words

When you hear the word prophet do you immediately think of burning bushes and plagues of frogs? Are you afraid that if you have this gift you'll have to wear burlap and exist on locust and honey? Or perhaps you think that having this gift will give you the power to see the future. Earlier in this chapter you wrote your own definitions to the seven Motivational Gifts. How closely did these compare to the definitions in the chart? As we move forward you may find out

that what you think a word means may be very different from what it meant when it was written in the original Greek. You'll see how a gift takes on a different light when it's a Motivation, Ministry or Manifestation. Open your mind to new ideas. Don't reject a gift just because you don't like the sound of it. Allow God to change and prepare you to use your gift instead of telling him, "Thanks, but you really shouldn't have."

Talents, Fruit of the Spirit, Love and Humility

Talents, like Motivational Gifts, are given to everyone by God, but unlike your Motivational Gift, can be lost if not used (Matt. 25:14-30). Fruit of the Spirit are not gifts, but the result of walking in the Spirit and overcoming the flesh (Gal. 5:22-26). It is also worth repeating that we are commanded to use the gifts in love in both Rom. 12 and I Cor. 12. The Romans passage also reminds us to be humble about our gifts. If love is the center of all of the gifts it is impossible to become prideful about how God has gifted you.

Summary:

- Motivational Gifts define **who you are in God**.
- God has created every person with a special gift. You possess this gift as a part of who you are, like having brown hair or being left-handed. This gift is meant to be the energy behind how and why you serve the church.
- The 7 Motivational Gifts when working together will meet all the needs of the church.
- Motivational Gifts can be hard to judge in others. If your opinion is desired offer insight into actions and character, but allow people to examine their own motivations.
- The 7 Motivational Gifts may or may not fit into modern definitions or pre-conceived ideas of the same words. Look at the original meaning to broaden your understanding. Then rely on the Holy Spirit to lead you to your gift.

Chapter Three: Prophecy-Declaration of Truth

"Having then gifts differing according to the grace that is given to us, let us use them . . ." Rom. 12:6

Greek word study: "propheteia" implies a foreteller, an inspired speaker, a poet

Study Challenge

We begin this chapter with a pop quiz. Write down everything you can remember about the personality of Peter, Jesus's disciple, and/or John the Baptist. Relax, this is an open book quiz. Look up these scriptures and note how they offer insight into what type of person this was. If you're in a group divide the work and discuss the answers or write them on a board so everyone can see.

Characteristics of Peter

Matt. 14:28

Matt. 18:21

Mark 8:29

Mark 8:31-33

Luke 5:8

Luke 22:33

John 13:9

John 18:10

Acts 2:14-40 bold,

Acts 5:1-11

Acts 5:29-42

II Peter 2:1-3

Others:

Characteristics of John the Baptist

Luke 3:3 ministry of repentance from sin

Luke 3:4-6 fulfilled prophecy, prepares the way for Christ

Luke 3:7 & 9 bold, criticized sinful people

Luke 3:8 preaches redemption when repentant

Luke 3:10-14 do what is right and honest

Luke 3:19-20 rebuked authority, bold, suffered for right

Others:

–father was a priest³

–ate and dressed strangely, didn't care about opinions

–fasted often

–lived simply, humbly

Other possible prophets:

Jonah—Jonah 1-4

Mary, the mother of Jesus—Matt. 1:18-19, Luke 1:26-56, 2:15-20, 2:33-35, 2:51, John 2:1-10, Acts 1:14

Anna—Luke 2:36-38

Definition: One who is motivated to see the truth of God's will revealed to all people.

Key Words: truth, accountability, conviction, repentance, perceptive, discerning, bold

Characteristics:

1. hates evil, wants to see justice done, works to warn others about evil, fair
2. call for repentance from others as well as self, open to constructive criticism, desire to see growth
3. open about beliefs, wants others to know God is the Lord of their life
4. it's either good or evil, right or wrong, uses the Bible as the standard for judgement
5. ability to discern motives, sensitive to dishonesty, hates deception or phoniness
6. can be very verbal, dramatic, could have a talent for proclaiming God's word through song or poetry
7. impulsive, opinionated, direct, honest, deep thinker
8. persuasive, convincing with God's message
9. great respect for God, is pained to hear God misrepresented
10. strength of character, steadfast in beliefs, willing to suffer for what is right, obedient to God's instructions

11. very high standards for self and others, will distance themselves from those with differing beliefs
12. great love for the Bible, often memorizes scripture easily, feels knowing the Bible brings them closer to God
13. perceptive, forward thinking, has innovative ideas, long range goals, drawn to things that shed light on future events
14. may prefer groups to individuals, has a message of repentance for as many people as possible
15. world view, interest in what's happening globally and what it means scripturally, politically, socially, historically

Possible Pitfalls

1. harsh, tactless, can be too opinionated, impulsive or outspoken
2. loner, difficult to get close to, rejects those that don't live up to their standards
3. low self-esteem, can be very hard on themselves for not meeting their own high standards
4. pessimistic, realistic view of human nature and focus on the need for repentance can bring on a negative outlook
5. intolerant, judgmental, unforgiving, tendency to see everything black and white leaves no room for gray

A note on pitfalls: *"The thief comes only to steal and kill and destroy; I have come that they may have life and have it to the full."* John 10:10. These words of Jesus remind us that there is a force working to twist everything that God has made good. If the purpose of these gifts is to glorify God and benefit the church where do you think the enemy will attack? Anywhere that would keep you from being effective. The pitfalls mentioned in this study do not mean that everyone with that gift will have these faults. Rather, these are areas to be on your guard. Do not allow anything to stand in the way of using your gift to the fullest.

What an incredible gift to be a prophet. What a responsibility. All the gifts are equally important, but this one has the motivating force to bring the unsaved to God. Without this, the church could not grow and the body would not be able to function. If you have this gift be encouraged. You are foundational to God's plan for the church. He has given you a powerful gift and has great plans for you. Do not be overwhelmed but overjoyed knowing that you will only be called to serve in ways that fulfill your dreams, use your abilities and suit your personality. Pray that God will provide those opportunities and be open to using your gift. That's why God gave it to you.

If you know someone who is a prophet, you have found a treasure. With honesty and perception they will hold you accountable. They can provide great insight and wisdom when you need it. Understand that your friend's character is a gift from God enabling him or her to accomplish His will. Allow them to use their gift to serve you. And remember, we are all called to testify that Jesus is Lord. Follow the example of the prophet.

Study Challenge

Can you identify with any of the characteristics or pitfalls of the Motivational Gift of prophecy?

Think of specific ways that might be good for a prophet to serve the church?

Chapter Four: Serving-Ministering Hands

Greek word study: “*diakonia*” implies attendant, offering aid, relief or service, minister

Study Challenge

Pop quiz again. List all the characteristics you can think of (or look up) for Martha and Timothy. Luke and John offer great insight into the character of Martha, the sister of Mary and Lazarus. Timothy was Paul’s trusted assistant. He continued Paul’s work and attended him when he was sick or imprisoned. Paul’s letters to Timothy are full of praise for his tireless service and encouragement for his ministry.

Characteristics of Martha

Luke 10:38
Luke 10:40
Luke 10:41
John 11:5
John 11:20
John 11:21-22
John 11:27
John 11:39
John 12:2
Others:

Characteristics of Timothy

Acts 16:1-2
Acts 17:14
Acts 19:22
Rom. 16:21
I Cor. 4:16-17
Phil. 2:19
—encouragement from Paul:
I Tim.
I Tim. 4:14-15
I Tim. 5:23
II Tim. 1:5
II Tim. 1:6
II Tim. 2:3
II Tim. 4:9
II Tim. 4:13
II Tim. 4:21
Others:

Other possible servers:

Jacob—Genesis 25:21-33:20
Peter’s Mother-in-law—Matthew 8:14-15
Philip—John 1:43-46, 6:5-7, 14:8-10, Acts 6:2-5, 8:5-40, 21:8
Stephen—Acts 6:2-15, 7:54-60
Phoebe—Romans 16:1-2

Definition: One who is motivated to identify practical needs and fill them.

Key Words: practical, worker, helpful, hospitable, tireless

Characteristics:

1. organized, remembers or keeps track of people’s preferences and important dates
2. reliable, self motivated, hard working, does not typically procrastinate
3. thoughtful, notices practical needs
4. good with their hands, often manifests in craftsmanship or creativity, good at fixing things
5. hospitable, friendly, welcoming
6. feels inadequate as a spiritual leader, may need much encouragement if called to a position of authority
7. enjoys working with and for others, people oriented, team player
8. appreciates leadership, likes organized projects and clear instructions, obedient to God

9. volunteers, willing to help, enjoys being busy, always has several projects or commitments
10. short-term goals, likes to see a project completed
11. needs to feel useful, likes sincere appreciation for their work
12. feels their effort allows others to focus on their work for God
13. focus on the physical, drawn to care for the sick and suffering
14. generous, uses own resources to get a job done, self sacrifice
15. works out of a love for others and for the Lord

Possible Pitfalls

1. pushy, bossy, excludes others, insensitive when focused on taking care of a project
2. can't say "no", too many projects, burnout from serving in ways they don't enjoy or are not equipped to handle
3. neglecting family in favor of commitments, self sacrifice extends to family
4. physically exhausted or sick from working too hard, resists being served by others
5. oversensitive if their work goes unappreciated (Do all things for the glory of God.)

Martha is a wonderful character to study. The story in Luke 10 almost makes her the bad guy unless you read the rest of what the Bible has to say about her. When Jesus lovingly reminds her of the importance of keeping her eyes on what is eternal he is not downplaying her gift of serving. There will always be physical and practical needs in the world. While the server is specifically gifted to meet those needs, too much focus on tasks can be a stumbling block. An occasional, gentle reminder of the big picture might be just what the server needs. John 11:5 tells us how much Jesus loved Martha and as you read further Martha becomes a central character in the story of Lazarus' resurrection. She is highlighted as a woman of exceptional faith. In verse 2 she recognizes Jesus's power to raise her brother and in verse 27 confesses Jesus as the Messiah. In John 12:2 we see that her gift of service is not only needed but welcomed by Jesus as she serves him again.

If you know someone that has this gift, there is one great gift that you can give to them. Thank them for their efforts, especially if the server is someone in your family. A server can be drawn to use their gift outside of the home because they don't feel appreciated by their family. Love them for the abilities with which God has equipped them. Without the hard work of the servers the body of Christ could not function. Follow their example of being thoughtful, useful and hospitable.

Study Challenge

Can you identify with any of the characteristics or pitfalls of the Motivational Gift of serving?

Can you think of ways to honor the servers in your church or your life? Will you make a commitment to implement some of these ideas?

