



DISCOVERING MY SPIRITUAL GIFTS FOR MINISTRY

BEFORE YOU START...



**CHRIST
COMMUNITY**
CHURCH

STEP 1 -

Spend time in prayer asking God's Spirit to guide you.

STEP 2 -

Notice the alphabetically listed Gifts on the page **My Gifts Discovery Chart**.

STEP 3 -

Thoughtfully read through each **Gift Description** that follows.

STEP 4 -

On each **Gift Description** page, you are asked, "Do any of these describe you?" Five specific questions follow. As you read over the questions, consider whether any pertain to you. Do not respond based on what you *think* should be true or what you *hope* might be true in the future. For best results, be honest and answer on the basis of past experience.

STEP 5 -

After considering whether any of the specific questions apply to you, with respect to each gift, go back to the **My Gifts Discovery Chart** and place a mark for each gift in one of three areas:

- *I'm SURE I have these gifts*
- *I MAY have these gifts*
- *I don't think I have these gifts*

STEP 6 -

Complete your **Summary** on the last page

MY GIFTS DISCOVERY CHART

Transfer your personal conclusions, using a star or a number system rating your value of your top gifts.

GIFTS:	I'm SURE I have these gifts	I MAY have these gifts	Don't think I have these
Administration			
Apostle			
Celibacy			
Craftsmanship			
Creative Communication			
Discernment			
Encouragement			
Evangelism			
Faith			
Giving			
Healing			
Helps			
Hospitality			
Intercession			
Interpretation			
Knowledge			
Leadership			
Mercy			
Miracles			
Missionary			
Music			
Prophecy			
Service			
Shepherding			
Teaching			
Tongues			
Voluntary Poverty			
Wisdom			

ADMINISTRATION

Literal Meaning: to pilot or steer a ship.

Description: The special ability to organize and manage people, resources, and time for effective ministry. The ability to coordinate many details and execute the plans of leadership.

Word Picture: Pilot or helmsman (Acts 27:11). See Titus 1:5; Proverbs 23:3-4

Characteristics:

1. Likes to prepare agendas and reports to help a committee to be more productive.
 2. Takes satisfaction in a well-run organization.
 3. Will pay careful attention to even small details in planning an activity.
-

Do any of these describe you?

1. If a group you are in is lacking organization, do you desire to step in to help it run more smoothly?
2. Do you enjoy handling the details of organizing ideas, people, resources and time for more effective ministry?
3. Have you ever made effective and efficient plans for accomplishing the goals of a group?
4. Are you able to give directions to others without using persuasion to get them to accomplish a task?
5. Do you enjoy bearing the responsibility for the success of a particular task within the church?

❖ I'm pretty *sure* I have this gift.

❖ I *may* have this gift.

❖ I don't think I have this gift.

APOSTLE

Literal Meaning: to be sent with a message.

Description: The divine enablement to start new churches and oversee their development.

Office of Apostle vs. Gift of Apostle:

1. The ministry of the 12 Apostles plus Paul was temporary.
2. The gift of apostle is still being exercised.

Reasons:

1. The New Testament calls many others “apostles”:
 - ◆ James, the Lord's brother (Gal. 1:19)
 - ◆ Barnabas (Acts 14:4, 14)
 - ◆ Epaphroditus (Phil. 2:25)
 - ◆ Silas and Timothy (1 Thess. 1:1, 2:6)
 - ◆ Andronicas and Junia (Rom. 16:7)
 - ◆ Others (2 Cor. 8:23; 1 Cor. 15:5, 7; 2 Cor. 11:13)
2. There is a continuing need for the gift:
 - a. Strengthening churches
 - b. Starting churches

Do any of these describe you?

1. I have a desire to pioneer and establish new ministries or churches.
2. I have the ability to adapt to different surroundings by being culturally sensitive and aware.
3. I have a desire to minister to unreached people in other communities or countries.
4. I seem to have a unique ability to give helpful leadership to several churches.
5. I demonstrate authority and vision for the mission of the church.

❖ I'm pretty *sure* I have this gift.

❖ I *may* have this gift.

❖ I don't think I have this gift.

CELIBACY

Literal Meaning: To remain unmarried and abstain from sexual activity; purposeful singleness.

