

EQUIPPING THE SAINTS

**Covenant Presbyterian Church
Nashville, TN**

March 2017 Edition

EQUIPPING THE SAINTS is based on original concepts developed by the authors of the Network materials. These original concepts include the linking of passion, spiritual gifts and personal style together to place a person in ministry. Network is copyrighted material and these concepts have been adapted with permission granted by Willow Creek Association, 1994.

Table of Contents

CLASS OUTLINES	Page 5
EXPLANATION OF GIFTS	Page 17
GIFTS ASSESSMENTS	Page 55
FINALIZING YOUR GIFTS PROFILE	Page 80

Dear ETS Participant,

The Apostle Paul tells us in Ephesians 5 that Christ's love for the church is a profound mystery. The intimacy of this love is evident by the descriptive label, "his body," given to the church earlier in this passage. The purpose of Christ's love for His bride, the church, is very explicit: "that he might present the church to himself in splendor, without spot or wrinkle or any such thing, that she might be holy and without blemish" (vs. 27).

Did it ever strike you as strange, perhaps even humorous, that the Lord has chosen to take care of his body, that she might be "without spot or wrinkle," via the lives of people like you and me, who are only too aware of our ugly spots and many wrinkles? But that's exactly what He does. He does it by sovereignly endowing gifts upon His people that when properly exercised His merciful and gracious love, the nurturing elements of Christian maturation, are imparted to others.

As you begin ETS I want you to have a clear understanding of the three phases that constitute this ministry. The first phase is the classroom teaching. It is vital that you make every effort to attend these sessions and do the necessary homework for them. If circumstances beyond your control prevent your attendance you are urged to listen to, if available, the cassette recording of the class you missed prior to attending the next session. Second, during the final class you will have the opportunity to consult with an individual who is gifted much like yourself who has experience using their gift in a Covenant and/or community ministry to help you determine how to interface your particular gifting with available ministry opportunities. Last, you will be urged to begin involvement in a ministry which you have determined maximizes your God-given gift/s.

May Equipping the Saints be a vehicle through which you are able to discern what God has called and gifted you to do and how you can be the best possible steward of His gifts through wise and fruitful service.

Because of Him,

Tom Darnell
Assistant Pastor

CLASS OUTLINES

CLASS ONE

Are You Ignorant about Spiritual Gifts?

A. Why Should We Study Spiritual Gifts?

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.

B. What are Spiritual Gifts?

Ultimately, all is a gift from God (*James 1:17*), but here we speak in a more restricted sense.

1. What Spiritual Gifts are NOT:

- a.
- b.
- c.

d.

e.

2. What Spiritual Gifts Are

“Special abilities given by the Holy Spirit to every believer according to God’s grace to serve the Body of Christ ”

3. The Major Gift Passages in Scripture

a.

b.

c.

d.

4. Observations About Gifts From *1 Peter 4:10-11*: The Biblical Basis for Classifying Gifts

TEXT	NOTES
10 Each one should use whatever gift he has received to serve others, faithfully administering God's grace in its various forms.	
11 If anyone <u>speaks</u> , he should do it as one speaking the very words of God. If anyone <u>serves</u> , he should do it with the strength God provides, so that in all things God may be praised through Jesus Christ. To him be the glory and the power for ever and ever. Amen.	

5. Classification of Gifts in Scripture

This is one of many ways to classify Spiritual Gifts. Although this classification has some biblical basis, it is primarily a means to help you remember them more easily.

Special (Foundational)	Speaking	Serving	Support	Sign (Occasional)

C. How Should I Prepare for the Next Class?

- Complete CHARACTER TRAIT ASSESSMENT beginning on page 56 and record your results on pages 60 and 77
- Reread 1 Peter 4:10-11 and be prepared to answer the observation questions on the next page.
- Read the pamphlet located in the inside pocket of your notebook by the Presbyterian Church in America titled, "A Pastoral Letter Concerning the Experience of the Holy Spirit in the Church Today."

D. Closing

1. Typical models of Churches
 - a.
 - b.
 - c.
2. Biblical model of Churches

CLASS TWO

Where is Your Place in the Body? Are You an Eye, Mouth or Ear?

A. What are a Few Summary Observations about Gifts from 1 Peter 4:10-11?

- 1. Who has received spiritual gifts?**
- 2. What has God called those who possess spiritual gifts?**
- 3. What are believers to do with their God-given gifts?**
- 4. What is the ultimate end for anyone in using their spiritual gifts?**

B. Observations About Gifts From *Ephesians 4: 1-13*

TEXT	NOTES
1 As a prisoner for the Lord, then, I urge you to live a life worthy of the calling you have received.	
2 Be completely humble and gentle; be patient, bearing with one another in love.	
3 Make every effort to keep the unity of the Spirit through the bond of peace.	
4 There is one body and one Spirit-- just as you were called to one hope when you were called--	
5 one Lord, one faith, one baptism;	
6 one God and Father of all, who is over all and through all and in all.	
7 But to each one of us grace has been given as Christ apportioned it.	
8 This is why it says: "When he ascended on high, he led captives in his train and gave gifts to men."	
9 (What does "he ascended" mean except that he also descended to the lower, earthly regions?	
10 He who descended is the very one who ascended higher than all the heavens, in order to fill the whole universe.)	
11 It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers,	
12 to prepare God's people for works of service, so that the body of Christ may be built up	
13 until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.	

C. Discussion of SPECIAL (Foundational) Gifts (see pages 18-21)

1. Apostleship
2. Prophecy

D. Discussion of SPEAKING GIFTS (Occasional), Part I (see pages 22-27)

1. Evangelism
2. Pastor-Teacher
3. Teaching

E. How Should I Prepare for the Next Class?

- Have two people who know you well complete the OBSERVATION ASSESSMENT beginning on page 61 and record your results on page 77.
- Reread Ephesians 4:1-13 and be prepared to answer the observation questions on the next page.

CLASS THREE

Perhaps You're a Foot, Hand, or Liver?

A. What are a Few Summary Observations about Gifts from Ephesians 4:1-13?

- 1. How many Christians are given the grace of spiritual giftedness?**
- 2. What is the historical significance of the gifts of apostleship and prophecy?**
- 3. What do gifts have to do with the maturity of Christ's body?**

B. Observations About Gifts From: *Romans 12:1-10*

TEXT	NOTES
1 Therefore, I urge you, brothers, in view of God's mercy, to offer your bodies as living sacrifices, holy and pleasing to God-- this is your spiritual act of worship.	
2 Do not conform any longer to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God's will is-- his good, pleasing and perfect will.	
3 For by the grace given me I say to every one of you: Do not think of yourself more highly than you ought, but rather think of yourself with sober judgment, in accordance with the measure of faith God has given you.	
4 Just as each of us has one body with many members, and these members do not all have the same function,	
5 so in Christ we who are many form one body, and each member belongs to all the others.	
6 We have different gifts, according to the grace given us. If a man's gift is prophesying, let him use it in proportion to his faith.	
7 If it is serving, let him serve; if it is teaching, let him teach;	
8 if it is encouraging, let him encourage; if it is contributing to the needs of others, let him give generously; if it is leadership, let him govern diligently; if it is showing mercy, let him do it cheerfully.	
9 Love must be sincere. Hate what is evil; cling to what is good.	
10 Be devoted to one another in brotherly love. Honor one another above yourselves.	

C. Discussion of SPEAKING GIFTS, Part II (see pages 28-31)

1. Exhortation
2. Leadership

D. Discussion of SERVING GIFTS (see pages 32-39)

1. Administration
2. Mercy
3. Helps/Service
4. Giving

E. How Should I Prepare for the Next Class?

- Complete the EXPERIENCE ASSESSMENT beginning on page 65 and record your results on page 77.
- Reread Romans 12:1-10 and be prepared to answer the observation questions on the next page.

CLASS FOUR

Are You an Eyelash?

A. What are a Few Summary Observations about Gifts from Romans 12:1-10?

- 1. How we are to think and not think about ourselves when we contemplate our spiritual gifts?**
- 2. Why don't we have the same gifts?**

B. Observations About Gifts From *First Corinthians 12*

TEXT	NOTES
1 Now about spiritual gifts, brothers, I do not want you to be ignorant.	
2 You know that when you were pagans, somehow or other you were influenced and led astray to mute idols.	
3 Therefore I tell you that no one who is speaking by the Spirit of God says, "Jesus be cursed," and no one can say, "Jesus is Lord," except by the Holy Spirit.	
4 There are different kinds of gifts, but the same Spirit.	
5 There are different kinds of service, but the same Lord.	
6 There are different kinds of working, but the same God works all of them in all men.	
7 Now to each one the manifestation of the Spirit is given for the common good.	
8 To one there is given through the Spirit the message of wisdom, to another the message of knowledge by means of the same Spirit,	
9 to another faith by the same Spirit, to another gifts of healing by that one Spirit,	
10 to another miraculous powers, to another prophecy, to another distinguishing between spirits, to another speaking in different kinds of tongues, and to still another the interpretation of tongues.	
11 All these are the work of one and the same Spirit, and he gives them to each one, just as he determines.	
12 The body is a unit, though it is made up of many parts; and though all its parts are many, they form one body. So it is with Christ	
13 For we were all baptized by one Spirit into one body-- whether Jews or Greeks, slave or free-- and we were all given the one Spirit to drink.	
14 Now the body is not made up of one part but of many.	

Observations continued: *1 Corinthians 12*

TEXT	NOTES
<p>15 If the foot should say, "Because I am not a hand, I do not belong to the body," it would not for that reason cease to be part of the body.</p> <p>16 And if the ear should say, "Because I am not an eye, I do not belong to the body," it would not for that reason cease to be part of the body.</p> <p>17 If the whole body were an eye, where would the sense of hearing be? If the whole body were an ear, where would the sense of smell be?</p> <p>18 But in fact God has arranged the parts in the body, every one of them, just as he wanted them to be.</p> <p>19 If they were all one part, where would the body be?</p> <p>20 As it is, there are many parts, but one body.</p> <p>21 The eye cannot say to the hand, "I don't need you!" And the head cannot say to the feet, "I don't need you!"</p> <p>22 On the contrary, those parts of the body that seem to be weaker are indispensable,</p> <p>23 and the parts that we think are less honorable we treat with special honor. And the parts that are unpresentable are treated with special modesty,</p> <p>24 while our presentable parts need no special treatment. But God has combined the members of the body and has given greater honor to the parts that lacked it,</p> <p>25 so that there should be no division in the body, but that its parts should have equal concern for each other.</p> <p>26 If one part suffers, every part suffers with it; if one part is honored, every part rejoices with it.</p> <p>27 Now you are the body of Christ, and each one of you is a part of it.</p> <p>28 And in the church God has appointed first of all apostles, second prophets, third teachers, then workers of miracles, also those having gifts of healing, those able to help others, those with gifts of administration, and those speaking in different kinds of tongues.</p> <p>29 Are all apostles? Are all prophets? Are all teachers? Do all work miracles?</p> <p>30 Do all have gifts of healing? Do all speak in tongues? Do all interpret?</p> <p>31 But eagerly desire the greater gifts. And now I will show you the most excellent way.</p>	

C. Discussion of SUPPORT GIFTS (see pages 40-45)

1. Knowledge
2. Wisdom
3. Discernment
4. Faith

Lord, Did You Say I'm an Eyelash?

All this talk about gifts and such. Bloom where you're planted, it's just too much to put together.

But, I've been contemplating.

And, I must say I've been patient, Lord in the waiting for You to reveal to me where I stand.

