

DEVELOPING YOUR SPIRITUAL GIFT(S)

You have just begun a process of discovering your spiritual gift(s). As you reflect on the gift(s) you have identified through the Spiritual Gifts Discovery Survey/Analysis, you should now try to determine which ones truly are, or are not, your gifts. To assist you in doing that, follow the five steps below.

EXPLORE THE POSSIBILITIES: Read and study further the three key chapters in the Bible dealing with spiritual gifts (Romans 12, 1 Corinthians 12, Ephesians 4). Study the Scripture references and definitions of each of the gifts. Read additional in-depth literature written about the gifts. Learn what the gifts are, what characterizes them, and how they function in the Body of Christ so that you can have things concrete to look for as you move ahead.

EXPERIMENT WITH DIFFERENT GIFTS: The Spiritual Gifts Discovery Survey/Analysis which you recently completed helped you to identify and understand certain gifts. Your feelings, reaction and general impression concerning the gifts were measured as you reacted to the statements. Now you need to begin experimenting further with the gifts you pinpointed in the Survey. Unless you do this, you will have a difficult time knowing whether you really have the gifts you identified or not. The key is to get involved in ministry activities that allow you to try out these gifts.

EXAMINE YOURSELF: Since God has assembled the Body, it follows that you should experience fulfillment when you are ministering in ways in which you are gifted to minister. Thus, it is a good sign if you enjoy using a particular gift. If, however, you dislike the ministry activities associated with a certain gift, it is possible that you do not actually have that gift. It is important that you take time to reflect on how your experience when you use the gifts you have identified. Pray for the Holy Spirit's help as you do this.

EVALUATE YOUR EFFECTIVENESS: Each gift is designed by God to accomplish ministry by building up the Body of Christ. Since spiritual gifts are task-oriented and functional, you should see appropriate results as you use your gifts. If you do not see positive results when using a particular gift, you may not have that gift. But it could be that it may take more time to develop the gift or for you to learn to use it effectively. As you evaluate your effectiveness, pray for the courage to be honest with yourself and God.

EXPECT CONFIRMATION FROM THE BODY: Gifts are given to build up the Body and benefit others. If you truly have a gift and are using it properly, other members of the Body will recognize this and confirm it to you.

THROUGH PRAYER, THE LORD WILL LEAD YOU TO ACCURATE DISCOVERIES OF YOUR GIFT(S). ALLOW HIM TO GUIDE AND DIRECT YOU IN THIS IMPORTANT TASK.

SPIRITUAL GIFTS DISCOVERY TEST INSTRUCTIONS

Step One – There are 105 questions on the Spiritual Gifts Test. Find a quiet place to take the test so you can focus on it. It is easiest to take the test with a ruler or sheet of paper placed under each question so you put the right answer in the score column with the right question. It is best not to over analyze a question, but to read through the test at a moderate pace. The test should take around 30 minutes. There are no right or wrong answers, nor are there any spiritual gifts that are better or worse than others. God gives us spiritual gifts when we confess Jesus Christ as our Lord and Savior for the building up of His church. In the Wheat Class we will spend time validating and interpreting your results. That means we will fully define the terms and check to see if you agree with the results. If you do agree we will seek to understand what that means for your role in the church. If you do not agree we will try to understand why the test results occurred as they did. Answer each question using the following key:

<u>MY RESPONSE TO THE QUESTION</u>	<u>POINT VALUE</u>
I agree very much	3
I agree some	2
I only agree a little	1
I do not agree at all or have never experienced this	0

Step Two – After taking the test transfer your scores to the Tally Sheet. Notice that the first column of the tally sheet lists the various spiritual gifts for which you were surveyed. The next five columns provide spaces for tallying your responses to the individual statements on the survey. Also, note that the numbers run down the page not across the page.

Step Three - Place the value of each of your responses in the box with the number corresponding to the number of the statement on the test.

Step Four - After recording the point values for all your responses, total the point values across each row for each gift. Place each total in the correct box on the right side of the tally sheet in the column labeled “Totals.” The highest possible score you can score in any area is 15 points (That would mean you answered each question dealing with that Spiritual Gift a 3. Therefore five questions = 15.

Step Five - In the column labeled “D/S” place a D in the boxes of the two or three highest totals (indicating dominant gifts) and an S in the boxes of the next two or three highest totals (indicating subordinate gifts).

Step Six – Bring your results to the Wheat Class to share with the group and learn what God has equipped you to do to build up the church.