Description: Divine enablement to remain single and enjoy it in order to use one's time and other spiritual gifts to serve God more effectively.

1 Corinthians 7:7 — *“I wish that all of you were as I am. But each of you has your own gift from God; one has this gift, another has that.”*

Matthew 19:12 — *“Some have renounced marriage for the kingdom of heaven.”*

Problems:

1. Shakers - universalizing the gift.
 2. Roman Catholic Church - requiring it of all clergy.
-

Do any of these describe you?

1. Do you enjoy being single?
2. Compared to others, are you comfortable about not being married?
3. Are you glad, because of being single, that you have more time to serve the Lord?
4. As a single, do you have little difficulty controlling your sexual desires?
5. Do you readily identify with Paul's desire for others to be single as he was?

❖ I'm pretty *sure* I have this gift.

❖ I *may* have this gift.

❖ I don't think I have this gift.

CRAFTSMANSHIP

Literal Meaning: To craft, design, build.

Description: Divine enablement to facilitate ministry through the creative design or construction of necessary tools for ministry.

Biblical Examples:

1. Those who repaired and restored the temple (2 Chron. 34:9-13).
2. The manufacture of oil for use in the sanctuary (Ex. 30:22-25).
3. Artistic designs and furnishings made out of metals, stone, wood, and fabric, for the place of worship (Ex. 31:1-11).
4. Construction of clothing for the poor (Acts 9:36-39).

Description:

1. People with this gift may also serve as supervisors for others in performing their abilities in this area.
 2. The gift may be used in areas of maintenance, care, and upkeep for the benefit and beautification of God's kingdom here on earth.
 3. The ability to build (drama sets, equipment, facility) or repair things (appliances, lawn, cars, etc.) for the well-being of the Body.
-

Do any of these describe you?

1. Do you feel fulfilled when you can fashion/create something that helps one of the church's ministries?
2. Can you visualize how something should be constructed before you build it? Can you form, develop, or adapt material resources to meet needs?
3. Do you enjoy working creatively with wood, yarn, metal, glass, etc.
4. Are you able to design and build things that help the church better care for people?
5. Can you fashion raw materials into desired object?

❖ I'm pretty *sure* I have this gift.

❖ I *may* have this gift.

❖ I don't think I have this gift.

CREATIVE COMMUNICATION

Literal Meaning: To communicate artistically.

Description: Divine enablement to communicate God's truth through a variety of art forms.

References: Psalm 150:3-5; 2 Samuel 6:14-15; Mark 4:2, 33

Traits: Expressive, imaginative, idea-oriented, artistic, creative, unconventional, sensitive.

Do any of these describe you?

1. In conversation, do others often say to you, "I have never thought about it that way before"? Do you like the challenge of communicating with variety and creativity?
2. Do you enjoy developing your skills in the arts: music, crafts, drama, photography, etc.? Do you constructively critique the performances and work of others?
3. Through your artistic expressions, do people recognize deeper truths about themselves, their relationships, and God?
4. Unless you are doing what you enjoy, do you generally have a short attention span?
5. No matter what you do, do you feel you could have done it better?

❖ I'm pretty *sure* I have this gift.

❖ I *may* have this gift.

❖ I don't think I have this gift.

DISCERNMENT

Literal Meaning: To separate or make a distinction, differentiate.

Description: Divine enablement to distinguish right from wrong, truth from error, and to give an immediate evaluation based on God's Word. The ability to know with assurance whether certain behavior purported to be of God is in reality divine, human, or Satanic.

The Christian Role and the Gift of Discernment: Every Christian needs to be able to distinguish good from evil, right from wrong, truth from error (Hebrews 5:14; Acts 17:11; 1 John 4:1). Yet the Bible refers to the gift of Discernment (1 Corinthians 12:10).

Examples:

1. In Corinth:
 - a. Tongues – It could be of God. It could also be psychologically induced and often was in paganism (1 Cor. 12:3).
 - b. Prophecy – The prophecy had to be tested by Scripture. Discernment was needed.
2. Apostle Peter: Acts 5:1-11; 8:9-25.

How the Gift Functions:

1. Ability to know that *apparently* good behavior is in reality the work of Satan.
 2. Knowing whether something a Christian does emerges from godly or carnal motives.
 3. Ability to distinguish truth from error, even when motives are proper.
-

Do any of these describe you?