Chapter Five: Teaching-Quest for the Truth

Greek word study: “didaskalia” implies to teach, to learn, instruction, doctrine

Study Challenge

This is one of those words where our contemporary understanding doesn't portray it's original intent. If I were to try to capture the essence of this gift in one word it would be researcher. In Bible times scribes were gifted writers trained to copy scriptures and record events. They became widely respected as authorities on the word of God, and because of their education and expertise these were the teachers of the day.³ When Paul used the word “teacher” to define this gift this is the image he would have had. Later in this book you will see that there is also a Ministry Gift of teaching. Many people with the Motivational Gift of teaching may never feel called to “teach” in the way we think of it. Most people with this gift, however, are very interested in knowledge both for themselves and those around them. There are more ways to teach than just standing in front of a classroom.

The Bible offers Luke, author of Luke and Acts, as an excellent example of a teacher. And, though we don't have nearly as much information on Priscilla and Aquilla, the evidence is strong that one or both of these students of Paul had the Motivational Gift of teaching. There are some Bible scholars that credit Priscilla with the authorship of the book of Hebrews.⁴ No one really knows who wrote Hebrews, but if Paul was her mentor and guide while writing this epistle it could explain why he often mentioned her name first in his greetings to Priscilla and Aquilla. It is quite unusual to mention the wife before the husband in that day and culture. He obviously held her in very high esteem.

Characteristics of Luke

Luke 1:1

Luke 1:2

Luke 1:3

Luke 1:4

Col 4:14

II Tim. 4:11

Others:

Most Bibles will give an introduction to the book of Luke. Reading this will offer insight into who Luke was, his writing style and audience. What traits are implied by his form of communication?

Characteristics of Priscilla and Aquilla

Acts 18:1-3

Acts 18:18

Acts 18:24-26

Rom. 16:3-4

I Cor. 16:19

II Tim. 4:19

Others:

Other possible teachers:

Thomas—John 20:24-28

Apollos—Acts 18:24-28

Definition: One who is motivated to research, understand and impart knowledge of the truth of God's word.

Key Words: truth, research, intelligence, facts, education

Characteristics:

1. accurate, honest
2. detail oriented, sensitive to the context of information, notices discrepancies
3. ponders information, thinks through all the facts before giving an opinion
4. educated, appreciation for higher levels of learning, gives and expects other's credentials, continues to learn
5. factual, avoids anecdotes when facts are sufficient to make a point
6. validates sources, investigates information, uses tested and accepted standards
7. it's either good or evil, right or wrong, uses the Bible as the standard for judgement, logical, objective
8. researcher, thorough, reports facts in a systematic way
9. steadfast in beliefs because they are carefully thought out and researched, strong ethics, follows rules and laws
10. disciplined, controlled, patient, determined, sets high standards for self and others
11. believes the truth is sufficient to change people
12. interested in etymology, wants the origins and meanings of facts, words and traditions, uses a large vocabulary
13. not typically drawn to evangelism, likes to see *believers* grow in their knowledge of the Bible
14. not always comfortable with people, may prefer the preparation to the presentation
15. select circle of friends

Possible Pitfalls

1. loner, prefers books to people, could neglect family and friends because of time-consuming research/study
2. exclusive, proud of educational achievements, disregard for others with less knowledge
3. rejecting the entire message if one aspect is not accurate
4. fact-focused, could bore people with facts, lack of practical application accompanying their teaching, unemotional
5. intolerant, stubborn, suspicious, unforgiving, missing the spirit of the law in favor of the letter

Many people will tell you that Luke is their favorite book in the New Testament. That is because he is the most universal. His attention to detail and excellent writing skill makes it interesting to read. He reports the facts systematically, and accurately having investigated, interviewed and identified his audience. He was a physician and gave special attention to births, healings, deaths and persecution. His gospel stands out as the one with a message for women and non Jews underlining the point that Jesus Christ came to save everyone.

It is often this Motivational Gift that provides the patience to create curriculum, dictionaries and resource libraries. Their exhaustive research can expose injustice and discover cures. Rejoice that God has equipped some people to serve the body in this way. If you know someone with this gift embrace their love of knowledge. Use them as a resource to test your information knowing they will be truthful and thorough.

Don't make the mistake of thinking that people with this gift are always dull or anti-social. They can be creative and fun, always coming up with innovative ways to help others learn. You see, a teacher knows what it takes to get the information sink in for his or her particular audience. To a teacher the search for truth is the adventure. From that perspective what motivates them is the excitement of the quest.

Challenge

Can you identify with any of the characteristics or pitfalls of the Motivational Gift of teaching?

In what ways (other than having a group of students) can teachers get across a message or help others grow in knowledge?

Chapter Six: Exhortation-Encouraging growth

Greek word study: "parakaleo" implies to call near, intreat, implore, encourage, comfort

Study Challenge

Paul was gifted in many ways and accomplished so much for the early church that it's hard to pick just one Motivational Gift for him. While we may not know for sure until we can ask him in heaven he writes "I exhort you . . ." often enough to use him as an example of this gift. Likewise examine Titus, who often worked with Paul. In his letters Paul speaks very highly of Titus indicating that they are of like mind and spirit. List the characteristics of Paul and Titus below.

Characteristics of Paul

Acts 18:4
Rom. 1:11-12
I Cor. 3:1-3
I Cor. 9:19, 24
I Cor. 12:12-27
II Cor. 1:3-7
II Cor. 4:17
II Cor. 8:10-11
II Cor. 9:5
Phil. 3:4-9
Col. 1:28-29
I Thes. 5:14
I Tim. 2:1
Titus 1:9
Titus 2:6
Others:

Characteristics of Titus

II Cor. 2:13
II Cor. 7:6-7
II Cor. 7:13
II Cor. 7:14
II Cor. 7:15
II Cor. 8:6
II Cor. 8:16-24
II Cor. 12:18
Others:

Other possible exhorters:

Silas—Acts 15:22-41, 16:25, 17:10-15
Barnabus—Acts 4:36, Acts 9:26-27, Acts 14:20-22, Acts 15:37-39
Aaron—Exodus, Leviticus, Numbers

Definition: One who is motivated to participate in the process of self and others growing closer to God.

Key Words: growth, encourage, people, practical, positive, communication

Characteristics:

1. people oriented, likes discussions and brainstorming sessions, needs feedback, enjoys groups as well as one-on-one
2. forward thinking, can picture where God wants us to be and all the steps it takes to get there, action oriented
3. likes practical application, wants examples of how an idea will effect their life and steps to follow
4. enjoys hearing other's experiences, uses anecdotes to illustrate points
5. recognizes when hardships will bring spiritual growth, welcomes experiences and uses them to help others grow
6. loves to see growth, excited about reaching the next level, drawn to others that sincerely want to grow
7. likes unity, wants to bring people together, confronts problems, decisive
8. positive outlook, can see people through God's eyes, as he wants them to be, wants to help people be their best

9. universal approach to people, non judgmental, comfortable with others from all walks of life
10. the ability to meet people where they are, finds common ground with young and mature christians
11. reads the Bible with a practical approach, wants to make it useful for every aspect of life
12. explains the Bible so others can understand and apply it to their life
13. sets achievable standards for self and others, raises the bar when goal is reached
14. prefers to evangelize by living a Christ-like life, living witness
15. excellent communications skills, listens well, shares openly, offers good advice

Possible Pitfalls

1. sets goals that others aren't prepared to reach, expects too much too soon, people can become projects
2. opinionated, outspoken, interrupting others with own ideas, overconfidence in their own counsel or advice
3. may be easily swayed by other's advice or pressure
4. others can become too dependent on them, interfering with God's plans
5. using human experience over the Bible or facts, taking things out of context to try to make them applicable.

In Revelation 2:4 John writes, *"I have this against you, that you have left your first love."* Most of us are guilty of taking God for granted. We've been through the dry spells where we don't feel like putting in the effort to know or praise the Lord. We become complacent. This is why God equipped the exhorters with energy to drive themselves, and the desire to encourage those around them to action. But remember, exhorters benefit from encouragement too. Perhaps this is why Paul needed friends like Titus, Silas and Barnabus at times in his life.

Of the 7 Motivational Gifts Paul is usually suspected to be a prophet, teacher or exhorter. And there is certainly evidence for any of them. Explaining the reasons why I lean toward exhortation will explain a few things about all three of those Gifts. To begin with, he is flexible with people, saying, *"I have become all things to all men, that I might by all means save some."* I Cor. 9:22 The prophet believes that being yourself while pointing others to God is sufficient. He will rarely change for anyone but God. In addition, Paul talks about how eating meat sacrificed to idols is wrong for some, but not others. The teacher and the prophet tend to be more black and white. If it is a rule it should be followed regardless of who you are. It's not fair to make exceptions for some people. Paul also makes the scripture accessible to everyone recognizing the difference between the baby christian needing the milk of the word and the mature christian ready for meat.

Another point is Paul's emotion. Teachers love very deeply, but are not usually gushy about it. In II Cor. 2:4 Paul says, *"For out of much affliction and anguish of heart I wrote to you, with many tears, not that you should be grieved, but that you might know the love which I have so abundantly for you."* Then, we see Paul's dependency on fellowship. Prophets certainly benefit from fellowship with other christians, but it's not an overwhelming need for them. Paul expresses gratitude for friends and how they refresh his spirit in I Cor. 16. In Rom. 1:12 Paul says, *"...I may be encouraged together with you by the mutual faith both of you and me."* In almost every letter he writes about his longing to be there in person with that church or plans to visit soon. In exhaustive lists he greets dear friends with words of encouragement and praise.

If you are an exhorter continue to build relationships, asking God to use you as you interact with each person. Offer advice that is Godly and scripture based. Hold yourself accountable to listen to the Holy Spirit to know when to step back and let them learn how to rely on God.

Challenge

Can you identify with any of the characteristics or pitfalls of the Motivational Gift of exhortation?

In what types of service or activities might an exhorter be most beneficial?

Chapter Seven: Giving-Contributing Resources

Greek word study: "metadidomi" implies to give over, share, impart, bestow, commit

Study Challenge An amazing example of a giver is Abraham, the father of the nation of Israel. Perhaps you've never thought of Abraham in this light before, but when you start reading the scriptures about the way he gives it offers a fascinating perspective of this monumental character in the Bible. Going to the New Testament we find Matthew, author and disciple, as most likely possessing this gift.

Characteristics of Abraham

Gen. 12:10
Gen. 13:2
Gen. 13:8-11
Gen. 13:17
Gen. 14:18-20
Gen. 14:23
Gen. 18:2-8
Gen. 18:23-32
Gen. 21:27-31
Gen. 22:9-18
Gen. 23:13-16
Gen. 25:5-6
Heb. 11:8-19
others:

Characteristics of Matthew

Matt. 2:11
Matt. 6:1-4
Matt. 6:19-21
Matt. 6:25-34
Matt. 7:6-8
Matt. 13:44
Matt. 13:45
Matt. 17:24-27
Matt. 18:4
Matt. 18:21-35
Matt. 19:27-30
Matt. 20:1-16
Matt. 25:14-30
Matt. 25:35-40
Matt. 26:7-13
Matt. 26:15
Matt. 27:9
Matt. 28:11-15
Luke 5:27
others:

Other possible givers:

Zacchaeus—Luke 19:1-10
Tabitha—Acts 9:36-42
Cornelius—Acts 10
Lydia—Acts 16:14-15 & 16:40

Definition: One who is motivated to give from all their resources to further the work of God.