SPIRITUAL GIFTS DISCOVERY SURVEY QUESTIONS

SCORE

1. Organizing ideas, tasks, time resources, and people to get things accomplished. _____
2. Distinguishing between beliefs, ideas, and doctrines which are Christian and those which are not Christian. _____
3. Sharing God’s plan of salvation with others. _____
4. Speaking words of encouragement to those who are troubled, confused, or discouraged. _____
5. Believing that God will remain true to His promises in spite of existing circumstances. _____
6. Giving generously to the work of the Church. _____
7. Bringing about healing in someone who is emotionally, physically or spiritually hurting. _____
8. Providing food and lodging to people who are in need. _____
9. Responding to prayer requests by praying daily for an extended period of time about the needs expressed. _____
10. Interpreting messages given in tongues, so that the Church was spiritually enriched. _____
11. Learning and mastering new facts and principles of the Bible. _____
12. Delegating responsibilities to people in such a way that they willingly respond. _____
13. Working with and helping people who are physically or mentally disabled. _____
14. Being called upon to do or help with special tasks at church. _____
15. Being used by God to miraculously alter a set of circumstances. _____
16. Adapting to a different lifestyle in order to establish a Christian witness to people of another culture. _____
17. Proclaiming God’s truth regardless of what others might say or think. _____
18. Being responsible for the spiritual growth of a group of fellow Christians over a period of time. _____
19. Assisting others in learning Biblical truths which can help them in their daily lives. _____
20. Speaking in tongues in order to spiritually enrich others in the Body of Christ. _____
21. Working out solutions to complicated problems in the lives of others. _____
22. Planning and administrating programs of the church which benefit its members. _____
23. Clarifying issues in matters of confusion over Christian doctrines in the Church. _____
24. Feeling a deep desire to learn more about how to share my faith with others, especially non-Christians. _____
25. Helping to redirect a person’s life with words of comfort, encouragement, or correction. _____
26. Looking ahead to the future and its possibilities instead of dwelling on the past. _____
27. Giving a generous portion of my income to the work of the Lord through the Church. _____
28. Praying for others who are sick or injured in such a way that healing occurs. _____
29. Inviting and entertaining guests in my home. _____
30. Spending considerable time daily in prayer. _____
31. Interpreting a message uttered in tongues while in the midst of others. _____
32. Reading and studying for the purpose of increasing in the understanding of Scripture. _____
33. Knowing that others observe and follow the example I set. _____
34. Feeling empathy for and comforting those who are sick, having problems, or in need. _____
35. Helping out in small ways not caring about being noticed or recognized for my efforts. _____
36. Being used by God to do things which defy the usual laws of nature. _____
37. Considering learning a new language in order to pioneer a new church overseas. _____
38. Admonishing someone who refuses to repent of their sin. _____
39. Spending time with straying Christians in order to bring them back into the fold. _____
40. Training fellow Christians, young and old, to be more obedient disciples of Christ. _____
41. Speaking words of prayer, praise or thanksgiving in a language never studied. _____
42. Being sought out by persons experiencing spiritual problems for words of advice and counsel. _____
43. Setting goals for various ministries of the Church and developing plans to accomplish them. _____
44. Being able to determine a person’s true motives behind a decision or course of action. _____
45. Feeling an especially strong concern for those who do not know Jesus as their Savior. _____
46. Speaking words of encouragement to those inactive in the community of believers and seeing them renew their commitment as a result. _____
47. Believing strongly that through the power and presence of the Lord anything is possible. _____
48. Feeling compelled to give large amounts of money to the work of the Church. _____
49. Praying for and receiving God’s direct intervention in the curing of an illness. _____
50. Making guests and visitors feel at ease while attending a church—sponsored activity. _____
51. Experiencing God’s consistent answer to prayer in ways that show observable results. _____
52. Understanding the content and meaning when others have prayed in tongues. _____
53. Being able to select key Biblical truths and facts. _____

54. Guiding groups of people in reaching decisions which are accepted by the group. _____
55. Feeling especially drawn to persons suffering physical or mental anguish. _____
56. Doing tasks which are necessary to maintain accurate church records. _____
57. Being used by God as an instrument for supernatural change in people's lives and in events. _____
58. Feeling called by God to take the Gospel to a completely unchurched area. _____
59. Communicating important truths and messages which are received by some direct revelation of God. _____
60. Working with small groups of believers and increasing their level of Christian commitment. _____
61. Teaching children or adults about Jesus and feeling that their faith is strengthened through the instruction. _____

62. Speaking in a language known only in heaven, and having the words interpreted through the gift of interpretation of tongues. _____
63. Using special insight to clarify and select the best solution in a difficult situation. _____
64. Organizing people to be more effective in ministering to others. _____
65. Knowing immediately if something is right or wrong. _____
66. Speaking naturally with others about the plan of salvation and other spiritual matters. _____
67. Having someone say that my words of comfort and encouragement gave them strength and peace. _____
68. Knowing without a doubt that God is totally in control of all aspects of life regardless of seemingly insurmountable circumstances. _____
69. Feeling moved to respond generously when confronted with urgent financial needs in the work of God's kingdom. _____
70. Sensing deeply and surely that it is God's desire to use me to bring healing to someone. _____
71. Opening my home to guests or visitors on short notice. _____
72. Seeking opportunities to spend time in prayer on a daily basis. _____
73. Receiving from the Holy spirit the correct interpretation when someone speaks in tongues. _____
74. Finding it easy to learn and understand difficult Biblical truths. _____
75. Motivating others to accomplish a goal of the Church or a task associated with that goal. _____
76. Recognizing those desperately in need and reaching out to help. _____
77. Distributing church literature in the neighborhood and surrounding community. _____
78. Being used by God to cure illness or disability outside of normal medical procedures. _____
79. Seriously considering taking the Gospel to another culture. _____
80. Relating God's Word to current social and moral issues and sharing these insights. _____
81. Nurturing back to faith fellow Christians who have drifted away. _____
82. Sharing the love of Jesus with children or adults in an organized and effective way. _____
83. Enriching fellow Christians spiritually by speaking in tongues. _____
84. Providing divine insight as to the proper course of action a person or group should take. _____
85. Developing effective plans for a ministry of the Church. _____
86. Being able to easily perceive truth from error, especially in spiritual matters. _____
87. Sharing the Gospel with unbelievers in such a way that they are moved to accept Christ. _____
88. Calling on an inactive member of the Church. _____
89. Believing God will lead us through difficult situations when others have given up hope. _____
90. Giving 10% or more of my income to the Church. _____
91. Bringing direct physical healing to someone through prayer. _____
92. Making visitors feel at ease when they are with me. _____
93. Finding regular, extended periods of time spent in prayer to be a favorite spiritual exercise. _____
94. Being told by a mature Christian pastor that I have the gift of interpreting tongues. _____
95. Knowing from God that a certain problem exists, even though others may not be aware of the problem. _____
96. Being willingly followed by others in doing a task for the Church. _____
97. Bringing words of comfort and hope to those in prisons, convalescent homes, and other institutions. _____
98. Doing a particular job rather than finding someone else to do it. _____
99. Effecting supernatural changes in circumstances or lives as an instrument of God. _____
100. Considering beginning a new church where no church exists. _____
101. Speaking God's Word of warning and judgment boldly in the world. _____
102. Being patient with believers who are growing slowly in their commitment. _____
103. Observing that people learn as a direct result of my teaching. _____
104. Speaking to God in a language I never learned in my private prayer. _____
105. Applying Christian truths to specific circumstances in a proper and helpful way. _____