1. Have others in the church noted that you are able to see through phoniness before it is evident to other people?
2. Is your "sense" that a person's teaching is from God, Satan, or of human origin later confirmed to be true?
3. Are you given affirmation by other Christians that you are able to distinguish spiritual untruth from supernatural insights?
4. Are you able to differentiate between demonic influence and mental illness?
5. Can you judge between the inadequate and the acceptable, or between evil and good?

- ❖ I'm pretty *sure* I have this gift.
- ❖ I *may* have this gift.
- ❖ I don't think I have this gift.

ENCOURAGEMENT

Literal Meaning: To come alongside of.

Description: Divine enablement to present truth so as to strengthen, comfort, or urge to action those who are discouraged or wavering in their faith.

Varieties of Expression: Rom. 12:8; 1 Tim. 4:13; Heb. 10:25; Acts 4:22.

1. Group
2. One-on-one (counseling is one expression: effectively listening to people and assisting them in their quest for psychological and relational wholeness).

Do any of these describe you?

Do you have a desire to effectively counsel the perplexed, the guilty, or the addicted? Have you urged others to seek a biblical solution to their affliction or suffering?

1. Have you verbally encouraged the wavering, the troubled, or the discouraged?
2. Can you effectively motivate people to get involved in ministry when such motivation is needed?
3. Have people come to you in their afflictions or sufferings, and told you that they have been helped, relieved, and healed?
4. Do you have a desire to effectively counsel the perplexed, the guilty, or the addicted?
5. Have you urged others to seek a biblical solution to their affliction or suffering?

❖ I'm pretty *sure* I have this gift.

❖ I *may* have this gift.

❖ I don't think I have this gift.

EVANGELISM

Literal Meaning: To bring good news.

Description: Divine enablement to communicate the gospel with unbelievers in such a way that people respond in faith as Christ followers and move toward discipleship.

Usage: “Evangelist” occurs 3 times in the New Testament: Acts 21:8; Eph. 4:11; 2 Tim. 4:5. See also Acts 8:26-40.

Do any of these describe you?

1. Do you enjoy sharing the gospel?
2. Do you wish to relate to non-Christians so you can share your faith? Are you at ease in sharing how Christ has changed your life?
3. Do unbelievers understand you when you explain who Christ is and how to become a Christian?
4. Have you led others to Christ?
5. Do you get frustrated when others do not seem to share their faith with unbelievers as much as you do?

❖ I'm pretty *sure* I have this gift.

❖ I *may* have this gift.

❖ I don't think I have this gift.

FAITH

Literal Meaning: To trust, have confidence, believe.

Description: Divine enablement to trust God for what cannot be seen and to act on God's promise, regardless of what the circumstances indicate. The willingness to risk failure in pursuit of a God-given vision, expecting God to handle the obstacles.

Key Passages: Matthew 17:21; 7:21-22; Mark 11:24

Problems to Avoid: Gift projection.

"The person who has the gift of faith should not chide others for their lack of faith. After all, not every Christian possesses the gift." Peter Wagner

Do any of these describe you?

1. When you are in a group, are you the person others often look to for vision?
2. Have you believed God for the impossible and seen it happen in a tangible way?
3. Have other people told you that you had faith to accomplish what seemed impossible to them?
4. Have there been times when you have felt sure you knew God's specific will for the future growth of His work, even when others have not been so sure?
5. Do you depend upon God's resources and guidance to an unusual degree?

❖ I'm pretty *sure* I have this gift.

❖ I *may* have this gift.

❖ I don't think I have this gift.

GIVING

Literal Meaning: to give part of, to share

Description: Divine enablement to contribute material resources to the work of the Lord with liberality and cheerfulness.

Principles: Use this gift according to the following principles:

1. In secret — Matthew 6:2-4
2. In love — 1 Corinthians 13:3
3. In cheerfulness — 2 Corinthians 9:7

Results:

1. Alleviates human need (vss. 16, 18)
2. Extends the gospel (vss. 14, 15)
3. Enriches the giver (v. 17)
4. Honors God (v. 18)

Do any of these describe you?