Am I a head, a foot, a finger, or hand?

I thought I heard you say, "you're an eyelash."

But oh, to be a hand would be grand.

To praise, clap, and touch those in need.

Or a foot to help go and plant your seed near and far; that is important indeed.

A knee would be nice, to bow to you, Lord.

To pray like Daniel and show You're adored.

I bet a knee is never bored!

And then, again I heard you say, "you're an eyelash."

Let me be an ear, Lord.

Then I can hear when You whisper Your word. You'll always be near.

Then I can tell the tongue what to say.

Oh, if I were a tongue I would talk all day.

And I promise I will speak only what You say.

Please, Lord, anything but an eyelash!

What can such an insignificant part do?

What if I fall out, then what use am I to You?

I'll be finished, a nothing, my job will be done.

I don't think being an eyelash is very much fun.

But I'll be obedient. I'll do as you say.

Please tell me. What can an eyelash do, anyway?

And you said: "As an eyelash, your job is very important indeed

in continuous praise as you look up at Me.

I see no part as less or more.

You'll learn in My strength your job is no chore.

For without you, eyelash, doing your part,

feeling the tears that flow from My heart

and seeing with My eyes the things you will see

you're important, because you are part of Me."

(Patti Heinz; written March 18, 1989)

D. How Should I Prepare for the Next Class?

- Complete PERSONAL CONVICTION ASSESSMENT beginning on page 75 and record your results on page 77.
- Read pages 49-54 to prepare for the next class discussion.
- Reread 1 Corinthians 12 and be prepared to answer the observation questions on the next page.

CLASS FIVE

Beginning to Put it All Together

A. What are a Few Summary Observations about Gifts from 1 Corinthians 12?

1. Why are gifts given?
2. On what basis does God give His gifts?
3. Does everyone have all the gifts?
4. Are some gifts superior to others?
5. Should we actively seek the gifts we desire?

B. Discussion of SIGN GIFTS (see page 45-54)

1. Healing
2. Miracles
3. Tongues
4. Interpretation of Tongues

C. How Do I Discover My Gift?

D. What Does it Mean to be a Servant?

E. How Should I Prepare for the Next Class?

- Record your assessment conclusions in the far right column on page 77
- Read GUIDELINES FOR COMPLETING YOUR SERVANT PROFILE on pages 79-80
- Complete your SERVANT PROFILE on pages 81-82

CLASS SIX

Where do we go from Here?

A. Ministry Needs and Opportunities at Covenant

B. Disclose the Diversity of Gifts of Class Participants

C. Group Discussions to Determine Implementation of Gifts in Covenant

Group 1 / SPEAKING GIFTS

PRIMARY GIFTS: Evangelizing, pastoring-teaching, teaching, exhorting, and leading.

Group 2 / SERVING GIFTS

PRIMARY GIFTS: Administering, being merciful, helping/serving and giving.

Group 3 / SUPPORTING GIFTS

PRIMARY GIFTS: Knowledge, wisdom, discerning spirits, faith.

- *Those who have the gift of LEADERSHIP or ADMINISTRATION can be used in every area of ministry. Choose the group which most suits your interest, or “passion.”*
- *The **support** gifts (FAITH, WISDOM, KNOWLEDGE, DISCERNMENT) can be a great asset wherever your “passion” is.*
- *Let your **servicing** and/or **speaking** gifts influence what area you should consider even though they may have scored below your primary gift/s.*

D. Finalizing Your Commitment to Serve Others with Your Gifts

- Complete FINALIZING YOUR COMMITMENT on page 82

**EXPLANATION
OF
GIFTS**

Apostleship

Word Study

“apostolos” (from “apo”, from; “stello”, to send) one sent forth a messenger, one sent on a mission

Definition of Gift:

One who has been sent as a representative of the church having authority from God through the church and under authority to the church for the purpose of beginning churches and establishing and confirming leadership in these new churches.

Biblical References:

Refers to Jesus: (*Hebrews 3:1 - Jesus, the Apostle and High Priest of our confession*)

Refers to the 12: (*Acts 1:21,22; Acts 2:43; Hebrews 2:4; Revelation 21:14*)

1. They had been with Jesus from the beginning.
2. They had a personal call from Christ. (*Mark 3:14*)
3. They were witnesses of the resurrection.
4. They laid the doctrinal and structural foundation of the church.
5. They had power to work miracles.
6. They will one day sit on 12 thrones, their names inscribed on the foundations of the New Jerusalem.

Refers to others:

1. Paul (*I Corinthians. 9:1-2*)

2 Corinthians 12:11-12 NIV

11 I have made a fool of myself, but you drove me to it. I ought to have been commended by you, for I am not in the least inferior to the "super-apostles," even though I am nothing. 12 The things that mark an apostle — signs, wonders and miracles — were done among you with great perseverance.

2. Barnabas (*Acts 14:4,14*)
3. James, the Lord's brother (*Gal 1:19*)
4. Silas and Timothy (*I Thes 1:1; 2:6*)
5. Andronicus and Junia (*Romans 16:7*)
6. References to “false apostles” during New Testament times (*2 Corinthians 11:13-14*)

Discussion:

Many believe that the gift of apostleship was only present during New Testament times and is no longer present. This is definitely true if you consider the restricted use of the term and the

original authoritative call given the 12. In this sense we all benefit from the foundation laid by the original apostles.

9 Consequently, you are no longer foreigners and aliens, but fellow citizens with God's people and members of God's household, 20 built on the foundation of the apostles and prophets, with Christ Jesus himself as the chief cornerstone. (Ephesians 2:19-20 NIV)

“Some spiritual gifts plainly have ceased, such as the founding office of apostle . . .” (“A Pastoral Letter Concerning the Experience of the Holy Spirit in the Church Today,” P.C.A. Christian Education and Publication)

Many see this gift present today in the secondary sense, operating as a missionary gift, particularly in those who plant churches.

Class Notes:

Prophecy

Word Study

“propheteia” tell forth, speaking forth the mind and counsel of God. Can refer to past, present, or future.

Definition of Gift:

One who speaks forth the mind, will and heart of God as proclaimed in His Word, who is able to apply His truths to specific times and circumstances.

Biblical References:

1 Corinthians 14; Deuteronomy 18:18-22 (see regarding false prophets *Deuteronomy 13:1-5; Matthew 24:24; 1 John 4:1-3*)

Discussion:

The operation of the gift of prophecy is not crystal clear in Scripture. Note the following considerations:

1. The office of prophet is one of the foundational offices of the church (*Ephesians 2:19-20*). It refers to the Old Testament calling by God of prophets. Prophets had the responsibility to speak “Thus says the Lord...”. In the New Testament, however, the apostles were the ones who had the authority to write Scripture. In this sense we all continually benefit from the prophets, who were God’s gift to the church.
2. Prophets existed in the New Testament, but not all spoke with the authority of Scripture. Most commonly, New Testament prophets were ordinary Christians, men and women, who reported something God had laid on their hearts or brought to their minds. The prophecy was considered fallible, and saints were instructed to “test everything” (1 Thessalonians 5:19-22). The words were human words and not equal to God’s words in authority.
3. The question remains, how do we view the gift of prophecy today? Some see prophecy as a “generic” term which covers a variety of speaking gifts that are used for edification of the body of Christ. Others see a unique gift in operation, pointing to those who are able to bring God’s message in a forceful way to the time and circumstances of our lives.

James Boice in his *Ephesians: An Expository Commentary* speaks of the varying ways the Scriptures speak of apostles and prophets. Here’s what Dr. Boice teaches about the narrower use of these gifts.

Here [in Ephesians 4) “apostle” and “prophet” must be taken in their most technical sense. Therefore, apostles must refer to those witnesses who were specifically

commissioned by Christ to establish the church upon a proper base, and prophets must refer to those who received God's message (as had the prophets of old) and recorded it in the pages of what we call the New Testament. Prophet may also refer to those specially inspired individuals such as Agabus (Acts 21:10-11) who functioned while the New Testament was being written.

Regarding the gift "prophet" or "prophecy" Boice explains that although Paul uses that term in his letter to Ephesians in a very narrow sense, he broadens the understanding of that term in his first letter to the Corinthians.

..."prophet" does not always mean only one who receives a special inspired word from God; it also refers to anyone who speaks boldly in his name (as in 1 Cor 14).

This broader sense of the word "prophet" and "prophecy" in 1 Corinthians is seen below:

1 Corinthians 14:2-3 NIV

2 For anyone who speaks in a tongue does not speak to men but to God. Indeed, no one understands him; he utters mysteries with his spirit. 3 But everyone who prophesies speaks to men for their strengthening, encouragement and comfort.

1 Corinthians 14:29-32 NIV

29 Two or three prophets should speak, and the others should weigh carefully what is said. 30 And if a revelation comes to someone who is sitting down, the first speaker should stop. 31 For you can all prophesy in turn so that everyone may be instructed and encouraged. 32 The spirits of prophets are subject to the control of prophets.

Whatever one's view of the gift of prophecy today, the completion of the New Testament Scriptures ended any need for further revelation of which the biblical prophets were recipients. Thus anyone today who claims to have been given new revelation from God is in serious error.

Class Notes:

Evangelism

Word Study:

“Euaggelistes” (from “eu”, good; “angelos”, a messenger); to announce glad tidings
Evangelion means good news, the gospel
An evangelist is a preacher of good news.

Definition of Gift:

Though all Christians are to witness their faith in Christ, the gift of evangelism is a special ability to communicate the Gospel message in relevant terms to unbelievers in such a way that people respond and are converted.

Biblical References:

Acts 8:1-6; Acts 21:8; Romans 10:1-17; 1 Corinthians 15:1-7; Ephesians 4:11; 2 Timothy 4:5

Symptoms of Gift:

- _____ You have the ability to converse easily with strangers or people of short acquaintance.
- _____ You have the ability to persuade or influence people.
- _____ You have the ability to include spiritual truth in normal conversation with the unsaved by sensing occasions to do so.
- _____ You enjoy great freedom in talking about Christ in a natural, unforced manner.
- _____ You specifically pray much for unsaved people by name.
- _____ You have a strong need to share the Good News with others and you feel incomplete when you are not witnessing regularly.
- _____ You see fruit in evangelizing
- _____ You have the ability to make friends easily.
- _____ You become frustrated when you see other Christians that don't seem to care as much about the lost as you do.
- _____ Even though you are sometimes afraid, you still feel compelled to share your faith with those you meet, and you are amazed at how often they respond.

How to Develop Gift:

Become very clear on the essentials of salvation. Studying the book of *Romans* chapters 1-11 could be great help in this regard

Receive training in how to witness/share your faith: presenting the gospel, answering questions non-Christians ask, sharing your story/testimony of how you come to trust Christ as your Savior

Practice!

Ministry of Gift:

Used in the work place, one-on-one or in large groups, in a team setting or individual spontaneous opportunities, and in the church by teaching others how to witness. Many have this gift but do not develop or use it.

Pastor-Teacher

Word Study:

“Poimen” a shepherd, one who tends herds or flocks, involves tender care and vigilant superintendence

“Didaskalos” an instructor, a teacher of truth

Definition of Gift:

The special ability to assume the long term responsibility for the spiritual growth and welfare of a believer or group of believers. This is the discipling gift.

Biblical References:

Jeremiah 3:15; Ezekiel 34; Acts 20:17-38; John 10:1-16; Ephesians 4:11; 1 Peter 5:1-4

Discussion:

There is some debate among Christians as to whether pastor-teacher is one gift or two separate gifts. Because of the conjunction between pastor and teacher, most agree that it speaks of a singular gift.