Key Words: faith, wisdom, generous, resources, sacrifice, steward

Characteristics:

1. great joy in giving and in seeing others receive
2. considers time, talents, knowledge, skills, affection in addition to money as resources from which to give
3. feels compelled to give tithes and offerings

4. gives humbly, does not need recognition
5. gives out of genuine joy, not vain about gifts whether it is their talents, skills or money
6. sensitive to genuine needs, looks for those who can't help themselves
7. prefers to seek Holy Spirit for an amount to give, rejects suggested donation amounts
8. gives gifts of high quality and craftsmanship
9. gives thoughtfully, wants to know the person receiving the gift will get joy from it
10. good at investing, saving and handling money, makes informed and wise purchases, alert to financial situations
11. ability to be frugal, sacrifice comforts to have more to give, simple needs and lifestyle
12. wants to see others give, sets an example of a cheerful giver
13. giving makes them part of a ministry, sees how their contributions benefit the whole body
14. prays about what and where to give, likes to get confirmation, wants their gifts to be an answer to prayer
15. knowledge that God has given them all they have, faith that God will provide, good steward of God's gifts

Possible Pitfalls

1. controlling people with their gifts, allowing people to rely on them instead of God, spoiling children
2. being too stingy with family, being miserly, not looking for opportunities to give
3. being judgmental about who deserves to receive their gifts
4. focus on earthly treasures, putting financial advice before God's, greed, corruption
5. pressuring others to give, judging how others use their money

This can be one of the most difficult gifts to recognize. In a study of what this gift is like in children the Fortune's book² indicates that some are outgoing and some are shy. Some are talkative, some are not. Some are realistic while others are idealistic. You get the idea. Where most of the gifts have very clear characteristics, not only is this one hard to define through traits, but unless a person is operating in this gift the way God intended actions can look the opposite of what you'd think.

As an adult this gift often revolves around money, but not always. I know people with this gift that have little financial resources from which to give. This motivation becomes evident when you look beyond that and realize that resources include time, talent or love. If not money, they give what they have with great joy and humility. Most often they give when they feel it is sincerely needed or required by God. A mature Christian with this Gift is drawn to give generously to further God's work. They understand the concept that as they give God will give back to them abundantly. (Luke 6:38)

The giver often finds themselves with plenty to give because they are equipped to be wise with money. It is through this that the enemy finds opportunities to destroy what God has planned. Matthew talks about money more than any other gospel and the majority of it is warnings. Whether the tendency is hoarding or pursuit of fortune the giver, or those around them, may not recognize this gift because they have not yet discovered what God would have them do with their money. They just have the motivation to collect it. It takes responsibility to pray and listen to the Holy Spirit to know when and where to give it back. Fulfilling this purpose is true joy for the giver.

Challenge

Can you identify with any of the characteristics or pitfalls of the Motivational Gift of giving?

If a giver is accustomed to only giving money from what other resources could they be challenged to give? Why is it important to give in many ways?

Chapter Eight: Leading-Administration and Responsibility

Greek word study: "proistemi" implies to stand before, preside, be over, rule, establish, appoint

Study Challenge

The fact that the Motivational Gifts can be seen clearly in Old Testament characters is evidence that these gifts have always been a part of how God creates people. To learn about the Gift of leadership recount Joseph's journey from a younger brother to a ruler in Egypt and note the characteristics of leadership that got him there. Read also about Nehemiah, a man with the very specific task to rebuild the walls of Jerusalem. List the skills that were essential to accomplish the job.

Characteristics of Joseph

Gen. 37:2
Gen. 37:5-11
Gen. 37:13
Gen. 39:2-3
Gen. 39:4-5
Gen. 39:7-9
Gen. 39:21-22
Gen.39:23
Gen. 40:4
Gen. 40:6-7
Gen. 40:12
Gen. 40:14-15
Gen. 41:33-36
Gen. 41:37-44
Gen. 41:48-49
Gen. 41:55-57
Gen. 42:6
Gen. 45:5-8
Gen. 4:11
Gen. 47:12
Gen. 47:15-25
Gen. 48:13-19
Gen. 49:26
others:

Other possible leaders:

Deborah—Judges 4-5
David—I Samuel 16-31, II Samuel, I Kings 1-2, I Chronicles 10-29
Jairus—Mark 5:22-43, Luke 41-56
James—Matthew 13:55, Mark 6:3, Acts 15:13-21, Gal. 1:19, 2:9-10

Characteristics of Nehemiah

Neh. 2:1-8
Neh. 2:12
Neh. 2:17-18
Neh. 2:19-20
Neh. 3
Neh. 4:1-6
Neh. 4:7-9
Neh. 4:10-15
Neh. 4:19-21
Neh. 5:6-13
Neh. 5:14-19
Neh. 6:1-4
Neh. 6:5-9
Neh. 6:10-14
Neh. 6:15-16
Neh. 7:1-2
Neh. 7:5
Neh. 13:10-13
others:

Definition: One who is motivated by envisioning the will of God and working with people and resources to achieve it.

Key Words: administration, goals, responsibility, diligence, visionary, organization

Characteristics:

1. great respect for authority and established systems of hierarchy
2. does not take charge unless asked or if there is no leadership in place
3. sees the big picture, sets long range goals, not distracted by details, focused, planner
4. problem solver, visionary, able to come up with innovative and creative ideas, adventurous
5. diligent, wants to see a project completed in a timely manner
6. intelligent, able to mentally organize complicated scenarios
7. practical, organized, efficient, can picture all the steps, resources and people needed for a project, administrator
8. delegates well, knows who would be best for which job
9. motivational, able to encourage others to get a job done, praises hard work
10. hates boredom, busy-work and routine chores, needs to be challenged and working toward a worthwhile goal
11. project oriented, finishes one task and moves on to the next
12. strong sense of responsibility, cares for those that need it, provider, role model
13. able to endure complaints, criticism and roadblocks in order to accomplish the goal
14. appreciates loyalty, hard work and cooperation
15. good communication skills, team leader, good with people

Possible Pitfalls

1. using people, appearance of laziness because everything is delegated
2. too ambitious, work-a-holic, pushy, insensitive to others need to take a break
3. playing favorites to those that work harder or appear more loyal
4. taking charge where not called, bossy, not listening to other's ideas
5. neglecting family and responsibilities in favor of more exciting projects

A leader is not necessarily the first person to raise their hand when leadership is needed. They have such respect for authority that they feel it is necessary to be qualified for the job. A leader must set an example and take that responsibility seriously. It may take encouragement or appointment before they will assume a leadership role. However, they will usually feel confidence and joy once they take on the challenge.

Leaders have very thick skin when it comes to challenges and criticisms while working toward a goal. Do not, however, mistake this for insensitivity. When it is needed a leader will have an extremely tender heart. They feel a strong sense of responsibility for those that are on their team or under their care and can be very protective and loving.

The most noteworthy thing for a leader to remember is that truly great spiritual leaders take their leading from the Holy Spirit. Pray that God will keep you focused on *His* will, not yours and give you confidence, wisdom and humility. John 13:4-16 shows how Jesus was the greatest example of a servant leader as he washed his disciples feet. *"If I then, your Lord and Teacher have washed your feet, you also ought to wash one another's feet."*

Study Challenge

Can you identify with any of the characteristics or pitfalls of the Motivational Gift of leading?

What purpose does a leader serve in the body? Think of some practical ideas for getting more leaders to use their gift in your church.

Chapter Nine: Mercy-Compassionate Heart

Greek word study: "eleos" implies human or divine compassion, tender mercy, pity, compassionate word or deed

Study Challenge

John is referred to as the disciple whom Jesus loved. Look through his gospel to see the compassionate perspective from which he writes his message. For another example of a truly faithful and loving friend, note the qualities of Ruth.

Characteristics of John

John 3:16
John 4:1-27
John 6:60-66
John 8:3-11
John 11:3
John 11:35-38
John 13:1
John 13:23
John 13:24-25
John 14:1-4
John 14:12-17
John 19:26-27
John 14:15-17
Luke 9:49
Luke 9:53-56
others:

Most Bibles will give an introduction to the books of John and 1st, 2nd and 3rd John. Read these for additional insight to the character of the author.

Other possible mercy extenders:

Rebekkah—Genesis 24, 25:21-28, 27

Jeremiah, the weeping prophet—Jeremiah

Joseph, the earthly father of Jesus—Matthew 1:16-25, 2:13-14, Luke 2:4-7

The Good Samaritan (fictitious character but a good example)—Luke 10:30-37

Characteristics of Ruth

Ruth 1:8-14
Ruth 1:15-18
Ruth 2:2
Ruth 2:11
Ruth 2:13
Ruth 2:14 & 18
Ruth 3:8-9
Ruth 3:10
Ruth 4:15
others:

Definition: One who is motivated to identify with the emotions of others and show God's love.

Key Words: empathy, aid, love, compassion, sensitivity, cheer

Characteristics:

1. optimistic, looks for the good in people
2. intuitive, can sense the mood of a situation as well as individuals
3. sensitive, understanding, drawn to those that are hurting
4. uncomfortable with pain, wants to relieve discomfort, looks to bring healing
5. often more at ease with mental and emotional issues than physical

6. gentle, uses firmness only when necessary
7. kind, avoids words and actions that would hurt others, thoughtful, trustworthy
8. discerning, knows when people are insincere and reacts strongly to it
9. appreciates genuine love, need for deep mutual friendships, enjoys quality time and a caring touch
10. needs to be needed, feels used by God when they share someone's joy or sorrow
11. forgiving but not foolish, looks for sincere repentance, will not give up when they feel their support can help
12. offended when loved ones are hurt, helps carry burdens, faithful
13. often drawn to Prophecy Motivation—possibly because they compliment each others strengths and weaknesses
14. non-judgmental, attracts people from all races, backgrounds, status, ages, open to anyone that is hurting
15. champions causes, cares for helpless, ie. elderly, children or animals, enjoys being with other compassionate people

Possible Pitfalls

1. intuitive decisions can appear emotional or weak, lack of conviction—taking a stand might alienate someone
2. misinterpretation or misuse of affectionate nature, closely monitor counseling and relationships with the opposite sex
3. takes up other's offense, unforgiving to those who cause pain, possessive relationships, easily hurt by lack of love
4. interfering with God's plan by not allowing others to learn from the trials in their life
5. empathy overload, not releasing burdens to God, developing literal sympathy pains

Romans 12:8 says “. . . *he who shows mercy (do it) with cheerfulness.*” This optimism is essential in the body of Christ. While it often comes naturally to those with this gift the verse above is actually a command. Find the joy of the Lord by seeking opportunities to give compassion. As the mercy extender takes on the weight of other's problems it is necessary to give those burdens to the Lord and retain the cheerfulness to keep serving.