1. Do you seek to manage your money well in order to give liberally to the Lord's work?
2. Do your giving records show that you give more than 10% of your income to the Lord's work?
3. When you are moved by an appeal to give to God's work, do you usually find the money you need to respond?
4. Do you strongly agree with this statement: "I am so confident that God will meet my needs that I give to Him sacrificially and consistently?"
5. Are you willing to maintain a lower standard of living in order to benefit God's work?

❖ I'm pretty *sure* I have this gift.

❖ I *may* have this gift.

❖ I don't think I have this gift.

HEALING

Literal Meaning: To restore instantaneously.

Description: Divine enablement to pray in faith specifically for people who need physical, emotional, or spiritual healing to see God answer. The ability to sense when God is prompting this kind of prayer. To be God's means for restoring people to wholeness.

“Gifts (plural) of healings (plural)”: suggests varieties of the gift for different kinds of illness. The gift does not give a person power over disease (Phil. 2:25-27; 2 Tim. 4:20). The gift does not make medical doctors and nurses obsolete.

Why Does God Perform Healings?

1. To glorify Himself (John 9:1-3).
2. To bring growth to the church.

Do any of these describe you?

1. In the name of the Lord, have you been used to cure diseases instantly?
2. Do you enjoy praying for sick people because you know that some of them will be healed as a result?
3. Have others told you that God healed them of an emotional problem when you ministered to them?
4. Has physical healing occurred as a result of your praying for people?
5. When you pray for people to be healed, have you sensed the presence of God's power?

- ❖ I'm pretty *sure* I have this gift.
- ❖ I *may* have this gift.
- ❖ I don't think I have this gift.

HELPS

Literal Meaning: To take the place of someone.

Description: Divine enablement to invest talents (practical and necessary tasks) in the lives of others, freeing up, supporting, and meeting the needs of others, increasing the effectiveness of their spiritual gifts.

Differences between the gifts of Mercy and Helps:

<u>Mercy</u>	<u>Helps</u>
1. Directed toward people in distress	1. Directed toward Christian works
2. Purpose: to reflect love and alleviate suffering	2. Release workers from temporal service so they can concentrate on their primary ministry

Examples: 1 Cor.12:28; Acts 9:36; Acts 19:22; Mark 15:40-41; Rom. 16:2; 1 Cor.16:15.

Do any of these describe you?

1. Have you assisted Christian leaders to relieve them for their essential job?
2. Have other Christians told you that you have helped them become more effective in their ministries?
3. Do you enjoy doing routine tasks that lead to more effective ministry by others?
4. Is this true in your life: "When I do things behind the scenes and others are helped, I am joyful." and "I really do not care who gets the credit!"?
5. Would you rather be a supportive background person than an up-front leader or speaker?

- ❖ I'm pretty *sure* I have this gift.
- ❖ I *may* have this gift.
- ❖ I don't think I have this gift.

HOSPITALITY

Literal Meaning: To love strangers.

Description: Divine enablement to provide an open home and a warm welcome to those in need of food, lodging, and fellowship. The ability to help people feel accepted and comfortable in the church family.

Hospitality in the New Testament:

1. Provided lodging for traveling evangelists and missionaries.
2. Symbolized by an open door.

How it Contributes to the Body Growth:

1. It encourages Christians to know that someone cares.
 2. It is useful in evangelism.
-

Do any of these describe you?

1. Is your home usually open to people passing through, who need a place to stay?
2. Have others mentioned to you that you are a warm, helpful host/hostess?
3. Are you personally uplifted from hosting persons in your home?
4. Are you comfortable with opening your home to others regardless of how neat or clean it is?
5. Are you happy to temporarily add someone to your family in order to provide a helping or healing ministry?

❖ I'm pretty *sure* I have this gift.

❖ I *may* have this gift.

❖ I don't think I have this gift.

INTERCESSION

Literal Meaning: To plead, intercede on behalf of someone.

Description: Divine enablement to pray for extended periods of time on a consistent and regular basis and see frequent and specific answers to prayers, to a degree much greater than that which is expected of the average Christian.

Examples: Col. 1:9-12; 1 Tim. 2:1-2

Do any of these describe you?