The conjunction is the Greek word “kai”. Often “kai” has the meaning “that is” or “in particular” and indicates that the “shepherds” and “teachers” are viewed as one common group, ie, “teaching shepherds”.

Symptoms of Gift:

_____ You are person-oriented. You are not a loner.

_____ You are gifted in bringing out the best in people. You instinctively know where their strengths lie, in what situations they thrive, and what nourishes and delights them.

_____ You are sensitive to people. You are a careful listener who can spot others’ needs.

_____ You have the gift of long-term discipling. (differs in exhortation in that one with that gift can help in an immediate situation, whereas a pastor is more of a caretaker who watches over one’s long-term growth).

_____ You have a great sense of responsibility for the welfare of others.

_____ You are never afraid to get “involved” with people.

_____ It is important for you to know, keep in touch, and be known by those Christians you are responsible for.

_____ You have a strong desire to give yourself to struggling or straying Christians so that they are encouraged and brought back into the group.

_____ People who have wandered from Christ or from the church body seem to respond well to your concern and are often brought back.

How to Develop Gift:

Be disciplined yourself by someone with this gift individually or within a small group.

Learn how to understand and spot spiritual gifts in others.

Receive training in biblical pastoral care and counseling; discussion leading.

Study the disciple-training books and materials of The Navigators.

Learn how to study Scriptures (theology, books of the Bible, Old and New Testament history)

Seek opportunities to teach Scripture.

Ministry of Gift:

Small group leaders, counselors, letter-writer, youth sponsor, nursing home ministry, one-on-one, phone ministry. Ordained pastors should have this gift and some elders may.

Teaching

Word Study:

“Didaskalia”, “didaskalos” means instruction, doctrine, those who give instruction

Definition of Gift:

The supernatural ability to discover and analyze biblical truth and communicate that knowledge and truth in a way that people can see, learn, and be transformed.

Biblical References:

It would be very helpful for prospective teachers to review the teaching methods of the Great Teacher Jesus (*Matthew 4:23; 5:17-20; 13:54; Mark 1:22; 6:34; John 3:2; Luke 4:31; John 8:2*)

Look at what Jesus, as the prototype of biblical teachers, taught. (*Matthew 12:38-42; 19:4-6; Luke 17:26-32; 24:25-27; John 14:10*)

Look at what we learn about teaching from the “Great Commission”. (*Matthew 28:19-20*)

Instruction in teaching from the Epistles. (*Romans 12:7; 1 Corinthians 12:28-29; Colossians 1:28-29; 2:6-8; 1 Timothy 6:3-5; 2 Timothy 2:24-26; 3:15-17; 4:2-3 Titus 1:7-11; Revelation 2:14,20*)

Discussion:

Teaching is singled out as a high accountability gift. (*James 3:1 “Let not many of you become teachers, my brethren, knowing that as such we shall incur a stricter judgement.”*)

Judgement will be great on false teachers. (*2 Peter 2:1 “But there were also false prophets among the people, just as there will be false teachers among you. They will secretly introduce destructive heresies, even denying the sovereign Lord who bought them-- bringing swift destruction on themselves.”*)

Symptoms of Gift:

_____ People consistently understand truth as a result of what you say.

_____ You have a tremendous drive within to understand truth and to see ways to explain it to others.

_____ You have a thirst for study and will be able to discipline yourself to much study of God’s Word.

- _____ You will find yourself overly concerned about meaning and will not be satisfied with unclear explanations.
- _____ You have a great desire for clarity and spend much time organizing material.
- _____ You have the ability to put yourself in the shoes of the students in order to illustrate the truth clearly. Clarity is the key.
- _____ You are patient and usually not threatened by questions.
- _____ You are able to present truth in a logical, systematic way.
- _____ You enjoy word studies, love to do research and to study.
- _____ You become upset when Scripture is used out of context.
- _____ You prefer teaching believers rather than engaging in evangelism.
- _____ You feel that Bible study is foundational to the operation of all the gifts, and you are grieved when you see apathy among Christians to in depth study of the Word.
- _____ You tend to have only a select circle of friends; you avoid superficial friendships.
- _____ You have strong convictions and opinions based on investigation of facts.
- _____ You are more objective than subjective.

How to Develop Gift:

Study hermeneutics (the science of interpreting Scripture)

Learn how to study Scriptures (theology, books of the Bible, Old and New Testament history)

Seek opportunities to teach Scripture.

Study the teaching skills of the Master Teacher, Jesus

Ministry of Gift:

There is a wide span of use of this gift: small groups, large groups, various ages, discussion leader, platform teacher, and writing.

Exhortation

Word Study:

“Paraklesis” a calling to one’s side and thus to his aid.

Root word “parakletos” is the word for the Holy Spirit.

Definition of Gift:

The ability and responsibility to come alongside and provide encouragement, strength, stability, and consolation through the application of biblical truth.

This is the major counseling gift.

Biblical References:

Barnabas is the classic example. (*Acts 4:36-37; 9:23-27; 15:35-39*)

Note these examples of how exhortation mixes with other gifts. (*Acts 2:40; 1 Corinthians 14:3; 2 Thessalonians 3:12 ; 2 Timothy 4:2*)

Look at the importance of exhortation. (*1 Thessalonians 2:3-12; 1 Timothy 4:13*)

If you don’t have the gift of exhortation, what are you to do? (*1 Thessalonians 5:11; Hebrews 3:12-13; 10:24-25*)

Symptoms of Gift:

_____ People frequently confide in you their innermost problems because they sense in you an empathetic ear.

_____ People like to be around you because you cheer them up simply by your attitude and demeanor.

_____ You love to share with anyone a truth from a verse of Scripture which has meant much to you.

_____ You are “person centered”. You enjoy being with people and have the ability to put each person at ease.

_____ You are not one for speculation or abstraction. You are practically minded.

_____ You are able to listen to problems without becoming extremely weighed down or depressed yourself.

- _____ You are not detached but are a sympathetic person who “gets inside” and understands people’s feelings.
- _____ You are a good listener.
- _____ You are able to rebuke when necessary.
- _____ You become very frustrated with teaching that is not very practical in its application.
- _____ When you teach, you want visible response (interaction in the group).
- _____ You prefer to apply truth rather than research it. You tend to find truth in experience, then validate it with Scripture.
- _____ You accept people as they are without judging them.
- _____ You are loved because of your positive attitude.
- _____ You want to clear up problems with others quickly; you dislike strained relationships.
- _____ You tend to make decisions easily.

How to Develop Gift:

Study *Job* to note how and how not to empathize with those who are suffering.

Study *Ecclesiastes* to see areas in which men seek satisfaction.

Receive training in biblical counseling including reading books by gifted counselors, e.g. Jay Adams, Larry Crabb, Dan Allender.

Ministry of Gift:

Lay counseling, leading small group Bible studies or discussion groups, one-on-one discipling of new Christians. This gift is often mixed with teaching which makes a very effective speaking mix. Wonderful when coupled with the gift of mercy in the following ministries: jail ministry, nursing home ministry, shut-ins, or hospital ministry.

Leadership (Ruling)

Word Study:

“Proistemi” means to put before, to stand before, to set over, to manage, to have charge over, to rule. Used in *Romans 12:8*.

This word is used 8 times in the New Testament, 3 times in *1 Timothy* and where it is translated manage, also in *1 Timothy* and *Titus* in describing work of elders.

Definition of Gift:

The special ability to set goals for people and to be able to motivate people to work harmoniously and consistently towards the achievement of those goals.

Biblical References:

Exodus and *Deuteronomy* (Moses' leadership skills); *Nehemiah*; *1 Timothy 3*; *Titus 3*

Discussion:

There is some disagreement as to whether the gift of LEADING (Ruling) as listed in *Romans 12* is the same gift as ADMINISTRATIONS (Governments) listed in *1 Corinthians 12:28*. Since the Greek words are different, and since there seem to be some clear distinctions between leading and administrating, this study will consider them two separate gifts.

Symptoms of Gift:

_____ People look to you when something needs to be done.

_____ You may not be an accomplished public speaker, but you are generally at ease before a group of people.

_____ You are a “goal oriented” person, decisive and clear in visualizing where you want to go.

_____ You do not do everything yourself. Delegation is instinctive for you, and you are effective in seeing that people do their jobs.

_____ You are able to foresee problems and begin ahead of time to provide ways to circumvent them.

_____ You have a concern for the good of the whole group.

_____ You are not afraid of responsibility, yet you are not hungry for power, either. You will wait to have authority given to you.

_____ You take your responsibility seriously, and you accomplish your tasks “with diligence”. You recognize that leadership is a high accountability gift.

_____ You are able to endure criticism.

How to Develop Gift:

Study Moses (*Exodus* through *Deuteronomy*) and the book of *Nehemiah*

Study leadership passages in the pastoral epistles(*1 & 2 Timothy, Titus*)

Do not hesitate to accept leadership responsibilities.

Take courses on management.

Develop a clear understanding of the nature of the church, its purposes, functions, growth process.

Ministry of Gift:

Adult classes, committees, boards, ministry teams, task forces to put people at ease and move them toward goals.

Administrations (Governments)

Word Study:

“Kubernesis” to steer, to guide, to pilot, to direct

Used in *1 Corinthians 12:28*. Used only once in New Testament

Definition of Gift:

The special ability to devise, organize and execute plans to reach goals using the available resources in the most efficient way.

Biblical References:

Acts 27:11; Exodus 18:13-26

Discussion:

Distinguishing between the gift of leadership and the gift of administration:

- The leader is the captain of the ship; the administrator is the pilot.
- The leader sees the broader picture; the administrator sees the details.
- The leader has the vision; the administrator sets up goals to achieve vision.
- The leader aspires; the administrator carries out.
- The leader is the motivator; the administrator is the implementer.
- The leader says “Follow me!” the administrator says “I’ll show you how to get there.”

Symptoms of Gift:

_____ You prefer to be “second in command”. You will do the organizing, though you may not wish to persuade and motivate people to goals.

_____ You are an organizer, and you tend to be organized personally.

_____ You hate inefficient use of time, energy and money.

_____ You not only enjoy planning a good course of action, you don’t mind the scheduling, phone calling, letter writing, etc. You like to get things done.

_____ You are constantly making lists and writing notes to yourself and others.

_____ You are able to identify concrete ways to achieve abstract goals.

_____ You do not enjoy specifically being told everything to do (that is the gift of helps); rather, you need to be given a general direction and then the freedom to operate as you think best.

_____ You think of details.

_____ This gift is often grouped with leadership.

How to Develop Gift:

Read about and be trained in management skills.

Volunteer for administrative positions. Deacons duties are often administrative, as are church school superintendents.

Ministry of Gift:

Most ministries needed someone to plan and get the job done, e.g. coordinators of church-wide events. This a behind-the-scenes gift that is absolutely vital to the organization and functioning of the church infrastructure.

Mercy

Word Study:

“Eleeo” to have pity, compassion

The outward manifestation of pity; assumes need on the part of him who receives it and resources adequate to meet the need on the part of him who shows it.

Definition of Gift:

The special ability to feel love and sympathy for people who are suffering, and to alleviate the suffering through kind deeds. The practical use of this gift expresses the love of God to those in need and thus prepares their hearts for acceptance of the Gospel message.

Whereas exhortation helps sufferers mainly through words, mercy helps mainly through deeds.