The mercy extender thrives on being needed by others. What some might consider abuse, they embrace as their opportunity to serve God. There is energy for the phone call at three A.M. from someone who is hurting. There is patience for the person who has failed, but wants to try again. There is forgiveness for those that ask for it. This gift in its fullest use comes with the ability to see others through Jesus' eyes and love them with God's love. This does not make them pushovers, though. If you hurt a mercy extender or, even worse, someone they care about look out! They won't give up a grudge without a lot of convincing. God protects the mercy extender by giving them sensitivity to insincerity.

Study Challenge

Can you identify with any of the characteristics or pitfalls of the Motivational Gift of mercy?

What are some good ways for a mercy extender to serve? In what ways should they exercise caution and accountability in serving?

Chapter Ten: Discover Your Motivational Gift-Suggestions and Tests

"...present your bodies as a living sacrifice, holy, acceptable to God, which is your reasonable service. And do not be conformed to this world, but be transformed by the renewing of your mind that you may prove what is that good and acceptable and perfect will of God." Rom. 12:1-2

Discovering your Gift from God is one of the greatest things you can do to jump-start your Christian life. It can give your service new direction. It can give you newfound confidence and appreciation for the way God made you. It might help you understand why you like or dislike your job. As you discover your spouse's or children's motivation you can begin to understand, love and nurture that gift. It is truly a thrill to watch your family serve God in ways that bring them joy. (For detailed information on how Motivational Gifts can apply to career and family, refer to *Discover Your God Given Gifts* by Don & Katie Fortune.²)

Perhaps you are one of those fortunate people for whom the answer was obvious. After reading the previous chapters your Gift practically screamed, "Here I am!" Or maybe God has revealed your gift to you and you feel peace about it. For the rest of us this chapter may help us get a little closer to knowledge. The scripture above is the starting place. It has everything to do with getting right with God. Here's a list of things to keep in mind, especially if you are finding a lot of dead ends in your discovery process.

- Confess with your mouth and believe in your heart and that Jesus is Lord and be saved. (Rom. 10:9)
- Ask for forgiveness. Sin is anything that separates us from God. Then ask God to reveal your gift.
- Be a servant. All spiritual gifts are specifically about giving ourselves to others. Anything else is just incidental.
- Open your heart, mind and spirit. Don't look for a gift that you think you want or reject one that you don't.
- Give it time. Be patient and test out areas of service to see if they fit. You will get joy out of using your gift.
- Examine yourself. Are there any emotional, environmental or esteem issues creating a wall between who you are and who God wants you to be?
- Don't depend on others to reveal your gift. Take the input of those that know you and weigh your own motivations. God can speak through others, but allow that to be just one step in your discovery process.
- Care. Are you apathetic to how God wants to use you? Remember that your unique combination of gifts and capabilities could reach someone that no one else ever could.

Ok, I think I know my gift, now what? You can work through the following suggestions as you mature in your gift. You may not be sure about your Motivational Gift, but move on to discovering how Christ is gifting you to minister to others.

- Develop it. Find others who have the same gift or look to Bible characters as models and grow into it's fullness
- Pay attention to the particular pitfalls of your gift and don't allow the enemy to steal what God has given you.
- Use it. Ask God (and look) for opportunities to use your gift. Continually challenge yourself to new levels of service.
- Diversify. Study and understand all the gifts. Learn to appreciate how all the gifts work together. Don't focus too much on your own gift, but follow Jesus' example to exemplify all the gifts.
- Open all areas of your life to God. Use your gift to serve family, co-workers, even people you don't like very much.
- Be accountable and open to constructive criticism. Humbly allow your gift to help people to focus on God not you.
- Use your gift in everyday life. Your calling to serve could be at your work or with your family.

I have included a test because they can be very helpful. However, questions and answers regarding your personality can be subjective. You may come up with two different answers to the same question if asked on a different day. Your mood or interpretation of the question based on your most recent memories or experiences can color the way you view yourself. Keep these things in mind and take tests prayerfully asking God to confirm the results if you have doubts.

- Keep this foremost in your mind: How does this question apply to how I serve others or serve in the church? Even if these experiences are few, think of the times when you have felt useful, fulfilled and happy to do the work.
- Look for the spirit behind the questions. Use the knowledge you've gained from the previous chapters.
- If a question asks if you have one of several qualities mark it high if ANY of the list applies strongly to you.
- If you have no experience with a question put in a 2 so it will not falsely lower the results.
- Refer to the "litmus test questions" if you score equally high in more than one gift. These may help as tie-breakers.

PROPHECY (0 = not like me, 5 = very much like me)

	0	1	2	3	4	5
*1. I have a strong sense of right and wrong, I do not tend to justify wrong actions.						
2. I am a good judge of character.						
3. I feel uncomfortable around those who sin without repenting and changing. I try to distance myself from people like this.						
4. I am receptive when others point out my blind spots.						
5. I view hardships and difficulties as an opportunity to produce personal growth.						
6. I am very selective about who my close friends are. I have not had many deep friendships in my life.						
7. The Bible is the truth. I would like to know as much about it as possible.						
8. It is important that people be told about the truth of salvation and God's will.						
9. I want everyone who knows me to know that I'm a Christian. I speak openly and persuasively about my opinions and beliefs.						
10. I think God can use drama, songs, poetry or literature to reach people. (verbal art)						
*11. I am honest and real with people and expect them to be the same. I would never be phony to try to impress anyone.						
12. I am interested in current events and how they apply to Biblical prophecies.						
13. I am forward-thinking. I set long range goals and consider future events.						
14. I am obedient when I feel God is telling me to do something.						
15. I love to talk about things I've learned or what God has revealed to me.						
16. I form opinions and judgements quickly.						
17. I have a strong sense of justice. I want to see wrong actions punished so that other will be warned.						
18. I am usually direct. I don't beat around the bush.						
*19. I feel compelled to speak up to defend the truth or what is right.						
20. I tend to see situations as black or white not shades of gray.						
Trouble Points						
1. I can be judgmental, unforgiving or stubborn about my beliefs.						
2. I close off to someone if their opinions differ from mine. We can't both be right.						
3. I struggle with a low self-esteem because I don't meet my own high standards. Or sometimes I feel like no one else sees things the way I do.						
4. I can alienate people because I can be too direct, blunt, pessimistic or pushy about my opinions and beliefs.						
5. I form opinions quickly and sometimes speak up inappropriately or impulsively.						

*litmus test question

PROPHECY TOTAL:

SERVING (0 = not like me, 5 = very much like me)

	0	1	2	3	4	5
1. I have a good memory for special dates and occasions. I can recall people's specific likes and dislikes. I do what I can to make sure people feel remembered.						
2. I am usually neat, well organized and detailed.						
3. I am welcoming and hospitable.						
*4. I notice when things need doing and jump in to help.						
5. I have a hard time saying no to requests for help.						
6. I sometimes use my own money or resources to get a project done quickly.						
7. I prefer short-term to long-term projects.						
*8. I'd rather show someone I love them by doing something for them. Actions speak.						
9. I need to feel useful and appreciated.						
10. I get a lot of joy out of knowing that I'm being helpful.						
11. I'm not usually a leader, but I like to assist and support those in leadership.						
12. I have been called a perfectionist.						
13. I prefer to do work myself than delegate it.						
14. I have a lot of energy and motivation to get a project finished.						
15. I like to do projects and crafts or I'm good at fixing and building things.						
16. I enjoy working in a group, especially if there is a clear leader, organized projects and instructions.						
17. I hate to see something left undone. I will even do more than my share to get a project finished in a timely matter. I am not a procrastinator.						
*18. I tend to find myself very involved with many projects or commitments.						
19. I am often drawn to care for the sick or suffering.						
20. When I serve people, especially leadership, I feel like it frees them up to do more important things.						
Trouble Points						
1. I get frustrated with people who don't pull their weight or offer to help. Sometimes that might make me appear pushy or bossy.						
2. I find myself involved with way too many projects, sometimes to the point of physical exhaustion or illness.						
3. I hate to be served, waited on or taken care of by others.						
4. I tend to neglect my family or my own needs because I'm too busy serving others or have volunteered for too many things.						
5. I am deeply hurt if someone is ungrateful or unappreciative of my help. I can work more for approval of others than the approval of God.						

*litmus test question

SERVING TOTAL:

TEACHING (0 = not like me, 5 = very much like me)

	0	1	2	3	4	5
*1. I like to have proof that what someone is saying or reporting is true.						
2. I have the greatest respect for those with higher learning and credentials.						
3. I am very aware of factual details and will notice discrepancies in what others say or write.						
*4. I like to read, write, study and/or research.						
5. It is important to learn and understand as much as possible in your lifetime.						
6. I usually wait until others have had their say and I have had a chance to think it all out before I say or do anything.						
7. I enjoy researching and compiling information, sometimes even more than teaching it to others.						
8. It really bothers me when information is taken out of context.						
9. I think it is important to be honest and correct in what you do and say. (Follow rules and laws)						
10. I like to present facts in a clear, orderly fashion, backed up by proof or an established system of truth.						
11. I like knowing the origins and meanings of words.						
*12. I usually base my decisions on logical, objective facts not emotions.						
13. The truth, if presented clearly, doesn't need anecdotes to make it more truthful.						
14. I am usually self-disciplined and patient.						
15. The truth is powerful and can change people if they are looking for it.						
16. I form opinions carefully and rarely change my mind.						
17. If I have no reason to trust the source I don't trust the message.						
18. I am a good student. I can motivate myself to study and learn.						
19. I am very uncomfortable evangelizing. I would much rather teach Christians.						
20. I am picky about my close friends.						
Trouble Points						
1. Some people may think I'm cold, unemotional or suspicious.						
2. I have a tendency to lean on my own reason and knowledge rather than God's.						
3. I will reject the whole message if one aspect of it is faulty or not based on truth.						
4. It is possible that sometimes I appear proud of my knowledge, education or high standards.						
5. I have been called a loner because of my interest in books, or hours spent studying, researching or writing.						

*litmus test question

TEACHING TOTAL:

EXHORTATION (0 = not like me, 5 = very much like me)

	0	1	2	3	4	5
1. I am generally thought of as an optimist.						
2. I get a thrill out of seeing people hungry to learn about God.						
3. I like interaction when I'm speaking with or teaching others. (ie: nod, eye contact, applause if speaking before a group)						
4. When problems happen to me or others I think of how God could use it to help us become stronger Christians.						
5. I can visualize people being successful in their life and like to encourage them toward that goal.						
6. I can usually talk to people where they are regardless of culture, background or spiritual maturity.						
7. I like to come up with steps that someone can follow to help them grow.						
*8. I like to discuss my thoughts with others. Feedback is important.						
9. I love to talk to or counsel people one on one.						
10. I try to bring harmony to diverse groups of people.						
11. I use life examples to illustrate ideas or scriptural concepts all the time.						
12. I enjoy people. I like being around both groups and individuals.						
13. I communicate well. People say I'm a good listener or offer good advice.						
14. I am rarely judgmental.						
15. I would rather witness with my actions than practice overt evangelism.						
16. If I have a conflict with someone I want to confront and repair the problem.						
17. I set high standards for myself and others.						
*18. I want to challenge myself and others to keep growing and improving.						
19. When I read the Bible I immediately think of how it applies to my life or put the theme into a contemporary setting.						
*20. I like to apply things that I've read and learned. I appreciate a practical approach with clear steps to follow to achieve success.						
Trouble Points						
1. It is more important to make a point that someone can understand than to worry about whether the facts or scriptures I use are accurate and in the right context.						
2. I can come across as very opinionated or outspoken.						
3. I tend to have more confidence in my own counsel than listening to God.						
4. My desire to use life illustrations may cause me to share a personal story without permission.						
5. People tend to rely on me when they should rely on God.						