SPIRITUAL GIFTS DISCOVERY TEST

Tally Sheet

GIFTS	RESPONSE VALUES					TOTALS	D / S
Administration	1.	22.	43.	64.	85.		
Discernment	2.	23.	44.	65.	86.		
Evangelism	3.	24.	45.	66.	87.		
Exhortation	4.	25.	46.	67.	88.		
Faith	5.	26.	47.	68.	89.		
Giving	6.	27.	48.	69.	90.		
Healing	7.	28.	49.	70.	91.		
Hospitality	8.	29.	50.	71.	92.		
Intercession	9.	30.	51.	72.	93.		
Interpretation	10.	31.	52.	73.	94.		
Knowledge	11.	32.	53.	74.	95.		
Leadership	12.	33.	54.	75.	96.		
Mercy	13.	34.	55.	76.	97.		
Ministering	14.	35.	56.	77.	98.		
Miracles	15.	36.	57.	78.	99.		
Missionary	16.	37.	58.	79.	100.		
Prophecy	17.	38.	59.	80.	101.		
Shepherding	18.	39.	60.	81.	102.		
Teaching	19.	40.	61.	82.	103.		
Tongues	20.	41.	62.	83.	104.		
Wisdom	21.	42.	63.	84.	105.		

A CHART OF THE GIFTS OF THE HOLY SPIRIT
(Arranged by Scripture Reference)

ROMAN 12:6-8	I CORINTHIANS 12:8-10	I CORINTHIANS 12:28-30	I CORINTHIANS 14:13-17	EPHESIANS 4:11	I PETER 4:9-11
PROPHECY	PROPHECY	PROPHECY		PROPHECY	
MINISTERING		MINISTERING			
TEACHING		TEACHING		TEACHING	
EXHORTATION					
GIVING					
LEADERSHIP					
MERCY					
	WISDOM				
	KNOWLEDGE				
	FAITH				
	HEALING	HEALING			
	MIRACLES	MIRACLES			
	DISCERNMENT				
	TONGUES	TONGUES	TONGUES		
	INTERPRET. OF TONGUES	INTERPRET. OF TONGUES	INTERPRET. OF TONGUES		
		APOSTLESHIP (MISSIONARY)		APOSTLESHIP (MISSIONARY)	
		ADMINISTRA- TION			
				EVANGELISM	
				SHEPHERDING	
HOSPITALITY					
			INTERCESSION		

SPIRITUAL GIFTS MINISTRY OPPORTUNITIES

List below the spiritual gifts you scored high on, and any others you want to study. Think about the possible ministries where you could use those gifts and list them below.

SPIRITUAL GIFT

MINISTRY TO EXPLORE

SPIRITUAL GIFTS DESCRIPTIONS

Books have been written which develop an understanding of each of the spiritual gifts previously studied and surveyed. On the following pages are the names, working descriptions, and some Scripture references of each of the spiritual gifts listed in the Spiritual Gifts inventory I put in your boxes.

ADMINISTRATION: *The gift of administration is the special ability that God gives to certain members of the Body of Christ to understand clearly the immediate and long-range goals of a particular unit of the Church and to develop and execute effective plans for the accomplishment of those goals.*

Persons having the gift of administration are generally very good at providing direction for a group of people assigned a task to accomplish. Organizing and implementing plans for achieving a specific goal are characteristic activities of persons with this gift. Although the use of this gift is not primarily the ability to do “paper work” or handle details, persons having the gift of administration do not mind organizing tasks on paper, so they are easier to communicate to others. An important skill associated with the gift of administration is that of decision making and implementation. Persons with this gift are as concerned about how a goal is best achieved as with the goal itself. Persons with the gift of administration are able to keep groups focused on their goals and on the best path for reaching those goals. Often persons exercising this spiritual gift find themselves preparing charts, graphs, reports, etc. In an effort to keep groups informed as to their progress as well as to evaluate the effectiveness and success of a group in accomplishing a task. Churches need persons with this gift in order to keep its ministry efforts focused on the goal of sharing God’s love in Jesus Christ with others and building itself up in love as the Body of Christ.

Ministry Opportunities: Organizing and implementing church activities. Helping the church stay up-to-date with all the upkeep and administrative tasks dealing with finance, insurance, and the ongoing needs of the building.

Scripture references: 1 Corinthians 12:28, Exodus 18:13-26, Titus 1:5-6, Luke 14:28-32 (Jethro, Titus)

DISCERNMENT: *The gift of discernment is the special ability God gives to certain members of the Body of Christ to know with assurance the source or motivation behind a reaching or course of action. People with this gift often feel God gives them His eyes to see the world more clearly.*

The spiritual gift of discernment equips a person to distinguish motives and teachings in order to prevent confusion and false teaching. It is also the ability to distinguish spirits and discriminate an evil spirit (demons) from the Holy Spirit, and to identify spiritual truth as opposed to false doctrine.

Persons with this gift are able to detect inconsistencies in religious teaching as compared with Scriptural truths. This ability implies a generally good grasp of Scriptural truths, which comes from the regular reading and study of God's Word. An ability to analyze and think logically are characteristics which are very often present in persons with the gift of discernment. There exists a deeper underlying spirit of conviction which will not allow persons with this gift to rest when they know they are being given half-truth, misapplied truth, or false teaching, and are asked to act upon it. In its widest sense the gift of discernment is an ability to clearly judge between right and wrong, especially in spiritual matters, moral issues, religious teachings, and certain actions of people or groups.

Ministry Opportunities: Very important gift in prayer ministry. Healing ministry. Meetings where the will of God are being discerned. Helping people deal with life issues and circumstances they don't understand. Helping other people with manifestational gifts grow in their spiritual gift. Tuesday Morning Prayer Meeting.