1. When you hear a prayer request, do you pray at least several times for the need to be met?
2. Is intercessory prayer one of your favorite ways of spending time?
3. Have others told you that your prayers for them have been answered in tangible ways?
4. Do you find yourself praying for others and often losing track of time?
5. Are you confident that when you pray for others your prayers will have tangible results?

❖ I'm pretty *sure* I have this gift.

❖ I *may* have this gift.

❖ I don't think I have this gift.

INTERPRETATION

Literal Meaning: To explain in understandable terms.

Description: Divine enablement to make known in the vernacular the message of one who speaks in tongues (an interpretation, not a translation).

Who Interprets the Tongues?

1. It is often the person who has spoken in the tongue — 1 Cor. 14:13

Though some have the gift of interpretation who cannot themselves speak in tongues, this is unusual; for the most part it is those who already have tongues who gain this further gift of interpretation. Michael Green, I Believe in the Holy Spirit.

2. It may be someone else — 1 Cor. 14:27

What Should be the Result? 1 Cor. 14:5

Comfort, guidance, warning, encouragement, admonition, edification

What if there is no Interpreter?

“The speaker should keep quiet...” — 1 Cor. 14:28

Do any of these describe you?

1. You respond to a message spoken in tongues by giving an interpretation.
2. You glorify God and demonstrate His power through this miraculous manifestation.
3. You edify the Body by interpreting a timely message from God.
4. You understand an unlearned language and communicate that message to the body of Christ.
5. You are sometimes prophetic when exercising an interpretation of tongues for the church.

❖ I'm pretty *sure* I have this gift.

❖ I *may* have this gift.

❖ I don't think I have this gift.

KNOWLEDGE

Literal Meaning: To know.

Description: Divine enablement to discover, accumulate, analyze, and clarify information and ideas which are pertinent to the growth and well-being of the Body.

Knowledge has to do with the discovery of truth; *wisdom* deals with the application of truth to life.

Characteristics:

1. Something of a scholar, at home with research and books.
2. A low need for people.
3. Interested in ideas, problem solving through study.
4. Favorite rooms are the library, the office, the study.

Do any of these describe you?

1. Have others told you that you have helped them understand key and important facts of Scripture?
2. Do you enjoy studying and reading quite a bit in order to learn biblical truth?
3. Have you frequently discovered new insights into Scripture through personal study?
4. Do you enjoy doing word studies, examining the historical background of a text and getting at the facts of a passage in order to benefit yourself and other believers?
5. Do you long to share with others the biblical insights that you discover?

❖ I'm pretty *sure* I have this gift.

❖ I *may* have this gift.

❖ I don't think I have this gift.

LEADERSHIP

Literal Meaning: To stand before.

Description: Divine enablement to clarify and communicate the purpose and direction (“vision”) of a ministry in a way that attracts others to get involved. The ability to motivate others by example to work together in accomplishing a ministry goal.

Traits: Influential, diligent, visionary, trustworthy, persuasive, motivating, goal setter.

Scripture References: Romans 12:8; Hebrews 13:17; Luke 22:25-26.

Do any of these describe you?

1. When I speak, people seem to listen and agree.
2. When I set goals, others seem to accept them readily.
3. When I join a group, others expect me to take the leadership.
4. When I am in charge, things seem to run smoothly.
5. I find it easy to motivate others to follow through on a ministry project.

- ❖ I’m pretty *sure* I have this gift.
- ❖ I *may* have this gift.
- ❖ I don’t think I have this gift.

MERCY

Literal Meaning: To have compassion.

Description: Divine enablement to feel genuine empathy and compassion for individuals, both Christian and non-Christian, who suffer distressing physical, mental, or emotional problems, and to translate that compassion into cheerfully done deeds that reflect Christ's love and alleviate the suffering.

Characteristics:

1. Engages in one-to-one relationships: seeks out those needing help and develops a personal relationship with them. Recipients include the ill; physically, emotionally and cognitively challenged; prisoners; shut-ins, etc.
 2. Differs from our Christian role: every Christian is to be merciful (Luke 10:33-35).
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Do any of these describe you?

1. Do you desire to work with those who have physical or mental problems, to alleviate their suffering?
2. Do you enjoy visiting in hospitals and/or nursing homes, and feel you do well in such a ministry?
3. Would you enjoy spending time with a lonely, shut-in person or someone in prison?
4. Do you work joyfully with and help those people who are ignored by the majority of those around them?
5. Do you hurt for others who are in distress, and desire to do acts of love for those who cannot or will not return them?