*litmus test question

EXHORTATION TOTAL:

GIVING (0 = not like me, 5 = very much like me)

	0	1	2	3	4	5
1. I get great joy out of giving my money, time, talents and/or resources.						
2. I am happy to remain anonymous when I give.						
3. I can be easily content with the basic necessities. I am not usually extravagant.						
4. I don't respond well when someone tells me exactly how much to give and to whom or what. I like to make those judgments or let God tell me.						
*5. I love to see someone receive a gift that they really needed or wanted.						
*6. I notice when someone has a valid financial need and I want to help them.						
7. It's a thrill when I know my gift is an answer to prayer.						
*8. When I give a gift to someone I care about I put a lot of thought into it and it is important to me that it is the highest quality.						
9. I believe God has given me all I have and trust he will provide for me.						
10. When I give to an organization I feel like I'm a part of it.						
11. I respect people who handle their funds wisely.						
12. I am wise and organized when it comes to money, saving and investing.						
13. I think it's very important to give joyfully.						
14. I work hard and look to get a good value for my money.						
15. I like to see others give and hope I can set a good example.						
16. I save money so that I will not be a burden and will be able to help if someone comes to me with a genuine need.						
17. I like the concept of planting a seed with my gift and allowing God to help it grow into something fruitful.						
18. I think it is important to give offerings in addition to tithing.						
19. I volunteer to help or give to people in need.						
20. I believe hospitality, love, talents, time and abilities as well as money are all opportunities to give.						
Trouble Points						
1. I have been known to push others to give or volunteer their time and resources without asking first.						
2. I have a tendency to spoil children.						
3. My frugality is viewed as stinginess by my family or friends.						
4. If I give to a person or project I could feel that gives me the right to control or interfere with how the money gets used.						
5. I might be too judgmental about who gets or deserves my gifts.						

*litmus test question

GIVING TOTAL:

LEADING (0 = not like me, 5 = very much like me)

	0	1	2	3	4	5
*1. I have the ability to see the big picture. I can organize resources effectively and recognize people's strengths.						
2. I delegate tasks well. I know what can and cannot be delegated.						
3. I have great respect for authority.						
4. I believe role models should take seriously the responsibility of setting a good example for those that look up to them.						
5. I tend to stand on the sidelines unless responsibility is given to me by someone in authority.						
6. I can break down major goals into smaller achievable tasks that an individual or team can work on.						
7. I like to encourage and inspire people with cheerfulness, praise, approval and challenges.						
8. I have the ability to stay focused and not get distracted by minor details.						
*9. If no authority exists I will step in. Lack of leadership bothers me.						
10. I take my responsibilities seriously.						
11. I am not easily swayed by peer pressure, criticism or complaints.						
12. I don't care who gets the credit as long as it gets done in a timely manner.						
13. When I finish one challenge or project I look for another.						
14. I like to provide for those that have no one to take care of them.						
*15. I often have innovative ideas and solve problems creatively.						
16. I like working with people and communicate clearly.						
17. I have a low threshold for boredom. I like to be challenged.						
18. I'm good at multi-tasking. I can mentally organize complicated scenarios.						
19. I get great joy out of working to see all the parts come together in a finished project.						
20. I look for people who are hard workers, optimistic and loyal to the task.						
Trouble Points						
1. Sometimes I push people to finish a project in spite of weariness or schedules.						
2. I tend to show favoritism to those that work harder or are more loyal.						
3. I have been known to ignore others input because it is not part of my plan.						
4. I'm so interested in getting things done that people may feel "used" by me.						
5. I can neglect my family or chores because of my commitments and responsibilities outside the home.						

*litmus test question

LEADING TOTAL:

MERCY (0 = not like me, 5 = very much like me)

	0	1	2	3	4	5
1. I am drawn to those suffering emotionally and they are often drawn to me.						
2. I want to do whatever I can to remove the hurt from people's lives.						
3. I identify more with emotional and mental pain than with physical pain.						
4. I avoid being firm or confrontational unless I clearly see how it can bring benefit.						
5. I am careful not to use words or actions that might offend others.						
6. I can often sense intuitively if someone is covering up sorrow, pain, anger or other emotions.						
*7. I get very upset when someone I care about has been hurt. I help carry burdens.						
8. I get involved in helping causes for those that can't help themselves. (Children, elderly, animals, etc.) I like being around others that are sensitive to these needs.						
9. I am not judgmental. I welcome friendships with people of all types.						
*10. I need to have deep friendships with mutual commitment.						
11. I have the ability to see and expect the best from people.						
12. I feel like God is working through me when someone needs me.						
13. I am generally thought of as an optimist.						
14. You can trust me.						
15. I trust people unless I have a reason not to or feel they are not sincere. I tend to pick up on deception.						
16. I like to pray for and with those that are hurting.						
17. I empathize. I rejoice when others are blessed and grieve when others hurt.						
18. I am very forgiving if I feel they are sincerely repentant.						
*19. I have great patience with people that are hurting. Even if they fail or give up on themselves I will start from the beginning to help or encourage them.						
20. I will drop anything to make myself available 24 hours a day 7 days a week for someone who needs me.						
Trouble Points						
1. I can be oversensitive, getting easily hurt or offended by others.						
2. I so long to remove hurt that I will fail to see how God can use it to help us become stronger Christians.						
3. My tendency to show physical affection could be uncomfortable or misinterpreted by others.						
4. I have taken on too much of other's problems to the point of stress or illness. I need to learn how to give everything to God.						
5. I will hold a serious grudge against an offender who hurts or rejects someone I care about.						

*litmus test question

MERCY TOTAL:

Chapter Eleven: Defining Ministry Gifts-The Calling of Christ to Equip the Church

“...walk worthy of the calling with which you were called,” Eph. 4:1

Of the three persons of the Trinity, Jesus should be the easiest for us to identify with. After all, he became human. He set a tangible example of how to live on this earth and we are clearly called to follow in His footsteps. Think about where those footsteps lead. To a ministry. *“But to each one of us grace was given according to the measure of Christ’s gift.” Eph. 4:7* Christ is the standard – the full measure of the gifts. Our goal is to minister at the level Jesus did. You may be thinking, “I couldn’t possibly do that.” Oh, but you can do all things through Christ who strengthens you. (Phil. 4:13) Not only has He called all of us to a ministry, he has promised to equip us with the gifts to do it. Why? In Eph. 4:12 the purpose is stated. “. . . for the equipping of the saints for the work of ministry, for the edifying of the body of Christ,”

Once again an important point must be made. These gifts are not a possession. To be precise, **the actual gift is the person that Christ is providing to those who need ministering.** How do you like that? When you answer the call to serve it’s as if Jesus puts a giant bow on your head and presents you to those He wants to reach. Whether you label it a calling, anointing, service or ministry, these gifts may change throughout your life as Christ calls us to fill the needs of the world. On the other hand you could have the same calling forever. As always the responsibility is ours to be in prayer that the Lord will pull our hearts and provide the opportunities for us to find our ministry.

Challenge

Read Ephesians 4:1-16 as a practical guide for building the body of Christ through our local churches.

Based on this scripture how can we be worthy of a calling?

Who is the central figure? Who is the head of the body?

Ministry Gifts define how you are called to minister to The Body of Christ.

apostles—establish churches or extend the work of an existing church

prophets—proclaim the will of God with authority either within the church or to the world

evangelists—are called to preach or witness to those who are not saved

pastors—shepherd and encourage believers to grow spiritually

teachers—educate believers to know and understand the Bible

Not only does Eph. 4 tell us that these 5 Gifts are given by Christ to be ministries, II Tim. 4:5 confirms it. Paul tells Timothy, *“...do the work of an evangelist, fulfill your ministry.”* From Timothy we also get a view of ministries where one receives his or her calling by appointment from the elders of the church. The leaders would anoint you with oil, lay hands on you and someone would prophesy revealing your calling. (I Tim. 4:14) Then we have images such as Moses and the burning bush, Ezekiel’s vision, or Paul on the road to Damascus where they received their calling in an undeniable way. I pray that you would have an experience like this, but since Jesus says we ALL have a calling I think He would make it universally accessible. This is where we get a little creative with the role of a Ministry Gift. Pray earnestly and periodically to know if you are called to any of the five listed above. If you’re drawing a blank, read on.

I am very open with the way I define Ministry Gifts. The Bible clearly lists the 5 gifts above as ministries, but they are obviously leadership gifts. We are not all called to be leaders at all times, but we **are** all called. From celibacy to craftsmanship, countless other Spiritual Gifts are alluded to in the Bible. If you feel like Christ is empowering you in a special way there is nothing wrong with thanking God for it and asking Him how to use it. If it fills the definition of a Spiritual Gift (to edify the body of Christ and glorify God), and is not a talent, allow it to fall under the canopy of Ministry Gifts. Though you may find others, I will include and define 3 additional ministries in this chapter based on the one remaining list in the New Testament that refers to Spiritual Gifts.

"And God has appointed these in the church: first apostles, second prophets, third teachers, after that miracles, then gifts of healings, helps, administrations, varieties of tongues. Are all apostles? Are all prophets? Are all teachers? Are all workers of miracles? Do all have gifts of healings? Do all speak in tongues? Do all interpret?" 1 Cor. 12:28-30

This passage outlines eight appointments in the Church in a very particular order. Since we have established that nothing in the Bible is accidental or random we must figure out how this list fits in with the others. There are at least two points to take from this passage. First, it's **chronological**. Consider the idea that this order is the natural progression of how Spiritual Gifts should work in the church. First **apostles** and **prophets**, because they start a church and bring in the unsaved. Next, **teachers** help baby Christians grow. Then, as Christians mature in their faith, we begin to see the **miracles** and all kinds of **healings**. Now your church really begins to grow and gifts of **helps** and **administration** become essential. Finally, it lists **varieties of tongues**.

Though tongues encompasses much more, which we will discuss in the next chapter, I believe it is placed here because of its role in intercessory prayer. This is a crucial element for the success of a church. So important, in fact, that many people are called to be intercessors. The gift of tongues, as it relates to intercession, gives one the ability to allow the Holy Spirit to pray through us to perfect our prayers. *"Likewise the Spirit also helps in our weakness. For we do not know what we should pray for as we ought, but the Spirit Himself makes intercession for us with groanings which cannot be uttered."* Rom. 8:26 I understand that tongues is a controversial issue in some denominations and the last thing I want to do is alienate people. But this gift is so clearly used in the Bible that any serious discussion on Spiritual Gifts must include it. If you have concerns please pray that the Holy Spirit will show you how He works through this gift and if it is something that can be useful in your life.