Biblical References:

Micah 7:18; Matthew 9:36; Luke 10:30-37; Colossians 3:12-15; Hebrews 2:17-18; James 2:15-16; 1 John 3:17

Symptoms of Gift:

_____ You can tolerate being in the presence of persons or situations that others avoid due to unpleasantness. You are not repulsed.

_____ You are extremely patient, so as to be able to sit at a bedside or put up with helpless or irksome behavior in people.

_____ You are very tender-hearted and are deeply moved by a display of any suffering and distress.

_____ You are comfortable in institutions (prisons, nursing homes, hospitals), places that others would rather avoid.

_____ People in need like to have you around because you cheer them up.

_____ You respond to the need without considering whether or not the person deserves, or has earned, any help.

_____ You take care with words and actions to avoid hurting others.

_____ You tend to be ruled by your heart rather than your head.

_____ You tend to be a crusader for good causes.

_____ Your intercessory prayer life is very strong.

_____ You love to do thoughtful things (remember birthdays, etc.)

How to Develop and Minister Gift:

Volunteer for hospital service jobs, institutions, nursing homes.

Serve on committees who work with the elderly, prisoners, widows, orphans, the handicapped.

Pregnancy centers

Single parent families

Food banks and food relief.

Helps/Service

Word Study:

“Helps” as found in *1 Corinthians 12:28*

“Antilepsis” means laying hold of, an exchange, to take so as to support. “Anti” means in exchange or in front of: “lambano” means to lay hold of, meaning: “Here, let me take care of that for you.”

“Service” as found in *Romans 12:7*

“Diakonia” ministry, service, root word for office of deacon

Definition of Gift:

The ability to see needs and to assist whenever a need occurs, to do so as to strengthen, help or encourage others. Such service may be menial or domestic in nature. It is a special ability to invest time and talents into the lives of other Christians, thus freeing them to be more effective in their ministries.

Biblical References:

Matthew 20:20-28; Mark 10:40-45; Acts 6:1-6; Romans 16:1 (Phoebe); Philippians 2:25 (Epaphroditis); 1 Timothy 3; 2 Timothy 1:16-18 (Onesiphorus); Philemon 10 (Onesimus)

Discussion:

Because there are two different Greek words involved here, it is probable that two different gifts are being described. However, they are very similar in nature and are difficult to distinguish.

“Helps” would most likely refer to the one who sees many needs in a situation and is able to “jump in” wherever there is a need. “Helps” would be analogous to the hand in the body. The hand can do anything: brush hair, pass out papers, set up chairs, cook, stuff envelopes, make phone calls, change light bulbs, drive a tractor, etc.

“Service” more often refers to one with a specific ministry. The liver would be analogous to service in the body of Christ. This person may not be able to see and meet needs on the wide scale, but rather he performs a consistent, faithful service in one area. One with the gift of service faithfully serves coffee and cleans up the church kitchen week after week.

Symptoms of Gift:

- _____ You have an unselfish nature which likes to do tasks, menial or otherwise, as long as they help others.
- _____ You have the ability to see temporal needs of others.
- _____ You have a bent toward enjoying practical service more than theoretical service of a conceptual nature.
- _____ You have a willingness to do little jobs without any credit just for the joy of doing them and knowing they are a help to someone.
- _____ You possess a lot of energy and physical stamina.
- _____ You possess a lot of practical skills and enjoy working with your hands.
- _____ You have no desire to be “up front”. Yours is a quiet, behind the scenes gift.
- _____ You may have difficulty saying “no”, and find yourself overwhelmed with many errands and demands on your time and energy.
- _____ You prefer working on immediate goals rather than long-range ones.
- _____ You tend to do more than asked to do.
- _____ You prefer doing a job to delegating it.

How to Develop Gift:

Serve!

Become a teacher’s aide, a deacon’s aide

Ministry of Gift:

Deacons or diaconate related ministries, secretaries, administrative assistants, teacher’s aides.

Giving

Word Study:

“Metadidomi” not the simple word for giving, which is “didomi”

“Meta” is an intensifier and means “with” and is used five other times in the New Testament, meaning sharing, imparting, giving of self. Involves all your being and implies sharing, sacrificial nature.

Definition of Gift:

The capacity to give liberally to meet the needs of others and yet to do so with a purity of motive which senses that the giving is a simple sharing of that which God has provided. Involves not only money, but all the person possesses.

Biblical References:

Acts 4:34-37; 2 Corinthians 8:1-5; 9:1-15; Philippians 4:17-19; 1 Timothy 6:17-18

Discussion:

In the light of every believer’s responsibility to the work of ministry, how is this gift distinguished? Every believer is responsible for obedient giving, which in the Old Testament involved tithing and in the New Testament seems to imply giving as God has prospered. Obedient giving is a maintenance kind of giving, the consistent giving of resources as God prospers and provides. On the other hand, gifted giving seems to include and go beyond obedient giving, and involves forward and crisis giving. For these people, money is constantly coming in and going out, and giving is done with a singleness of mind, a natural joy and delight, with simplicity and no pretense or agendas. When emergency needs arise, it is usually the people with the gift of giving that respond.

Symptoms of Gift:

_____ You are quick to recognize material needs of others and to assume some burden to meet those needs.

_____ You are careful in the handling of your financial matters and you have a bent toward obtaining only those things which you need.

_____ You have a conviction that all of what you have belongs to God and you as a steward want to be a channel for God to use what He has given you.

_____ You have no desire for acclaim and expression of gratitude, and you prefer to give anonymously.

- _____ It gives you great joy to give. You are able to give great proportions of your wealth without great effort of will. It is not painful. 10% of income is a very small amount for you.
- _____ Someone has said “A person with this gift does not ask ‘How much must I give?’ but ‘How much must I keep?’”
- _____ You are able to meet needs in ways that bring spiritual benefit to the recipients.
- _____ You are skillful in making and managing money (not necessarily, but often true).
- _____ You are often willing to sacrifice personal desires to give to God’s work.
- _____ When presented with a physical or spiritual need, you tend to respond on your own initiative to try to meet it, especially through material or monetary generosity.

How to Develop Gift:

- Learn good financial management.
- Study Biblical passages dealing with giving.
- Practice!

Ministry of Gift:

Deacons, as they are charged to develop liberality in their congregations, mercy ministry, building committees.

ILLUSTRATION ON HOW THE GIFTS WORK TOGETHER

The diverse ways the body of Christ responds to a troubled situation.

- MERCY would see the need, go to the bedside and get involved.
- HELPS Would cook the meal.
- GIVING would pay for it.
- EVANGELISM would come and preach the Gospel to them.
- EXHORTATION would counsel them on how to get their lives together.
- ADMINISTRATION would coordinate all the efforts.
- PASTOR-TEACHER would watch over the long process.
- LEADER would have vision to see better ministry in the future.
- TEACHER would communicate the truths the Word of God has for the situation.

Word of Knowledge

Word Study: (in 1 Corinthians 12:8)

“Logos” denotes the expression of thought, a conception or idea and “gnosis” indicates a seeking to know, inquiry, investigation. Please note that the word is not “epignosis”, which indicates true, full knowledge)

Definition of Gift:

The special ability to discover, organize, relate and clarify information and ideas.

Biblical References:

Hosea 4:6; Hosea 6:6; Proverbs 15;1 Corinthians 8:1; C olossians 2:3; 2 Peter

Discussion:

Some believe that these gifts are situational communications given by the Spirit for a particular moment; ie, a word which comes from God as knowledge or wisdom for a certain specific situation. (problem: use of the word “logos” instead of “rhema”, which indicates spoken word only.)

Some believe these gifts were no longer needed once the New Testament canon was completed and henceforth no longer exist.

Symptoms of Gift:

_____ You easily get “the big picture” when studying an area of knowledge. You can summarize and outline a book or lecture so that it is clearer than when it was first delivered.

_____ You can take in and retain and recall large amounts of information.

_____ You are an eager learner; you love to discuss and think about ideas. You enjoy the academic world. You are patient in research.

_____ You are often more idea-oriented than people-oriented. You are bored with small talk and gossip.

_____ This gift is often coupled with teaching gift (but not always).

How to Develop and Minister Gift:

Sharpen your study habits. Read (magazines, books, commentaries) and write a lot.

Become a seminary and Bible college professor.

Word of Wisdom

Word Study: (in 1 Corinthians 12:8)

“Logos” denotes the expression of thought, a conception or idea

“Sophia” skilled, refers to insight into true nature of things

Definition of Gift:

The special ability to apply truth to concrete situations, to communicate wisdom; to properly evaluate a situation in the light of spiritual truth.

Biblical References:

Proverbs 1:7; 15:33; Jeremiah 9:23-24; 1 Corinthians 1:18-25; Colossians 1:9-12; Colossians 2:3, James 1:5,6; James 3:13-18

Symptoms of Gift:

_____ “Insight” is the key word here. You possess this quality as you sift through what is often conflicting and confusing. You are able to communicate this insight to others.

_____ You are able to take what is technical and make it practical and applicable.

_____ You are a problem solver. You can quickly size up all the elements of a situation.

_____ Wisdom differs from discernment in that it is not person-centered but rather problem-centered.

_____ Wisdom may be communicated either verbally or in written form.

_____ When a group discussion becomes confused and entangled, you are able to clarify, offer a suggestion which is insightful, and harmony results.

_____ This gift is useful blended with any other of the gift mixes in the body of Christ. Usually but not always mixed with speaking gifts.

How to Develop and Minister Gift:

Participate in groups and ministries where you are a “trouble-shooter” and participating in eliminating/overcoming barriers to mission and vision.

Grow in your prayer life, seeing God’s wisdom (e.g. James 1:5).

Learn how to become sufficiently close to others where your advice and wisdom is sought.

Discernment (Distinguishing of Spirits)

Word Study:

“Diakrasis” act of judgment, a clear discrimination, to separate, judging whether spirits are evil or of God

Definition of Gift:

The ability to separate that which is from God and what is not; the ability to know whether motives and behavior are divine, human or demonic in origin.

Biblical References:

Acts 5:9-11; Acts 13:8-12; Acts 16:16-18; Acts 17:11; Acts 20:29-30; 2 Corinthians 11:4, 13-15; 2 Tim 4:1-3; 2 Peter 2:1; 1 John 4:1

Symptoms of Gift:

- _____ You are not gullible and seldom “taken in” by anyone. (note: don’t mistake discernment for a critical spirit)
- _____ You are apt to spot insincerity and “phoniness” before others do.
- _____ You are sensitive to doctrinal issues, able to go beneath the surface of statements to discern presuppositions and “where he’s coming from”.
- _____ This gift is similar to wisdom, but is more “person-centered”, having to do with motives and behavior, rather than alternative courses of action in decision making.
- _____ You have a keen sense for recognizing inconsistencies.
- _____ You often and quickly notice when public speakers give wrong interpretation or misapply Scripture.
- _____ You have a deep underlying spirit of conviction which will not allow you to rest when you know people are being given half-truth, misapplied truth or the false.

How to Develop and Minister Gift:

Read, study and memorize Scripture as a habit of life. The more saturated in Scripture you are, the more potent this gift will be.

Gift is dependent upon your spiritual growth and maturity. Many immature believers claim this gift, but it takes growth and practice! (*Hebrews 5:14 “Solid food is for the mature, who because of practice have their senses trained to discern good and evil.”*)

Faith

Word Study:

“Pistis” firm persuasion, a conviction based upon hearing.

Same word essentially as used for “believe”. This is the common word for *faith* used in the New Testament.