❖ I'm pretty *sure* I have this gift.

❖ I *may* have this gift.

❖ I don't think I have this gift.

MIRACLES

Literal Meaning: To do powerful deeds.

Description: Divine enablement to serve as human agents through whom it pleases God to perform powerful acts that are perceived by observers to have altered the ordinary course of nature. Divine enablement to be God's means for restoring people to wholeness.

What is a Miracle?

An event of supernatural power, perceived by the senses, accompanying a servant of the Lord, in order to draw attention to the Lord and His message.

1. Power — translated miracle 9 times. God seems to set aside the ordinary laws of nature.
2. Wonder — occurs 16 times; something astonishing. In Scripture, miracles elicited a feeling of awe and wonder.
3. Sign — 70 times, meaning miracle 60 times. It authenticates the doer of the miracles as God's servant.

Examples: Acts 5:19; 12:17; 1 Cor. 12:10, 28

Do any of these describe you?

1. Can others point to specific instances when your prayers have resulted in visible miracles?
2. Has God asked you to perform supernatural signs and wonders?
3. Does God seem to regularly do impossible things through your life?
4. Have people told you that the Lord used you to bring supernatural change in lives or circumstances?
5. Are you able to change circumstances through the name of the Lord?

❖ I'm pretty *sure* I have this gift.

❖ I *may* have this gift.

❖ I don't think I have this gift.

MISSIONARY

Literal Meaning: One who undertakes a mission; sent one.

Description: Divine enablement to minister whatever other spiritual gifts they have in a second culture.

Gift of Missionary in the Bible:

An example: Paul

Eph. 3:2-13; Acts 9:15; 1 Cor. 9:19-23

Do any of these describe you?

1. More than most, do you have a strong desire to see people of other countries won to Christ?
2. Do you cooperate with, and participate in our church's cross-cultural missions emphasis?
3. Do you adapt well in a different culture?
4. Are you comfortable relating to people of other countries and minorities, and do they seem to accept you?
5. Do you feel you could learn another language well in order to minister to those in another culture?

❖ I'm pretty *sure* I have this gift.

❖ I *may* have this gift.

❖ I don't think I have this gift.

MUSIC

Literal Meaning: An agreeable sound.

Description: Divine enablement to use one's voice in the singing of praises and joy to the Lord for the benefit of others, or to play a musical instrument to the praise of the Lord and for the benefit of others.

Biblical Examples:

1. Those chosen to play instruments in connection with temple worship: 1 Chron. 16:41-42; 2 Chron. 5:12-13.
2. Those who directed the musicians in temple worship: 2 Chron. 34:12.
3. David, the harpist: 1 Sam. 16:16.
4. Moses, who composed music and taught it to others: Deut. 31:22.

Do any of these describe you?

1. Are you able to effectively play a musical instrument or sing?
2. Have you satisfactorily experienced being involved in a church, school, or local instrumental presentation?
3. Do you utilize your musical talents for the edification of your friends and the glory of God?
4. Do you find that your ability to perform music has helped others to grow as Christians?
5. Do you sing or play music as a helpful spiritual exercise for yourself?

❖ I'm pretty *sure* I have this gift.

❖ I *may* have this gift.

❖ I don't think I have this gift.

PROPHECY

Literal Meaning: To speak before.

Description: Divine enablement to reveal and proclaim truth in a timely and relevant manner for understanding, correction, repentance, or edification. There may be immediate or future implications.

Varieties of Expression:

1. Prediction — Acts 11:25-28; 21:10-11.
2. Proclamation.
3. Social Consciousness.

Results: Comfort, encouragement, guidance, warning, rebuke.

Guidelines (1 Cor. 14):

1. To build up the Body of Christ
 2. Minister in an orderly way
 3. Tested by Scripture
 4. Concerned about evangelism
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Do any of these describe you?

1. Do you desire to speak messages from God that edify, exhort, or comfort others?
2. Have people told you that you have communicated timely and urgent messages which must have come directly from the Lord?
3. Do you sometimes have a strong sense of what God wants to say to people in response to a particular situation?
4. Do you sometimes feel that you know exactly what God wants to do in ministry at a specific point in time?
5. Do you strongly desire to speak out boldly and directly against evil in society or in the church?