The second point is in verses 29-30. Paul asks the questions "Are all..." and then lists *all* the same appointments that are in verse 28 – **except for two**. The answer to the question he asks is no, not all are apostles, prophets, etc. – **except for helps and administration**. If you are not called to any other ministry ALL can be called to serve through helps or administration. Take your pick or fill the need, but don't make excuses that you don't have a calling.

So, to the list of five from Ephesians 4:11 we will add 3 more ministries for the purposes of this workbook.

helps—Renders practical service to the leadership of the church and/or extends hospitality

administration—The skill to organize and/or lead so the church functions more efficiently

intercession—A calling to prayer on behalf of a person or group to reconcile them with God⁶

When I was learning about Ministry Gifts I had a hard time distinguishing between them. For instance, what exactly is the difference between an apostle and an evangelist. I'd never really thought about it before and most of what I read didn't really clear it up. Perhaps (if you're the teacher type) the definitions on the previous page will be sufficient, but for the rest of us these illustrations might simplify things.



How can regular lay people practice the five gifts in Ephesians 4:7-8 without it being their "career"?

Have you ever been called to work in one of these ministries? (Include helps, administration and intercession)

Assuming I Corinthians 12:28 is intended to be a progression of the spiritual gifts at work in a church, what stage has your church reached?

"I can do all things through Christ who strengthens me." Phil. 4:13

How does one find their ministry? Your calling may not always be something you want to do or something you're good at. Just ask Moses. However, there should come a time in a Christian's life where you need to do something with the gifts God has given you. When you find that channel you have found a calling as well as a new level in your spiritual life. Your ministry may change occasionally, or you may even have more than one operating at the same time, but don't forget that God is not the author of confusion, but peace. You should never take on more than you can handle, only what Christ gives you strength to do. This is what it means by "equipping." So, how do you find your ministry?

- PRAY! Ask Jesus to show you what he wants you to do to serve. Open your heart to his will. Look for open doors. Ask for a passion and desire to fulfill his calling. It is good to pray for confirmation, but stop making excuses.
- Start by doing what you enjoy. What areas of service sound fun, interesting or fulfilling? Check the church bulletin or newsletter. If something interests you ask how you can help.
- What is needed? Working in the church nursery might not be your first choice, but if there is a real need for nursery workers, take on the challenge and watch Christ equip you and bless the church. If you feel certain this is not your long-time ministry offer to fill the position for a set period of time so that a replacement can be found.
- Ask the church leadership. Share your Motivational Gift, talents, experiences and interests and let them know you are ready to hear the call to work for Jesus. I'm sure they won't have any trouble giving you some opportunities to serve.
- Trailblaze! If you see a need in your church or community perhaps Jesus is putting it on your heart to do something about it. Who cares if you have to tackle the problem alone. Remember, you can do all things through Christ who strengthens you.
- Do not neglect your family or other responsibilities in the name of serving the church. Your family is a part of the body of Christ and can benefit from your service too.

This should keep you busy for a few years, but if you're still unsure look at each ministry a little closer. This is a check list of some attributes of the ministries discussed in this chapter. Use it to recognize the ministry you are already working in, or to help you understand the ways Christ can equip you to serve.

Apostle

Greek word study: *"apostolos" implies an ambassador, delegate, messenger, commissioner*

- a representative for Christ or the church

- goes out from what is established to broaden the scope of God's reach to the world
- feels the church should always be reaching beyond themselves, working in the community or the world
- a starter, innovative, has creative ideas for new ministries
- builds strong foundations, sets the stage for God's future work
- adventurous spirit, adaptable to situations, people and cultures, open to missionary work
- driven, steadfast, self-motivated

Prophet

Greek word study: *"prophetes" implies a foreteller, an inspired speaker, a poet*

Hebrew word study: *"nabiy" implies one who is inspired, speak or sing by inspiration, prophesy*

- has a message from God, spokesperson, interpreter of God's word and will
- uses the spoken or written word to get a message out
- feels a calling to tell God's truth to either the church or those outside of it
- focus on conviction, repentance and living a right life, warns of the consequences of sin
- boldness to speak and act for God, faithful, obedient
- looks toward future judgement, motivated to bring all to eternal life and avoid eternal separation from God
- able to interpret scripture for a contemporary audience or setting, may have a flair for the dramatic to grab attention and get a point across

Evangelist

Greek word study: *"euaggelizo" implies to announce good news, declare glad tidings*

- has a particular calling to tell people about Jesus and how to be saved
- presents the scriptures so that individuals can grasp it
- feels a calling to spread the gospel, takes the Great Commission as a personal assignment
- focus on the grace of God, repentance from sin, and abundant living in Christ
- optimistic, sees message as one of joy, good news and glad tidings, wants to share this blessing with all
- willing to travel to find an audience, open to missionary work
- prayerful, obedient, motivated, excited

Pastor

Greek word study: *"poimen" literally—shepherd, figuratively implies a caring leader, protector*

- has a calling to lead Christians, follows the example of the Good Shepherd, models ministry after Christ
- cares deeply for people, has a ministry of love, brings unity to a group
- provides spiritual food for the "flock" and seeks to protect them from the enemy
- focus on seeing people grow and improve
- instructs, trains, guides, a teacher of God's ways, encourages and equips people to serve the body of Christ
- interested in long-term relationships and service, wants to watch those they work with grow
- prayerful, trustworthy, nurturing

Teacher

Greek word study: *"didaskalos" implies an instructor, doctor, master, teacher*

- has a calling to teach the word of God to Christians rather than spreading the word to unbelievers
- understands, interprets and explains the things so that others can understand it, challenges people to think

- feels called to speak or write about what they have learned so others can benefit from their understanding
- focus on education, facts, truth, growth, sensitive to how people learn best
- believes the Bible is the ultimate source of truth, feels all Christians should continue their spiritual education
- teaches and sets an example to live ethically, grow spiritually, read the Bible, know church doctrine
- a gracious instructor, listens well and allows for opinions in a group to be expressed constructively, communicates or compiles information clearly, orderly and accurately

Helps

Greek word study: *"antilepsis" implies relief, help, participate, support*

- feels a calling to provide support to leadership
- team player, cheerful worker, encourages and prays for others
- has a particular mission to care for the poor or sick
- focus on the little things that often go unnoticed
- hard worker, comforting, intercessor, thoughtful, provides loving care
- willing to handle difficult or unwanted chores, works for God's glory not for recognition
- practical, responsible, dependable

Administration

Greek word study: *"kubernesis" implies to steer, pilot, director, government*

- feels called to organize, facilitate or lead in the church (work may be in the background, not necessarily a leader)
- servant leader, follows the example of Jesus as a leader who would wash his disciples feet
- planner, sets goals and timelines, visionary, wants to accomplish great things for God
- coordinated, handles complicated tasks with organization, delegation and hard work
- responsible, thorough, efficient
- committed, faithful, focused
- works well with people, keeps a group unified and focused, encouraging, excited about reaching a goal

Intercession

Greek word study: *"huper" implies instead, regarding, in behalf of, and "entugchano" implies confer, intreat, deal*

- feels called to spend time praying for other people, organizations or situations
- convinced that prayer is an effective way to combat problems and reconcile people to God
- wants to "stand in the gap" for those who will not seek God on their own by covering them with prayer
- believes that prayer strengthens the activity of angels to work on our behalf
- obedient, faithful, focused, sensitive, selfless, persistent
- like a priest who makes sacrifices on behalf of the people, the intercessor offers a sacrifice of prayer to atone for sin
- confers and converses with God, looks to the Holy Spirit for leading on how and what to pray for

See if you can identify the Ministry Gifts these Bible characters are working in.

Timothy—Server Motivation

- I Cor. 4:16-17 representative for Paul and the church
- II Tim. 1:6 needs encouragement to practice leadership
- II Tim. 3:14-16 learning, correction, instruction
- II Tim. 4:5 do the work of an evangelist
- II Tim. 4:13 trusted to take care of practical needs

Possible Ministries

- apostle
- any ministry of leadership
- teacher
- evangelist
- helps

Priscilla and Aquilla–Teacher Motivation

I Cor. 16:19 have a church in their house

Possible Ministries

apostle, pastor, teacher

Paul-Exhorter Motivation

Acts 9:29 speaks boldly condemning
Acts 15:35 stayed to teach and preach
II Cor. 11:5-6 declaration of apostleship
I Tim. 2:1 intercede for all men

Possible Ministries

prophet
teacher
apostle
intercession

Matthew–Giving Motivation

Mark 3:14 & 18 Jesus sends them out to preach

Possible Ministries

evangelist

John–Mercy Motivation

I John 3:4-12 warning against sin

Possible Ministries

prophet

Stephen

Acts 6:1-7 appointed to oversee service to needy
Acts 6 & 7 boldness in preaching, stoned for belief

Possible Ministries

administration, helps
prophet

Agabus

Acts 11:27-28 prophesied about a famine
Acts 21:10-11 prophesied about Paul's capture

Possible Ministries

prophet
prophet

Barnabus–Exhorter Motivation

Acts 13:1-3 called a prophet and teacher in the church

Possible Ministries

prophet, teacher

Jesus Christ

Luke 13:33 refers to self as a prophet
Mark 10:44 the greatest shall be a servant of all
Mark 14:49 taught daily in the temple
Luke 3:18 preached with encouragement
Matt. 10:8 command to freely give
John 12:26 follow me
Matt. 9:27-29 mercy on those needing healing
Matt. 16:18 I will build my church
Luke 21:20-28 prophesies coming events
Matt. 28:19-20 the great commission
John 10:11-18 the Good Shepherd
Matt. 4:23 teaches throughout Galilee
Matt. 25:35-40 feed and clothe the least of these
Luke 22:24-30 Jesus explains authority and appointment
John 17:6-26 Jesus prays for the disciples and future believers

Exemplifies all Motivations & Ministries

prophet
server
teacher
exhorter
giver
leader
mercy extender
apostle
prophet
evangelist
pastor
teacher
helper
administration
intercession

Summary:

- Ministry Gifts define **how you are called by Christ.**
- Jesus gives gifts of people to the world. When He equips you and provides an opportunity you are operating in a ministry.
- For the purpose of serving in your local church body we have defined the 5 gifts from Eph. 4:11 and three gifts from I Cor. 12:28-30. In this way all may find a calling from Christ.
- Jesus exemplifies all gifts. We are called to do the same.