Definition if Gift:

The special ability to understand and work for God’s will and purposes with extraordinary confidence.

Biblical References:

Matt 9:22; Romans 10:17; Hebrews 11

Discussion:

The gift of faith is more than the faith we all possess as believers. We are not talking about saving faith or believing the Word, or the fruit of the Spirit. The key to this gift is found in two verses:

1 Corinthians 12:9

“to another faith by the same Spirit, and to another gifts of healing...”

Indicates these are gifts not given to everyone, something beyond the faith we receive to believe God.

1 Corinthians 13:2

“And if I have the gift of prophecy, and know all mysteries and all knowledge; and if I have all faith, so as to remove mountains...”

Paul is talking about spiritual gifts here, and the spiritual gift of faith seems to be associated with “mountain moving faith”. Mountains refer to the obstacles of life. This gift enables the believer to believe God for great things.

Symptoms of Gift:

_____ You are not indecisive or timid about Christian ministry; you are bold and confident in your endeavors.

_____ You “think big”; you tackle tasks others shy away from.

- _____ You have an infectious enthusiasm which can inspire and motivate others to work for God's goals.
- _____ You tend to become very irritated with "red tape", negative thinking, fault finding and indecision.
- _____ You have recurring experiences where in the midst of situations you sense God is going to do something unusual even though most around you do not have this kind of assurance.
- _____ Your prayer life is very strong. You feel great satisfaction and joy in persisting through prayer for specific needs.
- _____ When you believe that God has led, you seem to have unusual assurance that it will be accomplished, no matter what.
- _____ You tend to encourage other Christians to trust God and think big in terms of certain goals and actions.
- _____ Often this gift is clustered with leadership (powerful combination).

How to Develop and Minister Gift:

This gift is a kind of "magnifier" of any other gifts a person may have. It increases boldness and perseverance in any ministry.

The gift of faith is developed and strengthened as the Bible says: obedience to promises and hearing the Word of God.

Develop a strong prayer life.

This gift should be present in any planning or goal-setting body in a church. Every committee (mercy, missions, etc) needs someone with this gift.

Read biographies of Christians with this gift (George Muller, Francis Schaeffer, Bill Bright)

Gifts of Healing

Word Study:

“Iamaton” means healing, gift of healing

This gift and miracles are the only gifts to be listed in the plural. It is possible this implies the gift does not operate continuously, as do the other gifts.

Definition of Gift:

The special ability to be used by God as channels of God’s power to cure illness apart from natural means.

Biblical References:

1. Ultimately, Jesus is the Healer. (*Exodus 15:26; Isaiah 53:4-5; 1 Peter 2:24-25; Matt 8:17*)
2. Healing in the Gospels and Acts was directly related to the proclamation of the Word of God (*Matt 4:23; Luke 9:11; Acts 3:1-10; Acts 4:23-30*).
3. Not everyone was healed. (*Gal 4:12-15; Phil 2:25-27; 1 Tim 5:23; 2 Tim 4:20*)

- Paul was not healed though he sought to be

2 Corinthians 12:7-9 NIV

7 To keep me from becoming conceited because of these surpassingly great revelations, there was given me a thorn in my flesh, a messenger of Satan, to torment me. 8 Three times I pleaded with the Lord to take it away from me. 9 But he said to me, “My grace is sufficient for you, for my power is made perfect in weakness.”... Therefore I will boast all the more gladly about my weaknesses, so that Christ's power may rest on me.

- Paul did not heal Timothy nor did he urge Timothy to seek healing from someone else

1 Timothy 5:23 NIV

Stop drinking only water, and use a little wine because of your stomach and your frequent illnesses.

Effecting of Miracles

Word Study:

“Energema” what is wrought, the effecting, operation.

“Dunamis” miracles, power, might, strength; usually translated ‘power’.

Note: In this case, the gift is in the plural, indicating that it manifests itself as “gifts”, not as a continual ministry.

Definition of Gift:

The special ability to be used by God as channels of His power to perform powerful acts which break the ordinary course of nature and which attests to the truth of divine revelation.

Biblical References:

1. Miracles (signs) always served to exalt Christ, to point to His Person and His message. (*John 2:23; 3:2; 6:2,26; Acts 2:22; 15:12; 6:8; 8:6; Hebrews 2:4*)
2. Miracles were not always from God. Jesus warns of false prophets who will perform such acts. Discernment is necessary. (*Matthew 24:24; 2 Thessalonians 2:8-12; Revelation 13:14*)

Matthew 7:15-23 NIV

15 “Watch out for false prophets. They come to you in sheep’s clothing, but inwardly they are ferocious wolves. 16 By their fruit you will recognize them. Do people pick grapes from thornbushes, or figs from thistles? 17 Likewise every good tree bears good fruit, but a bad tree bears bad fruit. 18 A good tree cannot bear bad fruit, and a bad tree cannot bear good fruit. 19 Every tree that does not bear good fruit is cut down and thrown into the fire. 20 Thus, by their fruit you will recognize them. 21 “Not everyone who says to me, ‘Lord, Lord,’ will enter the kingdom of heaven, but only he who does the will of my Father who is in heaven. 22 Many will say to me on that day, ‘Lord, Lord, did we not prophesy in your name, and in your name drive out demons and perform many miracles?’ 23 Then I will tell them plainly, ‘I never knew you. Away from me, you evildoers!’

Tongues/Interpretation of Tongues

Word Study:

“Glossa” refers to: 1) tongues as of fire at Pentecost 2) organ of speech 3) language 4) supernatural gift of speaking in a language without its having been learned.

“Dialektos” refers to language or dialect of a country or district.

“Heteroglossos” strange or different languages, used in *1 Corinthians 14:21* in quoting *Isaiah 28:11*

Definition of Gift:

The special ability to pray to God in a language the hearer has never learned.

Interpretation of Tongues: The special ability to understand the sense of what is being prayed by someone speaking in tongues, and then to express the prayer in the vernacular, so that the Body is edified.

Biblical References:

1. **In the Old Testament:** Goes back to Genesis 11 and the story of Babel. In *Isaiah 28:9-11*, God warns pre-exilic Israel of judgement that will come through those who speak “through stammering lips and tongues”. (This quoted by Peter at Pentecost); *Deuteronomy 28:49* warns Israel that judgement will come through nations whose language they don’t understand.
2. **In the Gospels** (mentioned once). *Mark 16:17*. “these signs will accompany those who have believed...”. This is a disputed passage, since not found in early manuscripts. However, does indicate tongues as a sign and seems to point to apostolic age.
3. **In Acts** (mentioned 3 places - five times - and strongly inferred in another)
 - a. Acts 2:4 NIV - *All of them were filled with the Holy Spirit and began to speak in other tongues as the Spirit enabled them.*
 - b. Acts 8:18-19 NIV - *18 When Simon saw that the Spirit was given at the laying on of the apostles' hands, he offered them money 19 and said, “Give me also this ability so that everyone on whom I lay my hands may receive the Holy Spirit.” (INFERRED)*
 - c. Acts 10:46 NIV - *For they heard them speaking in tongues and praising God...*

- d. Acts 19:6 NIV - *When Paul placed his hands on them, the Holy Spirit came on them, and they spoke in tongues and prophesied.*

4. In the Epistles (1 Corinthians only)

- a. *1 Corinthians 12* lists tongues and interpretation of tongues as gift of Spirit.
- b. *1 Corinthians 13:1* speaks of “tongues of men and angels” (Is there an angelic language or is Paul using hyperbole?). Paul also speaks of tongues “ceasing” when that which is perfect has come.
- c. *1 Corinthians 14* many references dealing with problems of this gift in the church.

“SIGN” GIFTS

What is their role for today?

There are basically 3 positions taken by Christians:

1. **The Classical Reformed and Dispensational View** believes that the sign gifts were for the Apostolic age only. They ceased when the canon of Scripture was completed. God is not giving new verbal revelation today beyond what was given in Scripture. Tongues are not a sign of Spirit-filledness or spiritual power.

2. **The Classical Pentecostal View** believes that the gift of tongues, miracles and healing are as important today as they were in the early church and ought to receive the same prominence. They believe God continues to give new revelation to bearers of the gifts.. They also believe tongues are signs of the baptism and fullness of the Holy Spirit and that the charismatic gifts will be present when spiritual power is present in individuals and congregations. They say that if healing/miracles and tongues have declined, it is our own fault because we have quenched the Spirit with our disbelief. (*Hebrews 13:8 “Jesus Christ is the same yesterday and today, yes and forever”.*)

3. **The Moderate View** teaches that we can’t limit or dictate to God the timing or use of His gifts. God can interject Himself into the stream of history supernaturally any time He wishes. They point out that sign gifts have not been present to the same degree throughout history. Biblically, miracles and healing occurred at three points:
 - 1) time of Moses (establishment of the law)
 - 2) time of Elijah (prophets)
 - 3) time of Christ and the Apostles (establishment of the New Covenant)

This view teaches that where the genuine expression of these gifts appear prominently today is in situations approximating the early church (e.g., pagan lands, places where demonic activity is great). They declare emphatically that new revelation is not given to individuals today. They point out that there are no New Testament commands regarding sign gifts (to seek or practice them), suggesting these gifts come and go according to the need of the hour. Very likely there will be an increase of these manifestations as the last days grow to a close. They believe that tongues may be a sign of Spirit-filledness, but not required to be present in a community of love, spiritual power and vital worship.

Black, White and Shades of Gray

The sign gifts have been problematic since New Testament times; they were a major source of division in the Corinthian church and have become divisive in our age as well. It is important to recognize:

1. This is not a doctrine that we are to live or die for. It does not involve our salvation and must never be allowed to disrupt the unity of the Spirit in believers.
2. We need to be prepared to admit our ignorance about our total understanding of the more difficult passages. We must readily admit that, while certain Scriptures can be used as support for a particular position, they are also open to other interpretations. Let us be positive about what Scripture is positive about, and cautious where different interpretations prevail.

What are the “black and white” truths of sign gifts? (what is true biblically)

1. Sign gifts are gifts of the Spirit, and all gifts are of value.
2. Sign gifts are “signs”
 - a. Sign gifts authenticate apostolic authority

Romans 15:18-19 NIV - 18 I will not venture to speak of anything except what Christ has accomplished through me in leading the Gentiles to obey God by what I have said and done— 19 by the power of signs and miracles, through the power of the Spirit. So from Jerusalem all the way around to Illyricum, I have fully proclaimed the gospel of Christ.

2 Cor 12:11-12 NIV - 11 I have made a fool of myself, but you drove me to it. I ought to have been commended by you, for I am not in the least inferior to the “super-apostles,” even though I am nothing. 12 The things that mark an apostle — signs, wonders and miracles — were done among you with great perseverance.

- b. Sign gifts authenticate the gospel’s spread from Jew to Samaritan to Gentile, i.e. the old covenant had now been fulfilled in the coming of the new covenant.

Each time Peter preached the gospel to the Jew (Acts 2) and the Samaritan (Acts 8) and the Gentile (Acts 10) tongues were manifested to authenticate to the early church leaders that the covenant of grace was not only for the Jew but the whole world.

Please note that Peter was the preacher to each ethnic race which seems to be consistent with Jesus' telling Peter that the "keys" would be given to him, i.e. he would play a pivotal role in the early church. After Peter, the apostle to the Jews, fulfilled that role as seen in the book Acts (chapters 1-12) the book shifts to focusing on Paul (chapters 13-28), the apostle to the Jews

Acts 11:15-18 NIV - 15 "As I began to speak, the Holy Spirit came on them as he had come on us at the beginning. 16 Then I remembered what the Lord had said: 'John baptized with water, but you will be baptized with the Holy Spirit.' 17 So if God gave them the same gift as he gave us, who believed in the Lord Jesus Christ, who was I to think that I could oppose God?" 18 When they heard this, they had no further objections and praised God, saying, "So then, God has granted even the Gentiles repentance unto life."