Scripture references: 1 Corinthians 12:10, Acts 5:1-10, Acts 8:14-24, Acts 16:16-18, (Peter, Paul)

EVANGELISM: *The gift of evangelism is the special ability God gives to certain members of the Body of Christ to share the gospel with unbelievers and others in such a way that people become disciples of Jesus and responsible members of the Body of Christ. All of Christ's followers are called to evangelize, that is share the gospel with nonbelievers, most often reaching out to family and friends with friendship evangelism. People with this gift find that God gives them the ability to share the gospel with unique effectiveness, often feeling like God gives them the words to share to break through the barriers of faith.*

The primary use of the gift of evangelism is the proclaiming with power the message of salvation in Jesus Christ to people who have not heard, understood, or remained faithful. As a result of sharing the gospel people are moved to respond by taking initial steps toward Christian discipleship. In a very practical way this gift involves the ability to confront people in everyday life and influence them through exemplary lives and the gospel message so that they are moved to respond by dedicating their lives to Jesus Christ. They have an ability to converse easily, inserting spiritual truth appropriately, with others, especially the unsaved or undisciplined. Freedom and joy in talking about Jesus Christ naturally and unforced is a common experience of persons with this gift. Other characteristics of persons with the gift of evangelism include a deep spirit of unrest within at the thought of people being unsaved and frequent prayer for the unsaved and the undisciplined. Persons with this gift are encouraged to receive training in how to use it more systematically and effectively. Retreats and conferences can be a great help in developing this spiritual gift.

Ministry Opportunities: Evangelism Ministry Team, Evangelism Caller, Jump House Ministry. Prayerfully consider a special evangelism ministry given to you by God.

Scripture references: Ephesians 4:11, Acts 8:4-6, Acts 8:26-40, II Timothy 4:1-5 (Philip, Timothy)

EXHORTATION: *The gift of exhortation is the special ability God gives to certain members of the Body of Christ to minister words of comfort, consolation, encouragement, and counsel to others in such a way that they feel helped and uplifted.*

The biblical word translated exhortation stems from the same root word as the words "advocate" and "comforter." It is the same word Jesus used to describe the Holy Spirit. The gift of exhortation equips people for a ministry of bringing out the best in others. It focuses on lifting up, encouraging, strengthening, and admonishing others to become their best selves in Christ. It enables people to help others develop ways of growing spiritually. Persons often discover this gift in themselves when others seek them out for encouragement, consolation, and guidance. The gift of exhortation is most often exercised in private conversation with others, though it is not limited to this use. It is practical in its working. Its use helps others to greater spiritual maturity and personal growth. The gift enables a person to view such serious problems as failure and persecution as stepping stones to Christian growth. It focuses

on combining Scriptural principles and human experiences in ways which are helpful to another experiencing personal problems. A common use of this gift is in the ministry of Christian counseling. Persons with this gift demonstrate compassion, understanding, and empathy in ministering words of comfort, encouragement, and healing. These words help another overcome their problems and grow as a child of God.

Ministry Opportunities: Hospital and Shut-in Visitation, Greeter before and after Worship, Fellowship Ministry Team, Mission Ministry Team, Youth Fellowship, Kids of the Kingdom, Evangelism Caller, Small Group Leader

Scripture references: Romans 12:8, Acts 11:22-24, Acts 14:21-23, 1 Thessalonians 2:10-12 (Barnabas, Paul)

FAITH: *The gift of faith is the special ability God gives to certain members of the Body of Christ to trust with extraordinary confidence the promises and will of God for His work, even in seemingly impossible circumstances. This gift enables a person to envision God's will and thus raise the vision and confidence of others.*

To one degree or another all Christians have faith. Without faith we cannot properly relate to our God. While all Christians possess the grace of faith, not all possess the gift of faith. Persons with the gift of faith have a supernatural conviction that God will reveal His power in response to the prayer of faith. They hold to the firm conviction that God wishes to do something remarkable. They think big, but always the kind of big that God desires. People with this gift focus on the will of God, and want to be open to be used by God for God-sized tasks, that is tasks they cannot accomplish on their own. They are undaunted by circumstances which may seem impossible to others. Like Noah, they can build an ark on dry ground with no doubt at all that God will send the flood He promised. In leadership roles, persons with the gift of faith can understand with a great deal of confidence (through the prayer of faith) what is God's will for His church. Persons with this gift expect great things from God according to His will and attempt great things for God with the confidence of His blessing. Realizing that not all Christians have the gift of faith, those that do should help others, in love, to use their own gifts for the growth of the Body.

Ministry Opportunities: Session Member, Member of a ministry team, Anointing Team, Prayer Chain, Prayer Warrior, Youth Fellowship, Kids of the Kingdom, Evangelism Caller, Tuesday Morning Prayer Meeting.

Scripture references: 1 Corinthians 12:9, Hebrews 11, Mark 11:20-24, Matthew 8:5-10, Hebrews 11, (Abraham, Noah)

GIVING: *The gift of giving is the special ability God gives to certain members of the Body of Christ to contribute their material blessings for the work of the Church with exceptional joy and liberality.*

The gift of giving empowers people in a special way to understand the material needs of others, and then to meet those needs generously. It is the God given capacity to give materially for God's work so that others are helped in their lives and ministries. This gift operates on a high spiritual level. Unlike the Pharisees, who gave to gain recognition, persons exercising the gift of giving in a proper way do so for the sheer joy of helping others. Those with the gift of giving contribute liberally, but also with good judgement. They give wisely, motivated by joy in serving the Lord, as a part of their stewardship, they investigate needs and seek God's guidance in their giving which is often done anonymously. Those exercising the gift of giving find that as they give to the needs of the Church and others, they themselves become happy and fulfilled in their own Christian life. People do not need to be wealthy to exercise the gift of giving. Giving liberally and joyfully is measured against the capacity to give. Persons giving toward the work of the Church an amount which represents only a small portion of their capacity to give are not exercising this gift. The gift of giving produces a "love burden" for the work of the Church that expresses itself in the sharing of one's resources freely and joyfully in the service of God.