Chapter Twelve: Defining Manifestation Gifts-Power from the Holy Spirit

"But you shall receive power when the Holy Spirit has come upon you; and you shall be witness to me..." Acts 1:8

Depending on your church background you may or may not be familiar with all of these Gifts from the Holy Spirit. However, if you are a Christian I guarantee you have had experience with at least one; Faith. The Bible says ". . . *no one can say that Jesus is Lord except by the Holy Spirit.*" *1 Cor. 12:3*. Whether you realize it or not the Spirit had to give you the faith that it takes to say Jesus is Lord. Your salvation happens on a supernatural level, and that is what defines and separates the Manifestation Gifts from the other two. They are gifts of supernatural power to edify the church and glorify God.

Although Jesus promised the Holy Spirit would come after He left we can see the Holy Spirit at work throughout the Old and New Testament, either by statement or inference. In nearly every case, it is with powerful or supernatural results. Understand that these are not gifts that we possess. Rather, they are bestowed with the wisdom of the Spirit knowing what is needed in each situation. You may experience one or all of them at different times throughout your life. *All* of these Gifts are available to *all* Christians as we allow the Spirit to work through us for the benefit of the church. Our responsibility is to be openly receptive and allow the Spirit to use us when He needs us.

Manifestation Gifts define how you are used by the Holy Spirit.

Read I Corinthians 12:1-27

word of wisdom—A powerful enabling that allows a person to *apply* or *use* the knowledge of God's will

word of knowledge—A supernatural revelation of God's will, *understanding* of circumstances, knowledge of things related to God, or insight into facts as God would have you see them

faith—A supernatural ability to *believe* in and *trust* God and expect results

gifts of healing—The manifestation of *physical and emotional health* with or without human aid (The evidence of this gift is in the glory God receives through the healing,)

miracles—Any supernatural event that reveals the *power of God*

prophecy—A God-inspired *proclamation* to encourage, instruct, comfort or foretell

discerning of spirits—The insight to *detect* what *supernatural powers* are at work in a situation, person or place

tongues—A *holy language* spoken through a believer, but not understood by the speaker to the end of being interpreted, or to allow the Holy Spirit to intercede on behalf of the speaker in prayer, or to glorify God in worship

interpretation of tongues—A supernatural *understanding* of what is being said in an otherwise unknown tongue for the edification of the church

"Though I speak with the tongues of men and angels, but have not love, I have become sounding brass or a clanging cymbal. And though I have the gift of prophecy, and understand all mysteries and all knowledge, and though I have all faith so that I could remove mountains, but have not love, I am nothing." I Corinthians 13:1-2

Paul reminds us often that no gift is better than another, and warns us not to be corrupted by their power. However, he also tells us to earnestly desire these gifts because he knew how much better off the church would be when these gifts are alive. As you open yourself up to the Spirit remember that to whom much is given, much is expected.

If you don't often witness these nine Gifts, they may seem a bit overwhelming. I struggled with how to explain these gifts in such a way that you know you have complete access to them without minimizing their supernatural qualities. You may be surprised by the everyday ways the Holy Spirit works in you. Have you ever felt uncomfortable watching a certain movie because you knew it wasn't "holy?" This is discerning of spirits. Maybe you've read a Bible verse many times, but suddenly it takes on a whole new light. This is a word of knowledge. And if you take that new insight and know how to apply it in a way that will change you or someone you know, this is wisdom. Jesus said it was to our benefit that He would leave and send the Holy Spirit to help us (John 16:7-15). Embrace the power the Spirit offers us. It is the same power that raised Christ from the dead (Rom. 8:11).

Have you ever felt the presence of the Holy Spirit? What evidence led you to believe He was there?

Which of these gifts have you witnessed in your life? Was the Holy Spirit working through you or someone else?

Which of the Manifestation Gifts have you seen at work in your church?

Which of the Gifts would you be open to receiving? Are there any that you are hesitant to embrace? Why?

Because prophecy is the only one listed in all three categories let's use it as an example to clarify the difference between the types of gifts.

**MOTIVATIONAL GIFTS
WHO YOU ARE IN GOD**

Motivation is apparent in personality. Certain prophetic traits come naturally to this person. **They are not necessarily developed and may or may not be used to serve God.** In Peter we saw a bold, outspoken, impulsive man. As a follower of Jesus he had not yet matured into his real calling. In fact, Jesus saw him at some of his worst times. But it was Jesus who said *"And I also say to you that you are Peter, and on this rock I will build My church, and the gates of Hell shall not prevail against it."* Matt. 16:18 Jesus knew the potential of Peter because the steadfast faith of a prophet, inherent in his personality, would never change.

**MINISTRY GIFTS
HOW YOU ARE CALLED BY CHRIST**

The "office" of a prophet does not require the personality of a prophet. Like the Old Testament prophets, a word or vision from God may trigger a prophet to devote his/her life to this calling. Or **Christ will simply equip this person with a vision for the lost and boldness to speak His will regardless of his motivation.**

Jeremiah is often called the weeping prophet. His writings are a poetic lament crying a river of tears over Israel's refusal to come to God and the punishment that follows. Because of his empathy and grief one might deduce that Jeremiah has a Motivation of mercy, but was called to the Ministry of a prophet. I can imagine that this was a difficult combination to live with. In fact, in Jeremiah 20:9 he tries to walk away from his ministry but the calling is too strong.

**MANIFESTATION GIFTS
HOW YOU ARE USED BY THE SPIRIT**

The Manifestation of the Spirit through the gift of prophesy is more of **a direct message from God on an as-needed basis.** The Holy Spirit will decide who to gift and they may never have experienced it in the past. 1 Sam. 10 tells of how Saul, the first king of Israel, was filled with the Spirit of God and prophesied. We don't know what Saul's Motivational Gift was, but most would agree that his *ministry* was not that of a prophet. This was a rare event where the Spirit took over. I don't even think he understood exactly what happened to him.

Samuel, on the other hand, was a prophet by trade and did this kind of thing on a daily basis. He was able to tell Saul exactly what was going to happen and when. He was in tune with God's voice and expected to hear from him routinely.

Next we will examine each of these wonderful, powerful gifts. Read what they are like, ways they can manifest in your life or church, and how they should be used.

Word of Wisdom

Greek word study: *word*—“logos” implies something said, thought, reasoned
wisdom—“sophia” means wisdom

- ◆ Wisdom comes from God. (Prov. 2:6, I Kings 4:29)
- ◆ Wisdom will attract people looking for insight. (I Kings 4:34)
- ◆ Wisdom comes from the Bible because it is God inspired. From wisdom and the word of God comes doctrine, correction and instruction. (II Tim 3:15-16)
- ◆ Wisdom works in conjunction with knowledge. A word of wisdom is the Spirit prompting you to know how, when or what to do with the knowledge he has given. (Rom. 11:33)
- ◆ Wisdom is confidence—knowing when to speak (or not) to edify the church. (Acts 16:6-7)
- ◆ Wisdom is practical—knowing how to apply scripture and teachings to help people grow. It will also manifest as the ability to solve problems or know what is right or wrong.
- ◆ Wisdom is miraculous. It is the supernatural ability to know what to do with information and the confidence to do it even when it doesn't seem wise to others. (Acts 21:10-15)

Word of Knowledge

Greek word study: *word*—“logos” implies something said, thought, reasoned,
knowledge—root word “ginosko” implies to know, be aware of, feel, perceive, understand

- ◆ Knowledge and understanding come from God. (Prov. 2:6)
- ◆ The Spirit reveals truth of the knowledge of God's will, both present and future. (John 16:13)
- ◆ Knowledge works in conjunction with wisdom. A word of knowledge may be revealed, but it is wisdom that knows when or how to share it to bring understanding to the body of Christ. (Col. 1:9-10)
- ◆ The Spirit reveals knowledge through the scriptures. This is sudden, supernatural insight into the word of God.
- ◆ A word of knowledge is miraculous. The spirit reveals a truth you could not have possibly known otherwise. This may be very specific, like knowing that someone needs healing, comfort or has unconfessed sin. The Spirit is omniscient and will bestow this gift to bring truth to light and glorify God. (Mark 2:6-8, Acts 5:1-11)
- ◆ The Spirit gives knowledge that testifies to the lordship of Jesus. (I Cor. 12:3, II Pet. 1:2-3)
- ◆ Knowledge is an understanding of who God is, how he works and his plans for his church.

Faith

Greek word study: “pistis” implies conviction, reliance, constancy, truth, assurance, belief

- ◆ Faith brings salvation. (Eph. 2:8), (Rom. 10:9, Heb. 11:13-16)
- ◆ Faith is the absence of fear. (Acts 5:40-42)
- ◆ Faith does not allow doubt or pessimism to cloud their outlook. (Num. 13:30)
- ◆ Faith has assurance that what is spoken and believed in communion with God will happen. (Mark 11:22-24)
- ◆ Faith is the supernatural ability to see with spiritual eyes, to believe without seeing physical evidence of what you know is true. (Heb. 11:1)
- ◆ Faith is steadfast and obedient without question. It says, “Lord, let your will be done unto me.” Those who act in faith will inspire others to be faithful. (Luke 1:37-38, Gen. 22:1-18)
- ◆ The scriptures tell a story that ends in total victory over the enemy. Faith trusts that the word of God is inspired truth and lives life knowing that the war is already won and we are more than conquerors through Jesus. (Rev. 22:6-7, Rom. 8:37-39, II Tim. 3:15)

Healing

Greek word study: root word "iaomai" implies to cure, heal, to make whole

- ◆ Healing works in conjunction with faith. (Mat. 8:5-13, Acts 14:8-10)
- ◆ Healing is the supernatural recovery from an illness or handicap without human intervention. (Mark 5:24-34)
- ◆ Healing is the supernatural recovery from mental illness, emotional distress or depression. (Mat. 4:23-24, Ps. 41:4, Ps. 147:3)
- ◆ The Spirit can enable people or medicine to work beyond their natural ability to bring health. Jesus did not forbid physicians. Any healing that brings glory to God is a gift from the Spirit. (Mark 2:17, Col. 4:14)
- ◆ Healing can be instantaneous or require earnest, repeated petition, prayer and fasting. (Mark 9:23-29, Luke 18:5-8)
- ◆ Healing can happen through faith, prayer, anointing with oil, confession and forgiveness of sin. (Jas. 5:13-18, Ps. 103:2-3)
- ◆ Healing is attainable because Jesus suffered in our place. (Isa. 53:4-5, Mat. 8:17, I Pet. 2:24)
- ◆ Healing is attainable through the power of Jesus's name. (Acts 3:6 & 16, 4:10)
- ◆ Jesus wanted all to be well and for healing to bring people to God. (Mat. 10:5-10, III John 2)

Miracles

Greek word study: "dunamis" from the word force, implying miraculous power, ability, abundance, might

- ◆ Miracles appear to supercede the laws of nature in any way that glorifies God or benefits the church. (Isa. 55:8-9)
- ◆ Miracles are given as a sign to unbelievers. (Acts 1:8, Acts 16:25-34)
- ◆ Miracles are signs that follow believers so that people will know they are working under Christ's authority. (Mark 16:17-18, Acts 5:12, Acts 19:11-12)
- ◆ Miracles testify to the greatness of God and his authority over nature. (Ex. 7:3-5, Mark 4:35-41, Heb. 2:4)
- ◆ Miracles show that the Spirit is active and personal in the lives of people. (Gen. 21:15-19, Acts 10)