❖ I'm pretty *sure* I have this gift.

❖ I *may* have this gift.

❖ I don't think I have this gift.

SERVICE

Literal Meaning: Work performed in contribution of welfare to others.

Description: Divine enablement to identify the unmet needs involved in a task related to God's work, and to make use of available resources to meet those needs and help accomplish the desired goals.

Use of "Service" in the New Testament:

1. The Christian role — John 12:26
 2. The gift of Service — Romans 12:6-7
 3. The office of Servant (deacon) — Phil. 1:1
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Do any of these describe you?

1. Do you respond cheerfully when asked to do a job, even if it seems menial?
2. Do you sense God's purpose and pleasure in meeting every day responsibilities?
3. Do you attach spiritual value to practical service?
4. Do you enjoy knowing that they are freeing up others to do what God has called them to do?
5. Would you rather do a job than find someone else to do it?

❖ I'm pretty *sure* I have this gift.

❖ I *may* have this gift.

❖ I don't think I have this gift.

SHEPHERDING

Literal Meaning: To care for and guide a flock.

Description: Divine enablement to care for and nurture a group of believers toward ongoing spiritual maturity in becoming like Jesus and equip them for ministry.

May not be a gifted preacher or teacher:

Teacher/Preacher

Low need for people
Content-centered

Pastor/Shepherd

High need for people
Person-centered

Distinction:

1. Office of Pastor: The terms Pastor, Elder and Bishop are used interchangeably in the New Testament (Acts 20)
2. Gift of pastor/shepherd — Eph. 4:11

The Gift of Pastor (Shepherding) in a Large Church:

1. In a Class (adult congregation) 40 to 100 members
2. In a Cell (Small Group) 8 to 12 members
Activities: visitation, counseling, Bible teaching

Do any of these describe you?

1. Do you enjoy relating to a certain group of people over a long period of time, sharing personally in their successes and failures and assuming responsibility for their spiritual wellbeing?
2. Have you helped individual believers, over a period of time, by guiding them to relevant portions of the Bible and praying with them?
3. Is it your desire to commit yourself sacrificially to care for the spiritual welfare of a group of young Christians? Shut-ins? People in pain?
4. Would you be concerned about guarding, like a shepherd, a group of Christian sheep from those who are “wolves,” i.e., enemies of Christians?
5. Are you able to feed believers by guiding them through selected Bible passages?

❖ I'm pretty *sure* I have this gift.

❖ I *may* have this gift.

❖ I don't think I have this gift.

TEACHING

Literal Meaning: To instruct.

Description: Divine enablement to understand, clearly explain, and apply the Word of God, causing greater Christlikeness in the lives of listeners. To communicate information relevant to the health and ministry of God's people (children and/or adults) in such a way that others will learn and be edified. The ability to equip and train other believers for ministry.

Description:

1. A basic grasp on the content and doctrine of the Bible.
 2. A proven ability to communicate the Bible to others.
 3. Such a love for the truth and for people as to make the teaching effective.
-

Do any of these describe you?

1. Have people told you that you have helped them learn biblical truth in a meaningful way?
2. Do you enjoy giving considerable time to learning biblical truth in order to minister to children and/or adults?
3. When you communicate biblical truth to others, do you see changes in knowledge, attitudes, values or conduct?
4. Do you strongly agree with this statement: "Studying the Bible and sharing my insights with others for their growth in Christ are very satisfying for me?"
5. Can you make difficult biblical truths understandable to others?

❖ I'm pretty *sure* I have this gift.

❖ I *may* have this gift.

❖ I don't think I have this gift.

TONGUES

Literal Meaning: Tongue, language.

Description: Divine enablement (a) to speak to God in a language they have never learned and/or (b) to receive and communicate a message from God to His people through a divinely-anointed utterance in a language they never learned.

1. Tongues-speaking on the Day of Pentecost involved known, foreign languages. Acts 2:4-11.
2. Tongues-speaking at Corinth may have involved ecstatic utterances.

Is it for Today?