Ministry Opportunities: Budget and Finance Ministry Team, Mission Ministry team, Tithing (10% or more of one's income)

Scripture references: Romans 12:8, 2 Corinthians 8:1-5, Acts 4:32-37, Mark 12:41-44 (the widow)

HEALING: *The gift of healing is the special ability God gives to certain members of the Body of Christ to serve as instruments through whom it pleases God to cure illness and restore health.*

The gift of healing enables people to function as instruments of God's healing grace in the lives of others. The presence of this gift does not equip one to heal in every instance. The Bible teaches that suffering and death are a part of our human and earthly condition as a result of man's fall into sin. These "enemies" of the body will pass away only when God establishes a new heaven and a new earth. Persons with this gift need not feel they have failed if prayer does not always result in physical healing. God often works differently than we expect Him to work. His healing is imparted in one of the following ways: directly, instantly, miraculously, gradually through the process of nature, and through the proper application of medical science. Numerous examples of healing occur in Scriptures. Other examples can be found where God did not grant physical healing. God's Word encourages us to trust in God's power to heal, not His willingness. Lack of faith is demonstrated if God's power to heal is doubted.

Although no one knows fully God's will with respect to physical healing, His power to heal can be strongly affirmed. Persons with this gift exercise it properly when faith in God's power to heal is present, combining natural and supernatural means. The epistle of James encourages the use of prayer and the best medical knowledge. Since God is the source of all healing, all should be done in the name of the Lord. The ministry of healing involves the proper use of both spiritual and medical means. We can perform surgery or administer wonder drugs, and we can pray and give spiritual aid, but it is God who heals. At times God transcends all human endeavors and supernaturally ministers His healing grace to human hurts and diseases. The gifts of healing extend to the body, to the emotions, and to the deep recesses of the human spirit.

Ministry Opportunities: Prayer Chain, Anointing Team, Prayer Warrior, Hospital and Shut-in Visitation, Healing Ministry, Tuesday Morning Prayer Meeting.

Scripture references: 1 Corinthians 12:9, 1 Corinthians 12:28, Acts 8:6-7, Acts 9:32-35, Acts 14:8-10 (Peter, Paul)

HOSPITALITY: *The gift of hospitality is the special ability God gives to certain members of the Body of Christ to provide an open home and a warm welcome for guests, especially those in need of food, lodging and fellowship.*

Hospitality means "love of strangers," and some have a special ability to do this for the glory of God and the growth of the Church. Persons with this gift find great joy in meeting new people and helping them to feel comfortable in an unfamiliar setting. The growth of the early Church was dependent on people exercising the gift of hospitality. Jesus expected His disciples to be warmly received into people's homes. Not only were they to look for Christian homes for provisions, but they were also to bring the word of Christ's work into each home. The growth of the modern Church is also dependent on people exercising this gift. Housing home Bible study groups, or small groups, warmly welcoming visitors and newcomers in the congregation, reaching out to the many lonely believers whose hearts are hungry for fellowship, these are all important uses of the gift of hospitality in the Church today. It is the warmth and sincerity of acceptance that is important to the person exercising this gift. No person properly using the gift of hospitality ever does so with the thought of getting something in return from the guest. The motive is joy and fulfillment in the service of God.

Ministry Opportunities: Worship Service Greeter, Coffee Hour host/Hostess, Agape Ministry Team, Evangelism Caller, Hospital and Shut-in Visitation, Small Group Leader.

INTERCESSION: *The gift of intercession is the special ability God gives to certain members of the Body of Christ to pray for extended periods of time on a regular basis and see frequent and specific answers to their prayers, to a degree much greater than that which is experienced by most Christians.*

Although intercession is not mentioned specifically in the major listings of spiritual gifts in the New Testament, its existence is strongly implied in 1 Corinthians 14. Persons with this gift characteristically enjoy spending a great deal of time in prayer. This is done on a regular basis, perhaps

daily (or even several times during the same day!). The prayers offered span a wide variety of needs and situations: personal, family, church, work, national, etc. It is not uncommon for persons with the gift of intercession to keep track of their prayers in writing, or journaling. In doing so, they are able to observe specific answers to prayer, which serves to strengthen their prayer life. Those exercising this gift do so with a firm conviction that God acts in response to the faithful prayers of His people, often supernaturally enabling those He has called to accomplish great things according to His will. Very closely related to the gift of faith, the gift of intercession enables people to have a strong sense of the inner power of the Spirit and the will of God.

Ministry Opportunities: Prayer chain, Anointing Team, Prayer Warrior, Small Group Leader, Tuesday Morning Prayer Meeting.

Scripture references: 1 Corinthians 14:14-15, Matthew 21:22, Jude 20-21, Mark 1:35, Ephesians 6:18 (Jesus, Peter, Paul)

KNOWLEDGE: *The gift of knowledge is the special ability God gives to certain members of the Body of Christ to discover, accumulate, analyze, and clarify information and ideas that are relevant to the growth and upbuilding of the Body of Christ.*

The gift of knowledge enables believers to acquire deep insights into divine truth through the study of Scriptures. This special gift brings illumination of God's Word not discoverable by ordinary human reason. Persons with this gift are eager to learn, have a long attention span, and are able to absorb and retain unusual amounts of information. Often much time is spent in reading and dwelling on ideas and concepts. People with the gift of knowledge frequently cannot explain where their ideas originated, and so it is crucial to give glory to God who grants such insights and wisdom. Since knowledge helps others only when it is communicated, persons with this gift often use it in teaching or in writing.