- c. The sign gift of tongues authenticates the condemnation of the unbelieving Jew that even though God would speak to them in tongues they still would not believe.

1 Corinthians 14:20-22 NIV - 20 Brothers, stop thinking like children. In regard to evil be infants, but in your thinking be adults. 21 In the Law it is written: "Through men of strange tongues and through the lips of foreigners I will speak to this people, but even then they will not listen to me," says the Lord. 22 Tongues, then, are a sign, not for believers but for unbelievers; prophecy, however, is for believers, not for unbelievers.

- 3. The sign gift of tongues is not to be forbidden.

1 Corinthians 14:39 NIV - Therefore, my brothers, be eager to prophesy, and do not forbid speaking in tongues.

- 4. Sign gifts are prone to abuse:

- a. Those who think they have any one of these gifts may believe that they are more spiritual than, even superior to, those who don't and, as a result, become divisive in the church.

1 Corinthians 12:12-14, 25 NIV - 12 The body is a unit, though it is made up of many parts; and though all its parts are many, they form one body. So it is with Christ. 13 For we were all baptized by one Spirit into one body — whether Jews or Greeks, slave or free — and we were all given the one Spirit to drink. 14 Now the body is not made up of one part but of many...25 so that there should be no division in the body, but that its parts should have equal concern for each other.

- b. Those who think they have any one of these gifts may believe that the gifts of the Spirit are superior to the fruit of the Spirit and, as a result, justify treating others in a un-Christlike way.

1 Corinthians 12:31-13:1 NIV - 31 But eagerly desire the greater gifts. And now I will show you the most excellent way. 1 If I speak in the tongues of men and of angels, but have not love, I am only a resounding gong or a clanging cymbal.

- c. Those who think they have the gift of tongues may believe that their edification in the use of their gift is more important than the edification of those before whom this gift is manifested, and as a result, abuse the very foundational element of why spiritual gifts are given by God to His children.

1 Corinthians 14:4-5 NIV - 4 He who speaks in a tongue edifies himself, but he who prophesies edifies the church. 5 I would like every one of you to speak in tongues, but I would rather have you prophesy. He who prophesies is greater than one who speaks in tongues, unless he interprets, so that the church may be edified.

5. The gift of tongues and other gifts will cease (*1 Corinthians 13:8*). Nowhere does it say they have ceased. Verb “paseo” indicates they will die out by themselves when “that which is perfect has come.”
6. Sign gifts are not for everyone. All the gifts are given Sovereignly as the Spirit wills.

1 Corinthians 12:29-30 NIV - 29 Are all apostles? Are all prophets? Are all teachers? Do all work miracles? 30 Do all have gifts of healing? Do all speak in tongues? Do all interpret?

7. Scripture never tells us to seek sign gifts or any other gift. We are to seek to be good stewards of His gifts and strive that they would build the body of Christ, not ourselves, up.

1 Peter 4:10-11 NIV - Each one should use whatever gift he has received to serve others, faithfully administering God's grace in its various forms.

1 Cor 14:11-12 NIV - 12 So it is with you. Since you are eager to have spiritual gifts, try to excel in gifts that build up the church.

8. Each believer is baptized with the Holy Spirit at conversion. This should not be confused with the gifts of the Holy Spirit, especially the sign gifts, as a necessary “second” baptism, i.e. getting more of what was given at conversion...the Holy Spirit given in installments.

Ephesians 1:12-14 NIV - *13 And you also were included in Christ when you heard the word of truth, the gospel of your salvation. Having believed, you were marked in him with a seal, the promised Holy Spirit, 14 who is a deposit guaranteeing our inheritance until the redemption of those who are God's possession — to the praise of his glory.*

9. Paul sets out specific parameters in the use of tongues so that order and edification would reign in the churches.
 - a. Tongues should only be used when they can be interpreted in order that those hear can be edified.

1 Cor 14:9, 16 NIV - *9 So it is with you. Unless you speak intelligible words with your tongue, how will anyone know what you are saying? You will just be speaking into the air...16 If you are praising God with your spirit, how can one who finds himself among those who do not understand say "Amen" to your thanksgiving, since he does not know what you are saying?*

1 Cor 14:28 NIV - *If there is no interpreter, the speaker should keep quiet in the church and speak to himself and God.*

- b. Tongues should be used in an orderly fashion ("one at a time") and in moderation ("two...at the most three").

1 Cor 14:27 NIV - *If anyone speaks in a tongue, two — or at the most three — should speak, one at a time, and someone must interpret.*

What are the "Gray" Areas?

1. Just what are these tongues? Are they always existing languages? Scripture never refers to "ecstatic" utterances, nor does it ever call them "unknown" tongues (various interpreters have inserted these). Control is implied by Paul's instructions to the Corinthians, whereas in Acts the Apostles all began speaking, seemingly not under their own control. Perhaps this is what Paul meant by "various kinds of tongues"?
2. What is the purpose of the gift of tongues? Is there a possibility of more than one purpose?
 - a. Tongues can be for self-edification...a private means of prayer and praise. (*1 Corinthians 14:2,4,14,15*)
 - b. Tongues are for edification of the church when interpreted (*14:5*)

- c. Tongues may be authentic, deeper experience of God: often occur when Spirit breaking through a person's life in a new way... accompanied by profound sense of God's presence and new openness to His love and power. You can identify genuineness of this gift in that when genuine it points the person to Christ and his life is changed.
- d. Tongues may be psychological; can be taught by repetition of same syllables over and over, especially in emotionally charged situation. How to tell: life doesn't change.
- e. Tongues may be Satanic. (should be easy to detect, since Christ is not honored.)

Note this quote from John Stott:

“The living God of nature and of Scripture is a God of rich and colorful diversity...every human, every blade of grass, every snowflake. We must not force each other into our particular molds. There is a wide variety of spiritual experiences and a wide variety of spiritual gifts. If we will but renounce the desire to imprison each other in strait jackets, we shall find a new freedom and a new fellowship in the God of abundant diversity.”

GIFTS ASSESSMENTS

CHARACTER TRAIT ASSESSMENT

There are certain character qualities that often correspond to the manifestation of specific gifts in one's life. Place a check by those statements which are true and best describe you or your tendencies most of the time. Total each section. (note: this assessment includes speaking, serving, support gifts, but omits the special and sign gifts)

- _____ Studious, spends much time in God's Word
- _____ More objective than subjective
- _____ Well-organized person
- _____ Analytical, makes decisions based on facts
- _____ Enjoys researching an idea, does it effectively
- _____ Usually a verbal person, articulate
- _____ Logical, systematic

A. (_____) Total

- _____ More tolerant/sympathetic than indifferent
- _____ Tends to be positive and full of faith
- _____ Good listener
- _____ Practical minded, able to apply truth
- _____ Able to lovingly admonish when necessary
- _____ Able to urge one to pursue some course of action
- _____ "People person", relational, approachable, non-judgmental

B. (_____) Total

- _____ Likes people and relates well
- _____ Has ability to persuade and influence people
- _____ Discerning of spiritual needs in others
- _____ More sympathetic/subjective than indifferent/objective
- _____ Communicates gospel with clarity, joy, and effectiveness
- _____ Freedom and joy in talking naturally about spiritual things
- _____ Has burden for eternal destiny of souls

C. (_____) Total

- _____ Friends look to you when decisions need to be made
- _____ Confident, practical, with large measure of “common sense”
- _____ Able to accept disagreement and criticism without wavering
- _____ Able to make good decisions, even under pressure
- _____ “Goal-oriented”, decisive and clear
- _____ Not afraid of responsibility, diligent
- _____ Has a strong sense of vision, knows where to take others

D. (_____) Total

- _____ Cheerful, relational person
- _____ Others easily confide in you
- _____ Very empathetic, patient, tolerant
- _____ Tend to be ruled by heart rather than head
- _____ Compassionate, thoughtful, tender-hearted
- _____ Crusader for causes that bring relief to others
- _____ Responds strongly when people are hurt, displaced, or rejected

E. (_____) Total

- _____ Develops intimate spiritual relationships
- _____ Peacemaker, strives for harmony among others
- _____ Willing to renounce personal interests for the sake of others
- _____ Person-oriented, not a loner
- _____ Sensitive to people, good listener
- _____ Patient, responsible
- _____ Strong burden to see others become mature in their faith

F. (_____) Total

- _____ Thorough and careful, skilled in details
- _____ More objective than subjective
- _____ Organized, frustrated with disorganization
- _____ Concerned with productivity, efficiency
- _____ Practical minded, concrete ideas to achieve goals
- _____ Delegator: enables and encourages others to accomplish their tasks
- _____ Responsible, dependable person

G. (_____) Total

- _____ Frugal; heart not encumbered by material things
- _____ Wise in handling financial matters
- _____ Generous, sacrifices personal needs and resources for God's work
- _____ Joy and freedom in giving
- _____ Desires to give quietly, without public notice
- _____ Grieved by waste, poor management practices
- _____ Tender hearted toward the material lack of others

H. (_____) Total

- _____ Usually easy-going, loyal, likable
- _____ Energetic, hard-working
- _____ Works more behind the scenes than in the spotlight
- _____ Tendency to feel inadequate and unqualified for leadership
- _____ Has difficulty in saying "no", which can result in over-involvement
- _____ Prefers doing the job himself, rather than delegating it
- _____ Able to see concrete, physical needs and follows through to see they are met.

I. (_____) Total

- _____ Studious; eager learner
- _____ Analytical thinker
- _____ Idea-oriented more than people-oriented
- _____ Able to concisely organize and summarize
- _____ Can take in and recall large amounts of information
- _____ Patient in research
- _____ Desires to share what is learned

J. (_____) Total

- _____ Able to sift through what is conflicting and confusing
- _____ Able to solve problems by quickly sizing up all the elements of a situation
- _____ Don't lack confidence in making decisions
- _____ Able to take what is abstract and make it practical and applicable
- _____ Able to look at problems objectively
- _____ Enjoy the challenge of bringing clarity to confusion and indecision
- _____ Insightful when sorting out conflicting information

K. (_____) Total

- _____ Can sense when demonic forces are at work in a person, situation, or teaching
- _____ Unique sensitivity to spiritual things
- _____ Not gullible; seldom “taken-in” by anyone
- _____ Able to spot insincerity and “phoniness”
- _____ Keen sense for recognizing inconsistencies
- _____ Sensitive to underlying spiritual factors of good or evil which are responsible for motives and behavior
- _____ Good judge of character

L. (_____) Total

- _____ “Big-thinker”; willing to tackle tasks others avoid
- _____ Not detail oriented” irritated with “red-tape”
- _____ Very strong prayer life, especially in area of intercession
- _____ Confident and bold in Christian ministry
- _____ Unwavering confidence that God will do something regardless of seemingly insurmountable obstacles
- _____ Has vision; able to see something God wants done
- _____ Enthusiastic about what God can and will do in people’s lives

M. (_____) Total

Scoring Character Trait Assessment

KEY

- A. Teaching
- B. Exhortation
- C. Evangelism
- D. Leadership
- E. Mercy
- F. Pastor-Teacher
- G. Administration
- H. Giving
- I. Helps/Service
- J. Word of Knowledge
- K. Word of Wisdom
- L. Discernment
- M. Faith

List in order your top 4 scores:

Score	Gift
1.	
2.	
3.	
4.	