1. Christians, other than apostles and prophets, exercised this gift (1 Cor.12-14).
2. The Bible nowhere states that any of the gifts have ceased.
3. Some believe that “extraordinary gifts” like tongues have ceased. Only “ordinary gifts” exist today. But the Bible does not distinguish between “extraordinary” and “ordinary” gifts.
4. Some appeal to 1 Cor.13:8 to say that the gift has been withdrawn. But the context of this verse suggests a different view than a “gifts withdrawn” approach. Paul is looking forward to a time when much that is normal will have passed away and we will see Christ.

What Guidelines are Placed on Its Use in the Church? 1 Cor. 14:26-28:

1. Exercised for edification
2. Two or three may speak, and only one at a time
3. Interpretation is necessary

Do any of these describe you?

1. Express with an interpretation a word by the Spirit which edifies the church.
2. Communicate a message given by God for the church.
3. Speak in a language you have never learned or do not understand.
4. Worship the Lord with unknown words too deep for the mind to comprehend.
5. Experience an intimacy with God which inspires you to serve and edify others.

❖ I'm pretty *sure* I have this gift.

❖ I *may* have this gift.

❖ I don't think I have this gift.

VOLUNTARY POVERTY

Literal Meaning: To purposely live an impoverished lifestyle.

Description: Divine enablement to renounce material comfort and luxury and adopt a personal lifestyle equivalent to those living at the poverty level in a given society, in order to serve God more effectively.

1 Cor. 13:3: “*If I give all I possess to the poor...but have not love, I gain nothing.*”

Examples: John Wesley, George Mueller, Ron Sider.

Reasons for the gift:

1. To provide for the poor (Acts 2:45; 4:34-35).
2. To resist material temptation.
3. To prove the faithfulness of God.

Do any of these describe you?

1. I could live more comfortably, but I choose not to in order to live with the poor.
2. Living a simple lifestyle is an exciting challenge for me.
3. I am not poor, but I can identify with poor people.
4. Others tell me I sacrifice much materially in order to minister.
5. Poor people accept me because I choose to live in their level.

❖ I'm pretty *sure* I have this gift.

❖ I *may* have this gift.

❖ I don't think I have this gift.

WISDOM

Literal Meaning: To apply truth practically.

Description: Divine enablement to understand God's perspective on life situations and share true insights in a simple, understandable way. The ability to explain what to do and how to do it.

Examples: The person with this gift can quickly get to the heart of a problem. He/she has a practical mind:

James (Acts 15:13-20)

Do any of these describe you?

1. Have you applied spiritual truth effectively to situations in your own life?
2. When a person has a problem, are you usually able to guide them to the best biblical solution?
3. Have people indicated that you have perceived and applied biblical truth to their specific needs?
4. Have you sensed God's presence and direction when important decisions needed to be made?
5. Do others ask you for workable ideas or alternatives?

❖ I'm pretty *sure* I have this gift.

❖ I *may* have this gift.

❖ I don't think I have this gift.

SUMMARY...

Using the gifts from **My Gift Discovery Chart** that you marked as “I’m SURE I have these gifts,” enter below in the **My Dominant Gifts** section what you believe to be your strongest three gifts.

Then enter in the **My Sub-Dominant Gifts** section what you believe to be your next three strongest gifts.

This will give you a tentative evaluation of what your Gifts might be. This is not meant to be a scientifically accurate survey in order to clearly determine your gift(s) once and for all. Remember that the best way to discover your spiritual gifts is by your participation in ministry. As you experiment in various areas of service, examine your feelings, evaluate your effectiveness and expect confirmation from others.

MY DOMINANT GIFTS:

1. _____.
2. _____.
3. _____.

MY SUB-DOMINANT GIFTS:

1. _____.
2. _____.
3. _____.

In light of what you believe to be your **spiritual gifts**, begin to experiment in areas of ministry interest. There are a number of ministry opportunities from which to choose. What interests you? Try something! As you explore, one will feel like your niche. Remember that the primary way for you to discover your gift is to get involved!

ONE MORE THING: Transfer the Dominant and Sub-Dominate Gifts that you listed above to page 4 of your DESIGN Profile.

If you have not as yet transferred your summaries from your Desires, Experiences, Skills, or Individuality personal exercises to your DESIGN Profile, please do so now.