Christians who receive this gift need to use it gratefully, always with humility and a desire to serve others because knowledge can puff us up (arrogance, 1 Cor. 8:11). Knowledge implies understanding not mere mastery of facts. One can master facts and never apply them properly. Knowledge can be used to build up only when it is applied in love. God gives the gift of knowledge so that people may be equipped to bring God's truth into focus in our contemporary world.

Ministry Opportunities: Session Member, Member of a ministry team, Teacher of Youth or Adults, Vacation Bible School, Any Church Planning Team, Trainer in the HARVEST Courses, Preacher.

Scripture references: 1 Corinthians 12:8, Acts 18:24-28, 1 Corinthians 13:2, Colossians 2:3, John 4: 16-26. (Apollos),

LEADERSHIP: *The gift of leadership is the special ability God gives to certain members of the Body of Christ to set goals in accordance with God's will and to communicate these goals in such a way that others voluntarily and harmoniously work together to achieve those goals.*

The gift of leadership enables people to help others see the direction God wishes for His Church in such a way that they willingly follow the leadership of those with this gift. Leadership in the Church stands in contrast to a secular understanding of the role of the leader. The gift of leadership actually equips persons to serve others through their leadership. The Church must have gifted persons leading it in its accomplishment of its mission and ministry. Two important traits which often characterize those with this gift are the abilities to motivate and delegate. Gifted leaders generate a confidence and enthusiasm which motivates others to follow. Gifted leaders also realize that it takes the involvement of everyone to successfully accomplish a task. A smoothly functioning Body cannot operate without good leadership. Members of the Body of Christ must recognize those with this gift, accept them as leaders and be prepared to follow Spirit-filled leadership. Spiritually gifted leaders must always serve the Body in humility and wisdom, seeking to coordinate and inspire the gifts and ministries of others for the common good.

Ministry Opportunities: Session Member, Member of a ministry team, Vacation Bible School, Any Church Planning Teams, Trainer in the HARVEST Courses.

Scripture references: Romans 12:8, Acts 15:12-21, 2 Samuel 5:1-3 (Moses, David, James)

MERCY: *The gift of mercy is the special ability God gives to certain members of the Body of Christ to feel genuine empathy and compassion for people who are suffering or hurting, and to translate that compassion into cheerfully done deeds which reflect the love of Christ and alleviate the suffering or hurting.*

The gift of mercy transcends both natural human sympathy and normal Christian caring. This gift stems from a special working of God's love deep within a person. The proper use of this gift results in practical acts of compassion. Christians with the gift of mercy both care and share. Doing merciful deeds in the spirit of genuine caring is the divine formula for ministering to those in distress. Persons with this gift engage in one-to-one relationships. They seek out those who need help and develop a personal ministry to them. Their kindness and compassion come naturally and expects no repayment. While the gift of exhortation helps people mainly with words of love, the gift of mercy helps people mainly through deeds of love. The recipients of the gift of mercy are often the ill, the handicapped, the poor, the aged, the mentally ill, the institutionalized, the shut-ins, and the pastors of the church. Persons with this gift constitute a vital and indispensable part of the Body of Christ. Although their ministry of attending to the deep hurts of others in the Spirit of Jesus may lack earthly acclaim, their work never passes unnoticed above.

Ministry Opportunities: Hospital and Shut-in Visitation, Prayer Chain, Anointing Team, Mission Ministry Team, Small Group Leader.

Scripture references: Romans 12:8, Luke 10:30-37, Acts 16:25-34, Matthew 5:7 (The Good Samaritan, Mother Theresa)

MINISTERING *(Serving, Helping): The gift of ministering is the special ability God gives to certain members of the Body of Christ to willingly, joyfully, and diligently assist the Church in any supporting role, thereby enabling the persons helped to more effectively use their spiritual gifts.*

Also known as the gift of serving or helping, the gift of ministering leads to the kinds of service to others that relieve them of burdens and enable them better to serve Christ through the use of their own spiritual gifts. Persons with this gift remain alert to opportunities to serve in a wide variety of ways which are suited to their talents and abilities. They can be counted on for almost any kind of help. This gift is another "quiet" gift that often goes unnoticed by others. The essence of this gift is that people serve joyfully and diligently wherever and whenever needed. Those served are able to devote more time and energy to the use of their own spiritual gifts, which often result in the direct spiritual blessing of others. Through the exercise of this gift the spiritual ministries of others are often strengthened and improved. Paul often mentions several faithful helpers for whom he is thankful and through whom his ministry was greatly strengthened. Typing, bookkeeping, assisting a teacher, filing, taping church services, etc. are all potential areas which benefit from dedicated volunteers using their gift of ministering in ways that suit their talents and abilities and that strengthen the Body of Christ.

Ministry Opportunities: Building and Grounds Ministry Team and Volunteer, Worship Ministry Team (Arts and Crafts, Banner making, Sewing), Music (Singing in the choir, instrumentalist), Writing (Newsletter Articles, Lenten Devotion Book), General Assistance (Clerical help, Library Help, Teacher's assistant, Jump House Ministry. Office Volunteer.

Scripture references: Romans 12:7, 1 Corinthians 12:28, Acts 6:1-7, Acts 9:36, Romans 16:1-2, 1 Timothy, 3:8-13 (Dorcas, Phoebe)

MIRACLES: *The gift of miracles is the special ability God gives to certain members of the Body of Christ to serve as human intermediaries through whom it pleases God to perform powerful acts that are perceived by others to have altered the natural order or progression of things.*

Miracles abounded in New Testament days. People think that miracles are a lot less common or even absent today compared to Bible times. This is due to the lack of faith. God is still working miracles, and He uses people with this spiritual gift in unique ways to bring His miracles into our lives. A study of biblical miracles shows them clustering around critical periods of history: the Exodus, the ministry of the prophets, Christ's ministry, and the establishment of the early Church. An apparent authenticating

relationship existed between miracles and their performer. Miracles affirmed a divine commission to the ministry. The message accompanying the miracle was of heavenly origin and therefore to be obeyed. The place in our modern world that comes closest to Bible times is the mission field, and missionaries often report God's miraculous work comparable to the Bible. Just as the Lord and the apostles used miracles in the introduction of the gospel to the first century world, so today new territories where obstacles must be overcome are places where supernatural and observable evidences of the truth of the gospel may be needed to awaken the dull senses of those hearing for the first time. Physicians and nurses should consider that part of their draw to medical work may be because God has given them this gift. They are used regularly to work miracles for God, whether they realize it or not.