Transfer these results to your "Summary of Assessments" on page 77

OBSERVATION ASSESSMENT #1

Note: This assessment is to be completed by someone who knows you well, preferably a Christian understanding spiritual gifts. Their relationship and observations can provide some insights that will assist you in determining your spiritual gifts.)

THANK YOU! Your spouse, family member, or friend is seeking to better understand who God has made them to be. Your perspective and observations of them can be helpful in that process. Your time in completing this questionnaire is very much appreciated.

ETS Participant : _____

Observations by : _____

Relationship : _____

Directions: Read each of the descriptions below. Mark one of the following letters in the space provided.

D = Definitely true, yes, certain gift

P = Possibly true, maybe, potential gift

O = Does not have gift

? = I don't know, have not observed

_____ TEACHING: The supernatural ability to discover and analyze biblical truth and communicate that knowledge in a way that people can see, learn, and be transformed.

_____ EXHORTATION (Encouragement): The supernatural ability to come alongside and provide encouragement, strength, stability, and consolation through the application of biblical truth.

_____ EVANGELISM: The special ability to communicate the Gospel message in relevant terms to unbelievers in such a way that people respond and are converted.

_____ LEADERSHIP: The special ability to set goals for people and to be able to motivate people to work harmoniously and consistently toward the achievement of those goals.

_____ PASTOR-TEACHER (Shepherding): The special ability to assume the long term responsibility for the spiritual growth and welfare of a believer or group of believers.

_____ MERCY: The special ability to feel love and sympathy for people who are suffering and to alleviate the suffering through kind deeds.

_____ HELPS (Service): The ability to see needs and to assist whenever a need occurs, to do so as to strengthen, help or encourage others. Such service may be menial or domestic in nature. It is a special ability to invest time and talents into the lives of other Christians, thus freeing them to be more effective in their ministries.

_____ GIVING: The capacity to give liberally to meet the needs of others and yet to do so with a purity of motive which senses that the giving is a simple sharing of that which God has provided.

_____ ADMINISTRATION: The special ability to devise, organize and execute plans to reach goals using the available resources in the most efficient way.

_____ FAITH: The special ability to understand and work for God's will and purposes with extraordinary confidence.

_____ KNOWLEDGE: The special ability to discover, organize, relate and clarify information and ideas.

_____ WISDOM: The special ability to apply truth to concrete situations, to communicate insight; to properly evaluate a situation in the light of spiritual truth.

_____ DISCERNMENT: The ability to separate that which is from God and what is not; the ability to know whether motives and behavior are divine, human, or demonic in origin.

A. Do you have any other observations or insights that would help this person to understand their strengths or abilities?

B. Look back at those gifts you marked "D" (definitely true). List them from most to least and explain why you feel them to be a gift this person has.

1.GIFT _____ WHY? _____

2.GIFT _____ WHY? _____

3.GIFT _____ WHY? _____

(Transfer the top three or four gifts you sense are being affirmed to your "Summary of Assessments" sheet)

OBSERVATION ASSESSMENT #2

Note: This assessment is to be completed by someone who knows you well, preferably a Christian understanding spiritual gifts. Their relationship and observations can provide some insights that will assist you in determining your spiritual gifts.)

THANK YOU! Your spouse, family member, or friend is seeking to better understand who God has made them to be. Your perspective and observations of them can be helpful in that process. Your time in completing this questionnaire is very much appreciated.

ETS Participant : _____

Observations by : _____

Relationship : _____

Directions: Read each of the descriptions below. Mark one of the following letters in the space provided.

D = Definitely true, yes, certain gift

P = Possibly true, maybe, potential gift

O = Does not have gift

? = I don't know, have not observed

_____ TEACHING: The supernatural ability to discover and analyze biblical truth and communicate that knowledge in a way that people can see, learn, and be transformed.

_____ EXHORTATION (Encouragement): The supernatural ability to come alongside and provide encouragement, strength, stability, and consolation through the application of biblical truth.

_____ EVANGELISM: The special ability to communicate the Gospel message in relevant terms to unbelievers in such a way that people respond and are converted.

_____ LEADERSHIP: The special ability to set goals for people and to be able to motivate people to work harmoniously and consistently toward the achievement of those goals.

_____ PASTOR-TEACHER (Shepherding): The special ability to assume the long term responsibility for the spiritual growth and welfare of a believer or group of believers.

_____ MERCY: The special ability to feel love and sympathy for people who are suffering and to alleviate the suffering through kind deeds.

_____ HELPS (Service): The ability to see needs and to assist whenever a need occurs, to do so as to strengthen, help or encourage others. Such service may be menial or domestic in nature. It is a special ability to invest time and talents into the lives of other Christians, thus freeing them to be more effective in their ministries.

_____ GIVING: The capacity to give liberally to meet the needs of others and yet to do so with a purity of motive which senses that the giving is a simple sharing of that which God has provided.

_____ ADMINISTRATION: The special ability to devise, organize and execute plans to reach goals using the available resources in the most efficient way.

_____ FAITH: The special ability to understand and work for God's will and purposes with extraordinary confidence.

_____ KNOWLEDGE: The special ability to discover, organize, relate and clarify information and ideas.

_____ WISDOM: The special ability to apply truth to concrete situations, to communicate insight; to properly evaluate a situation in the light of spiritual truth.

_____ DISCERNMENT: The ability to separate that which is from God and what is not; the ability to know whether motives and behavior are divine, human, or demonic in origin.

A. Do you have any other observations or insights that would help this person to understand their strengths or abilities?

B. Look back at those gifts you marked "D" (definitely true). List them from most to least and explain why you feel them to be a gift this person has.

1.GIFT _____ WHY? _____

2.GIFT _____ WHY? _____

3.GIFT _____ WHY? _____

(Transfer the top three or four gifts you sense are being affirmed to your "Summary of Assessments" sheet)

Experience Assessment

Respond to each statement accordingly:

3 = Consistently, definitely true

2 = Most of the time, usually true

1 = Some of the time, once in a while

0 = Not at all, never

Answer according to who you are, not what you would like to be, or think you ought to be!

How true are these statements of you?

What has been your experience?

To what degree do these statements reflect your usual tendencies?

- _____ 1. I gravitate toward broken people with the desire to see them grow in their faith. I strengthen those who are wavering by directing them to God's promises.
- _____ 2. People seem to consistently understand truth as a result of what I say.
- _____ 3. I have the ability to converse easily with strangers or people of short acquaintance.
- _____ 4. I seem to be gifted in bringing out the best in people. I recognize their strengths, where they thrive, what nourishes and delights them.
- _____ 5. In a group setting, Christians look to me when decisions need to be made.
- _____ 6. I enjoy learning about management issues and how organizations function.
- _____ 7. In my prayer life, I find myself devoting the bulk of my prayer time to intercessory prayer for those who are suffering.
- _____ 8. I basically like to do tasks, menial or otherwise, as long as they help others.
- _____ 9. I am quick to recognize the material needs of others and to assume some burden to meet those needs financially.
- _____ 10. I easily get the "big picture" when studying an area of knowledge. I can summarize and outline a book or lecture so that it is clearer than when it was first delivered.
- _____ 11. I am not indecisive or timid about Christian ministry: I am bold and confident in my endeavors.

- _____ 12. I find I have insight into what others consider conflicting and confusing.
- _____ 13. I can sense when demonic forces are at work in a person, situation, or teaching.
- _____ 14. I inspire others to take more seriously the Lordship of Christ in their lives.
- _____ 15. I have a tremendous drive within to understand truth, and I constantly look for ways to explain it to others.
- _____ 16. I have the ability to include spiritual truth in normal conversations with the unsaved by sensing occasions to do so.
- _____ 17. I am inclined towards the kind of discipling that watches over others' long term growth.
- _____ 18. I usually know the direction I am to go and can influence others to follow.
- _____ 19. I am an organizer, and I tend to be organized in my personal life as well.
- _____ 20. I love to do thoughtful things (remember birthdays, send cards, phone calls, etc.), especially to those who are often overlooked.
- _____ 21. I am quick to respond to the temporal needs of others.
- _____ 22. I am careful in the handling of my financial matters, purchasing only those things I need.
- _____ 23. I am an eager learner; I love to discuss and think about ideas.
- _____ 24. I have an enthusiasm about what God can and will do in and through me.
- _____ 25. I am able to see to the heart of the matter in a complex situation.
- _____ 26. I am a good judge of character. I have been told that my insights about certain people have been true.
- _____ 27. People frequently confide their deepest problems to me.
- _____ 28. I have a thirst for God's Word, and I discipline myself to carefully study it.
- _____ 29. I have a freedom and joy in talking about Christian things naturally and unforced in the presence of unbelievers.

- _____ 30. I have a great sense of responsibility for the spiritual growth and welfare of others.
- _____ 31. I am able to clarify a vision decisively, and to excite others to pursue it.
- _____ 32. I am bothered by the inefficient use of time, energy and money.
- _____ 33. I am able to empathize with suffering people and involve myself in their healing process.
- _____ 34. I am able to see concrete, physical needs and follow through to see they are met.
- _____ 35. I have no desire to bring attention to my generosity.
- _____ 36. I am more idea-oriented than people oriented.
- _____ 37. I am able to spot excuses which keep others from trusting God.
- _____ 38. I have a sense of confidence and enjoy the challenge of making decisions.
- _____ 39. I am not gullible and am seldom “taken-in” by anyone.
- _____ 40. I love to practically apply the Bible, and I am able to share Scripture which speaks to problems people are encountering.
- _____ 41. I am not satisfied with poorly organized explanations of Scripture.
- _____ 42. My burden for the unsaved is reflected in the amount of time I spend praying for them by name.
- _____ 43. I am not afraid to become “involved” with people. I don’t shrink from the time and emotional involvement which follows.
- _____ 44. People look to me when something needs to be done.
- _____ 45. I enjoy planning and executing a good course of action. I don’t mind the scheduling, phone calling, letter writing, etc. I just like getting things done.
- _____ 46. I am able to look beyond a person’s problems, weaknesses and sin to see a life that matters to God. I help those whom others think are undeserving.

- _____ 47. I am willing to do little jobs without any credit just for the joy of doing them and knowing they are a help to someone.
- _____ 48. It gives me great joy to give, and I am able to give large proportions of my wealth without great effort of will.
- _____ 49. I regularly research topics and read books to gain a better understanding of biblical truth.
- _____ 50. I have recurring experiences where in the midst of situations I sense God is going to do something unusual even though most around me do not have this kind of assurance.
- _____ 51. When a group discussion becomes confused and entangled, I am usually able to clarify, offer a suggestion which is insightful, and help to establish harmony and unity.
- _____ 52. I am apt to spot insincerity and “phoniness” before others do. I am able to understand motives and behavior in persons.
- _____ 53. I am a “people person”. I enjoy being with people and seem to have the ability to put them at ease.
- _____ 54. I am able to present biblical truth in a logical, systematic way, so that it is a blessing to others.
- _____ 55. I have a strong desire to share the Good News with others, and I feel incomplete when I am not witnessing regularly.
- _____ 56. I consider it very important to “keep in touch” with my brothers and sisters in Christ, and I make great efforts to follow their lives and struggles.
- _____ 57. I am a “goal oriented” person, generally decisive and clear in visualizing where I need to go.
- _____ 58. I am constantly making lists and writing notes to myself and others. I try to be efficient.
- _____ 59. I am comfortable in the presence of persons or situations that others avoid due to unpleasantness.