Prophecy

Greek word study: "prophetes" implies a foreteller, an inspired speaker, a poet

- ◆ Prophecy, as given by the Spirit, is an occurrence by which a word from God is given through an individual to edify the church. It is to be desired because it brings all who hear it closer to God. (I Cor. 14:1-6)
- ◆ Prophecy is wisdom from God, not our own intellect. All glory should go to God. (I Cor. 2:4-7)
- ◆ Through the gift of prophecy the Spirit will bring boldness to witness to unbelievers. (Acts 4:8, Acts 13:46-48)
- ◆ Prophecies should be given in an orderly manner during worship. It should be confirmed as truth and will never contradict the scripture. (I Cor. 14:29-33, II Pet. 1:19-21)
- ◆ Prophecies can be given through dreams and visions. (Acts 9:10-19, Gen, 37:1-10)

Discerning of Spirits

Greek word study: discerning—root word "diakrino" implies to separate thoroughly, withdraw from, oppose, judge spirits—"pneuma" meaning breath or breeze, in this case infers superhuman activity; an angel or demon

- ◆ Discernment is the supernatural ability to know when forces are at work on a spiritual level and the knowledge of whether they are good or evil.
- ◆ Discernment comes from God. We must have the mind of Christ to judge spirits because humans are incapable of perceiving them on a natural level. (I Cor. 2:14-16)
- ◆ Discernment sees directly through deceit and road blocks. (Acts 13:6-12, Acts 16:16-18)
- ◆ Discernment is a stirring in your spirit to warn or prepare you for a situation. (Acts 17:16)
- ◆ Through the gift of discernment the Spirit helps us know the difference between good and evil. We can recognize faulty teaching and ungodly messages even in common ways like the song playing on the radio or the movie the critics are

raving about. What may seem harmless on the surface may run deep with evil intent. The Spirit will reveal these things to protect you. (II Pet. 2:1-3, I John 4:1-6)

Tongues

Greek word study: *"glossa" implies a language, especially one not naturally acquired*

- ◆ Tongues (also called a spiritual or prayer language) can be used in personal prayer and intercession to God. God can understand it. (I Cor. 14:2)
- ◆ Tongues can be used in singing and praise. (I Cor. 14:15), (Eph. 5:18-19) "Spiritual songs"
- ◆ It allows the Spirit to intercede for us to God. When we don't know how or what to pray the Spirit does. This is a matter of giving our will and control over our bodies to the Spirit. (Rom. 8:26)
- ◆ Pray both with understanding and in the Spirit. The first will edify you, the second will edify God. (I Cor. 14:15)
- ◆ It is to be used publicly when led by the Spirit that an interpretation will follow. (I Cor. 14:13-14)
- ◆ Worship should be orderly not distracting with individuals vying for attention by taking the spotlight to speak loudly in tongues. (I Cor. 14:26-28)
- ◆ Be sensitive to scaring off unbelievers with what they might consider crazy. (I Cor. 14:23)
- ◆ Your prayer language brings power and closeness to God. Paul said he prayed in tongues more than us all. Perhaps he needed it more than anybody. (I Cor. 14:18)
- ◆ The Spirit can use a person as a channel whereby the speaker does not know the language they are speaking, but the listener does so no interpretation is needed (Acts 2:5-8)
- ◆ Tongues can be an evidence of the baptism of the Holy Spirit. (Acts 19:1-6)

Interpretation of Tongues

Greek word study: *interpretation—"hermenia" implies a translation, interpretation
tongues—"glossa" implies a language, especially one not naturally acquired*

- ◆ When there is a public utterance of tongues (by an individual, spoken to the congregation and not as praise or prayer) there should follow an interpretation or it does not edify the church.
- ◆ If such an utterance is made all present should be in expectant anticipation, prayerful and willing that the Holy Spirit should work through them to speak a word from God to the church.
- ◆ If you feel that you are that chosen vessel it is very important that you are obedient to open your mouth and relay the message from God. Do not squelch the working of the Spirit.

Baptism of the Holy Spirit

"I indeed baptize you with water unto repentance, but He who is coming after me is mightier than I, whose sandals I am not worthy to carry. He will baptize you with the Holy Spirit and fire." Mat. 3:11

"for John truly baptized with water, but you shall be baptized with the Holy Spirit not many days from now." Acts 1:5

"Then there appeared to them divided tongues, as of fire, and one sat upon each of them. And they were all filled with the Holy Spirit..." Acts 2:3-4

"Then Peter said to them, 'Repent, and let every one of you be baptized in the name of Jesus Christ for the remission of sins; and you shall receive the gift of the Holy Spirit. For the promise is to you and to your children, and to all who are afar off, as many as the Lord our God will call.'" Acts 2:38

Most Christians are familiar with the practice of water baptism. This is an act or a public sign that you have experienced an inward change. Based on the passages above the baptism of the Holy Spirit is clearly a separate thing from the

baptism in water and repentance. The Manifestation Gifts can be an outward sign that you have been baptized by the Holy Spirit. However, just like water baptism, it is not necessary to experience this to prove your salvation since God knows your heart. The Spirit is a package deal that comes with the Father and the Son when you are saved. The gifts He brings may be evident instantly, or maybe He's just waiting for you to ask Him to work through you. On the day of Pentecost the disciples were simply praying and waiting expectantly. Can you do that? Pray and wait expectantly. All you have to do to receive the Manifestation Gifts is to be open to being used by the Holy Spirit. You may not be able to pick and choose the ones you want, but the Spirit will also place desires in your heart for a reason. Your openness should come from a genuine desire to get closer to God and see the body of Christ grow in power and maturity.

Study Challenge

Discuss each of the nine Manifestation Gifts. How would each one build up the church?

word of wisdom

word of knowledge

faith

gifts of healing

miracles

prophecy

discerning of spirits

tongues

interpretation of tongues

If you have come to the end of this study without any kind of certainty about how God can use you, go back and read the first page of Chapter 10. It talks about how to discover your Motivational Gift. Many of the same things will apply to the Ministry and Manifestation Gifts. Pray about what could be hindering you from finding your gifts. You can always begin by diving in to serve. There is certainly a need for you whatever you are willing to do. Broaden your knowledge of how these gifts work together and effect many areas of your life. Allow the Spirit freedom to empower you. Look for peace in how God created you, joy in your service, and revival in your christian walk.

Summary:

- Manifestation Gifts define **how you are used by the Holy Spirit.**
- These gifts are supernatural.
- These gifts are available to all christians. The Spirit decides which gifts are needed to edify the body and looks for willing people through whom He can work.
- These gifts **can** be an outward sign of the baptism of the Holy Spirit.

Group project:

Find a service ministry your group can do together. Ideally you should do several during this study. Try different kinds of things so that individuals can see what they enjoy doing or get excited about. Encourage the group to watch the other members and note what they see about how they operate in a service environment. As a group decide on how many of these, or other, activities you will do and find a different volunteer to organize each one. Everyone should make a commitment to participate. Even if it's not something you normally like to do God may surprise you.

- Visit a nursing home, the hospital or volunteer at a homeless shelter.
- Write letters of encouragement and thanks to the church leadership, administrators, choir, nursery workers, etc.
- Organize and deliver meals or gifts to people who are sick or suffering.
- Collect toys for children in need or canned food or clothes to donate to a shelter.
- Take turns finding and sharing an interesting Bible fact with the rest of the group.
- Volunteer to be greeters for your church one Sunday.
- Collect money for an agreed upon mission, missionary or cause.
- Send get well cards to those in the hospital, hurt or recovering. Pray for the health of each one sent.
- Meet together for at least an hour of prayer. As a group make a list of everything you can think of that needs prayer.
- Volunteer to repair someone's home. Paint, mow and plant flowers outside or clean the inside.
- Take turns leading the group in a 5 minute devotional at the beginning of each meeting.
- Have each member write a short devotional and put together a booklet.
- Make something that can be given to children. Maybe even something that can be sent to missionaries to hand out.
- What other ideas or passions do you have to serve others?

As you participate in these activities watch the other members of your group and note what you see about how they operate in a service environment. Who likes to interact with people? Who would rather work behind the scenes? Who was good at organizing an event? Who feels strongly about the power of prayer? Who gives generously and cheerfully of his or her time, money, love? Who wants to care for those that are hurting physically, emotionally? Who enjoys digging into the Bible or sharing their discoveries with others? Who stands out as a leader?

Group project:

Once you've finished this study the following exercise is a great way to encourage and confirm the Gifts in your group. Give each person an envelope and about as many small sheets of paper as there are people. Have each person write their name on the outside of the envelope and pass it to the right. Allow time for each person to write a short note on the slip of paper for the person whose envelope they have. Continue passing to the right until each person has had the opportunity to write a note to each person and everyone has their own envelope back.

What should you write? Try not to specifically tell someone what you think their gifts are. Rather, offer clues and allow them to decide what the clues reveal. Remember what someone has volunteered for, or what seems important to them. Note a time when they said or did something that impacted you personally. If you don't know someone very well or are coming up blank, simply write a word of encouragement, a prayer or blessing. On the other hand, if you have more to say than you can write in a few minutes, simply write down that you would like to talk to them at a later time if they are willing. Please be encouraging and positive. It is the Holy Spirit's job to convict, not yours. You may put your name on your comments (or not) as you feel comfortable.

example of a clue:

I've noticed that you may not speak up very often, but when you do it's always very intelligent and thought-provoking. Thanks for your insight. I've learned a lot from your observations and interpretations.

possible meanings:

- teaching motivation—thinks things out, teaches others what they have learned, intellectualizes information.
- pastor ministry—teaches and challenges others to think and grow in their christian walk .
- wisdom and knowledge—the Spirit may be revealing things to this individual so the whole group can grow.

Exercising the Body of Christ

***Work
your
strengths.***

Build up the strengths God has already given you. Make sure you're in peak condition when God calls you into service.

***Energize
your
life.***

Frustrated in your career? Marriage need a lift? Can't get through to your kids? Understanding spiritual gifts can shed light on many "problem areas" and help you find God's solutions.

***Excite
your
spirit.***

A thorough understanding of spiritual gifts may be just what you need to spark revival in your spirit. Find out how this can change your outlook and bring you closer to God.

***Motivate
your
service.***

This study will not only help you find your calling, but make sure you serve in areas that utilize your gifts for maximum glory to God, benefit to the body of Christ and joy to you!

***Build
your
mind.***

Explore the richness of the Word of God as it relates to spiritual gifts. Get to know Bible characters intimately and study key words in their original Greek.

***Move
toward
joy.***

Watch your joy explode when you know that God is using you to reach people that no one else could. What you might consider "flaws" may make you ideal for God's plans.

***Get life
flowing
to all the
parts.***

Discover your responsibilities as a part of the body of Christ and the equal importance of others. Amazing things can happen when the church is moving together in unison.