It is unfortunate that people become more excited over wonders in the physical realm than over workings in the spiritual. Inner spiritual transformations are the true miracles. Reordered lives are more important than rearranged molecules. The Lord would rather we walk by faith than by signs. In the limited sense, miracles, which involve the setting aside of the laws of nature by supernatural power, seem a rare occurrence. By faith we must admit their possibility any time God wills. In a broader sense that which seem "miraculous" certainly occurs. Although remarkable answers to prayer, extra strength in a difficult situation, abundant provision, timely protection, etc. are not considered miracles in the limited sense, they are considered miracles in the broader sense because of their unusual and timely providential interference in human affairs. Persons with the gift of miracles generally apply their gift through prayers of great faith.

Ministry Opportunities: Prayer Chain, Anointing Team, Prayer Warrior, Mission Team, Hospital and Shut-in visitation, Tuesday Morning Prayer Meeting, Healing ministry.

Scripture references: 1 Corinthians 12:8, 1 Corinthians 12:28, Acts 9:36-42 (Peter, Paul).

MISSIONARY (Apostle): *The gift of missionary is the special ability God gives to certain members of the Body of Christ to proclaim the gospel and to minister whatever other spiritual gifts they have in a second culture, unlike their own.*

The gift of missionary (apostleship) refers to a special ability to introduce the gospel to another culture or race and then to nurture the converts in Christian discipleship. People with this gift enjoy the challenge of living in another culture on a long-term basis in order to spread the gospel. They feel at home with people of the second culture and, importantly, they are accepted by the members of the second culture. The missionary gift is always accompanied by other gifts needed to nurture new converts into discipleship. Teaching and evangelism are examples of gifts which commonly accompany the gift of missionary. In its fullest sense, the missionary gift calls for the starting of new churches through the evangelization of new areas outside of the person's natural culture. This process includes conversion, baptism, nurture and growth, and finally the organization of the fellowship of believers into a church. Persons assuming the difficult task of carrying the gospel across cultural barriers are greatly needed even in our own country. If the Christian Church is to keep pace with the growing world population, it needs the ministries of those especially called and equipped to establish the Christian faith among persons of another culture unlike their own.

Ministry Opportunities: Evangelism Ministry Team, Mission Ministry Team, Evangelism Calling Teams.

Scripture references: 1 Corinthians 12:38, Ephesians 4:11, Galatians 1:15-17, Acts 8:26-40 (Paul, Philip)

PROPHECY (Proclamation): *The gift of prophecy is the special ability God gives to certain members of the Body of Christ to speak for God with clarity and to apply it to a particular situation for the purpose of correction or upbuilding.*

Prophecy has come to mean the proclamation of the written Word of God in the wisdom and power of the Holy Spirit and in such a way that hearers clearly understand the message. The gift of prophecy makes the Word of God relevant to a particular situation. Its proper use effectively communicates God's truth to people in light of their current situation. The relevant presentation of God's Word to the immediate situation dominated the greater share of Biblical prophecy. The Old Testament prophets were spiritually and socially sensitive in their messages. Their messages were designed primarily

to bring people's consciences in line with God's will. Persons exercising the gift of prophecy properly hear the voice of the Holy Spirit regularly in speaking words that are in keeping with Scriptures and in applying the message positively and redemptively to our current situation. Proclaiming God's Word properly is God's primary way of bringing a congregation of Christians face-to-face with God's truth as revealed in His Word. Prophecy brings new inspiration and illumination as it is spoken under the anointing of the Spirit. It remains an important means through which God addresses modern man in his daily life. All Christians can train themselves to hear the "still small voice" or "gentle whisper of God" of God (I Kings 19:1-12). This is crucial to our session becoming a prayer team. Some people have the special gift of hearing God's voice with great clarity so they can speak for God with great clarity.

Ministry Opportunities: Session Member, Member of a ministry team, Teacher, Preacher, Healing Team, Tuesday Morning Prayer Team, anytime Planning sessions are occurring.

Scripture references: Romans 12:6, 1 Corinthians 12:10, 1 Corinthians 12-28, Ephesians 4:11, Acts 15:32, 1 Corinthians 14:1-4 (Elijah, Isiah, Jeremiah, Silas)

SHEPHERDING (Pastoring): *The gift of shepherding is the special ability God gives to certain members of the Body of Christ to assume care and responsibility for the spiritual welfare of an individual or a group, nurturing, praying for, and encouraging them in their Christian life and in their Church membership.*

The gift of shepherding (pastoring) enables people to maintain a deep love and concern for the spiritual lives of others. Through the use of this gift others in the Body are nurtured by words of love and encouragement and also by example. Persons with this gift will, by the example of regular attendance at worship and the sacrament, study of God's Word, and the use of their spiritual gifts encourage others to grow in their relationship with the Lord Jesus. Christians with the gift of shepherding are sensitive to the spiritual needs of others and are able to minister effectively to those needs. Whereas the gift of evangelism is concerned primarily with bringing new members into the Body of Christ, the gift of shepherding is primarily concerned with nurturing those within the Body to greater discipleship. Shepherding is a very personal ministry to others. Through personal contact with others, those with this gift are able to understand the spiritual needs of people and minister to those needs in a personal and beneficial way. Persons with this gift often find themselves spending time praying for the spiritual needs of others as they offer faithful prayers richly blessed by God.

Ministry Opportunities: Christian Education, Youth Fellowship, Agape Ministry Team, Greeter before and after Worship, Trainer in the HARVEST Courses, Worship Prayer Team, Teacher, Stewardship, Small Group Leader

Scripture references: Ephesians 4:11-13, 1 Timothy 3:1-7, 1 Peter 5:1-4, Matthew 18:10-14 (Timothy, Titus)

TEACHING: *The gift of teaching is the special ability God gives to certain members of the Body of Christ to acquire and effectively communicate information important for the health, ministry, and growth of the Church and its members in such a way that people learn and are enriched.*

The gift of teaching is given by God to equip believers for service to Him. Teaching has been a vital part of the continuation and growth of the Church. Jesus' Great Commission made teaching an important responsibility of His followers. When people come to Christ and become His disciples, they are to be baptized and taught to obey God's Word. Use of this gift finds its outlet in a variety of ministries. Some have the gift of teaching children, others youth, and still others adults. Some exercise the gift of teaching best in larger groups, others in small groups. Even others do so in a one-on-one situation. As the Master Teacher, Jesus is the model for teaching spiritual truths today. He started where people were, using simple things like sheep, vines, candles, and the weather to lead people to a deeper understanding of God's truths. He illustrated with parables and took advantage of existing situations to make a point about the Kingdom. Persons with this gift can benefit from developing their skills through study of modern teaching methods. Most of all, the gift of teaching (like all the gifts) is developed through its continued use in the Body of Christ.

Ministry Opportunities: Christian Education Ministry Team, Adult bible Class Instructor, Home Bible Study Group Leader, Confirmation Instructor, Sunday School, Vacation Bible School, Youth Fellowship, Bible Class Instructor, Kids of the Kingdom, Small Group Leader.

Scripture references: Romans 12-7, 1 Corinthians 12:28, Ephesians 4:11-13, Acts 18:24-28 (Apollos, Jesus)

TONGUES: *The gift of tongues is the special ability God gives to certain members of the Body of Christ to speak to God in a language they never learned (personal edification) and/or to receive and communicate an immediate message of God, when interpreted, to His people through a divinely anointed utterance in a language never learned. (See below for description).*

The gift of tongues is manifest usually in two ways. There are personal tongues, where the Christian speaks a special language unknown to him/herself in the privacy of their personal prayer life. When experienced this way God uses it to build the disciple up, and strengthen him/her for ministry. In private prayer the Christian speaks to God in an ecstatic language that they may or may not understand. This experience can be very meaningful to the individual who manifests this gift.

Other times God moves in a person to share public tongues, where the disciple speaks out loud the heavenly language. Usually when this happens someone else with the gift of interpretation of tongues is present, and able to share an important message from God for the larger body. It is similar to prophecy, only God uses two people working with Him to bring a word from God.

Scripture references: 1 Corinthians 12:10, 1 Corinthians 12:28, 1 Corinthians 14:1-25, Acts 2:1-4 (Paul, Peter, disciples)

INTERPRETATION OF TONGUES: *The gift of interpreting tongues is the special ability God gives to certain members of the Body of Christ to make known in the common language of the people the message of one who speaks in tongues.*

This is the most controversial and least understood of the spiritual gifts. The apostle Paul indicates three uses of tongues; prayer, praise, and thanksgiving. All of these uses relate to prayer that is directed to God alone.

When the Christian speaks a public message from God in tongues it is almost always the case that someone else with the gift of interpreting tongues is present to interpret what the utterance means. An individual should not interpret their own tongues for the body of Christ, unless specifically instructed by God to do so, because the temptation to manipulate people and draw attention to oneself undermines God's authority, and can be very damaging to people's faith.

Paul plainly states that speaking in tongues is not to be forbidden. It must be affirmed as a valid gift of the Spirit. It is not a required gift any more than the other gifts of the Spirit are required. Though all the gifts are subject to arrogance, over the centuries those with either of these gifts have been especially tempted to point to themselves as unique because of their gift. Some Christians have found a new closeness to God as a result of their prayer experience of tongues. Many dedicated, committed Christians have never spoken in tongues.

Ministry Opportunities: Tuesday morning Prayer Meeting, Healing Ministry, Anointing Team.

Scripture references: 1 Corinthians 12:10, 1 Corinthians 12:30, 1 Corinthians 14:5, 1 Corinthians 14:26-38

WISDOM: *The gift of wisdom is the special ability God gives to certain members of the Body of Christ to receive divine insight into how given knowledge may best be applied to specific needs and situations.*

The gift of wisdom enables persons to apply God's spiritual truth to an immediate problem or need. It empowers people to apply spiritual truth to a concrete situation in a special way that others affirm the application. In a supreme way, Jesus demonstrated this gift when He was able to answer the Pharisees with such wisdom that He penetrated into the hidden motives of their many questions. Sometimes the gift of wisdom is used in specific situations as a word of divine spiritual insight for the moment. At other times, the gift serves as the foundation of an entire presentation of spiritual truth. It is through this gift that

God enables people to communicate His truths in such a way as to penetrate effectively the hearts of others. Persons with the gift of wisdom generally know how to get to the heart of a problem quickly. The ability to apply spiritual insight to difficult situations, to weigh their true nature, and to have a sense about the rightness or wrongness of the situation calls for proper use of the gift of wisdom. A common application of this gift is in the confident defense of the Christian faith and teachings in responding to the questions or arguments of unbelievers. Used in gentleness and peace, the gift of wisdom brings about unity in the church.

Ministry Opportunities: Session Member, Member of a Ministry Team, Any Church Planning Team, Small Group Leader, Teacher for the HARVEST Courses, Tuesday Morning Prayer Meeting, Healing Ministry.

Scripture references: 1 Corinthians 12:8, Acts 6:10, James 3:13-18, 1 Kings 3:16-28 (Solomon, Stephen)