- _____ 60. I like very much doing a variety of practical things in the church to meet the needs of others.
- _____ 61. I am skillful in making and managing money, and it is important to me to give only to ministries where the money is handled wisely.
- _____ 62. I am comfortable with Bible study tools and enjoy using them.
- _____ 63. I find great satisfaction and joy in persisting through prayer for specific needs.
- _____ 64. I am one of the first ones to see and verbalize the consequences of a person's actions.
- _____ 65. I am able to go beneath the surface of statements to discern presuppositions of "where he's coming from".
- _____ 66. I am not one for speculation or abstraction. I am practically minded, helping others in the application of Scripture to their lives. I prefer to apply truth rather than research it.
- _____ 67. It troubles me when Scripture is used out of context.
- _____ 68. I become frustrated when I see other Christians who don't seem to care as much about the lost as I do.
- _____ 69. I have a strong desire to give myself to struggling or straying Christians so that they are encouraged and brought back into the group.
- _____ 70. I remain confident and undistracted when problems arise.
- _____ 71. I am able to identify concrete ways to achieve abstract goals.
- _____ 72. I am extremely patient; I seem to be able to sit at a bedside and not be put off by helpless or irksome behavior in people.
- _____ 73. I like to assist leaders in the church in order to allow them to more effectively use their gifts.
- _____ 74. I am willing to sacrifice personal wants to give to God's work.
- _____ 75. I would probably enjoy researching and writing a commentary on the Bible.

- _____ 76. I encourage other Christians to trust God and think big in terms of certain goals and actions.
- _____ 77. I have a good amount of “common sense”.
- _____ 78. I seem to have a keen sense for recognizing inconsistencies.
- _____ 79. I am able to listen to problems without becoming extremely weighed down or depressed myself.
- _____ 80. I think that Bible study is foundational to the operation of all the gifts, and I am grieved when I see apathy among Christians to in-depth study of the Word.
- _____ 81. Even though I am sometimes afraid, I still feel compelled to share my faith with unbelievers, and I am amazed at their response.
- _____ 82. I prefer long-term, stable relationships in which I can be a leader for new or young believers.
- _____ 83. I am not afraid of responsibility, recognizing that my sufficiency is of the Lord.
- _____ 84. I do not enjoy specifically being told everything to do; rather, I like to be given a general direction and then the freedom to operate as I think best.
- _____ 85. I am very tender-hearted and deeply moved by a display of any suffering and distress.
- _____ 86. I have no desire to be “up front”. I prefer quiet, behind the scenes service for others.
- _____ 87. I want to see significant things happen for God’s glory, so I give more than the tithe.
- _____ 88. I am able to recall a large amount of pertinent information from my studies in the Bible and related study material.
- _____ 89. Even when things seem impossible, I trust God for His provision.
- _____ 90. I am respected for my ability to provide concise and appropriate solutions to difficult problems.

- _____ 91. I quickly notice when a speaker gives a wrong interpretation or misapplication of Scripture.
- _____ 92. I am a sympathetic person who “gets inside” and understands people’s feelings.
- _____ 93. I have strong convictions and opinions based on investigation of facts; I tend to be more objective than subjective.
- _____ 94. I seek out unbelievers with the desire to present the message of Christ. I am constantly looking for different ways to effectively share my faith.
- _____ 95. Over time, others have told me how much they appreciate my continuing support and concern for them.
- _____ 96. I take responsibility seriously, and I strive to accomplish my tasks “with diligence”.
- _____ 97. Because I focus on details, I am able to anticipate potential problems before they happen.
- _____ 98. I am comfortable in institutions (prisons, nursing homes, hospitals), places that others would rather avoid.
- _____ 99. Sometimes I undertake too much, having difficulty saying “no” and trying to do too many things by myself. I tend to do more than asked.
- _____ 100. I am fulfilled in sharing my money and possessions without expecting anything in return.
- _____ 101. I am able to distinguish key and important facts of Scripture.
- _____ 102. I expect great things for the cause of Christ, even without the visible means to accomplish them.
- _____ 103. God enables me to make practical application of biblical truth in a variety of situations.
- _____ 104. It troubles me deeply when I know people are being given half-truth, misapplied truth or the false.
- _____ 105. I am sympathetic and encouraging to people, but I also am able to rebuke with love when necessary.

- _____ 106. I can communicate difficult biblical concepts so that people become motivated to learn and study them more.
- _____ 107. My awareness of the many lost people around me is a great burden.
- _____ 108. I enjoy the task of relating to the successes and failures of the same group of believers over a long period of time.
- _____ 109. I am generally able to endure criticism.
- _____ 110. I am good at organizing ideas, people and events. I am a good delegator of responsibility; I don't do everything myself.
- _____ 111. I tend to be ruled by my heart rather than my head. I can become too personally and emotionally involved in helping needy people.
- _____ 112. I prefer working on immediate goals rather than long-range ones. I prefer doing a job to delegating it.
- _____ 113. I consistently and sacrificially give to the Lord, knowing He will meet my needs.
- _____ 114. I am constantly interested in acquiring and mastering new facts and principles of biblical truth.
- _____ 115. My strong belief in the effectiveness of prayer is not shared by many.
- _____ 116. In the midst of much conflict, I can offer an acceptable and simple plan for resolution.
- _____ 117. Others come to me often to clarify a teaching or a situation's rightness or wrongness.
- _____ 118. I am able to accept people as they are without judging them. I am a good listener.
- _____ 119. I love to learn and explain the Word in ways that cause people to listen and act accordingly. I am not threatened by questions.
- _____ 120. I like those I am around to know that I am a Christian, in the hope that they will ask me about my relationship with Christ.

- _____ 121. I am not content with surface relationships; I want to be known and to know others in an intimate way.
- _____ 122. I am a good motivator and can often help others see the broad picture.
- _____ 123. I like to work at making a ministry more efficient.
- _____ 124. I tend to be a crusader for good causes.
- _____ 125. I see the spiritual significance in the routine tasks I do in the church. I like to find things that need to be done, and do them, even without being asked.
- _____ 126. I am willing to maintain a lower standard of living in order to benefit God's work.
- _____ 127. I am able to take in and retain and recall large amounts of information.
- _____ 128. When I sense God's direction, I will press on even with the objections or opposition of others.
- _____ 129. I often feel an unusual presence of God and personal confidence when important decisions need to be made.
- _____ 130. In spiritual matters, I am usually able to distinguish between truth and error.

Experience Assessment Response Sheet

Transfer each response on your **Experience Assessment** sheet in the corresponding box below. Then record the sum of the responses for each gift and record in the *Total* column.

Gift	Total	Scores									
Exhortation		1	14	27	40	53	66	79	92	105	118
Teaching		2	15	28	41	54	67	80	93	106	119
Evangelism		3	16	29	42	55	68	81	94	107	120
Pastor-Teacher		4	17	30	43	56	69	82	95	108	121
Leadership		5	18	31	44	57	70	83	96	109	122
Administration		6	19	32	45	58	71	84	97	110	123
Mercy		7	20	33	46	59	72	85	98	111	124
Helps/Service		8	21	34	47	60	73	86	99	112	125
Giving		9	22	35	48	61	74	87	100	113	126
Knowledge		10	23	36	49	62	75	88	101	114	127
Faith		11	24	37	50	63	76	89	102	115	128
Wisdom		12	25	38	51	64	77	90	103	116	129
Discernment		13	26	39	52	65	78	91	104	117	130

Record your top four scores in the table below in the order of highest to lowest.

SCORE	GIFT
1.	
2.	
3.	
4.	

Personal Conviction Assessment

The Personal Conviction Assessment may indicate your spiritual gifts through your desires, dreams, or burdens. God’s leadings, promptings, or call often correlates to your giftedness. While you might not be able to answer each of the following questions, respond as best you can to the ones that apply. Reflect carefully.

My Models: (Principle: Gifted leaders and role models may attract people with a similar gift.)

1. When I think about people in ministry, I would like to be like:

Name	Gift(s) Admired
_____	_____
_____	_____
_____	_____

2. If I could be associated with a gifted Christian for special “on-the-job training” in terms of their gift, I would choose...

Name	Gift(s) and Ministry(s)
_____	_____
_____	_____
_____	_____

My Desires: (Principle; a restless, growing desire or burden may indicate a gift).

3. If I could be involved or contribute to any ministry anywhere, it would be:

4. As I have observed the needs and ministry opportunities in this church, I am drawn to serve in:

My Experiences: (Principle: My experiences in the past as well as my current circumstances may have involved the use of a particular gift or gifts.)

5. In the past, others have commented that they have been helped or blessed by my service when I did the following:

6. In the past I have been blessed when I served or ministered in the following ways:

<u>Ministry</u>	<u>Possible gifts manifested</u>
-----------------	----------------------------------

My Calling: (Principle: A God-directed call to a specific task may mean a gift is needed. You may not be able to answer this with any conviction at this point in your life.)

7. I am certain that God has called me to a specific ministry. It is:

<u>Ministry</u>	<u>Gifts Required</u>
-----------------	-----------------------

Scoring of Personal Conviction Assessment:

As you review the questions above, list those gifts which occur two or more times (start with the most frequently observed)

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

Transfer these results to your "Summary of Assessments" Sheet.

Summary of Assessments

List your top four gifts from each assessment, using 1,2,3,4 alongside the appropriate gifts. If two or more gifts have the same score, then rate them equally.

***PLEASE NOTE:** The gifts of APOSTLESHIP and PROPHECY are not included in this assessment. If and when they are studied more extensively by our denomination's General Assembly, conclusions will be added to this material. Also, the Gifts of TONGUES, INTERPRETATION, MIRACLES and HEALING are not included in this assessment. They are not included here because these gifts are not consistently present at all times in all places. In other words, they are extraordinary and temporary as God sovereignly ordains in order to point to His power (especially in the midst of powerful manifestations of evil) and to accelerate and/or deepen the gospel's effectiveness. Please see the pamphlet "A Pastoral Letter Concerning the Experience of the Holy Spirit in the Church Today" by the Presbyterian Church in America for further discussion on these gifts.*

GIFTS	Character Trait Assessment	Observation #1	Observation #2	Experience Assessment	Personal Conviction	Conclusions
SPEAKING GIFTS						
Teaching						
Pastoring						
Exhortation						
Evangelism						
Leadership						
SERVING GIFTS						
Administration						
Mercy						
Helps						
Giving						
SUPPORT GIFTS						
Knowledge						
Wisdom						
Faith						
Discernment						

CONCLUSIONS: My Spiritual Gifts probably are . . .

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

**FINALIZING
YOUR GIFTS
PROFILE**

Guidelines for Completing Your Servant Profile

In order to understand your unique place in the Body of Christ, you must know your spiritual gift mix. However, other factors are important to complete the picture, and the total of these comprise your “Servant Profile”.

Your Spiritual Gifts

This is what you are to do. After carefully reading the spiritual gift descriptions given you in this course and completing the assessment forms, list what you think are your top three gifts on your servant profile sheet.

Your Passion

This is where you are to do it. Your “passion” is what occupies your thoughts, your “dream”, your “burden. Answering the following questions should reveal your “passion”:

1. What local, global, political, social or church issues cause a strong emotional stirring in you?
2. To what group of people do you feel most attracted? (E.g.; the poor, the elderly, prisoners, the lost, Christians, young children, youth , young adults, Chinese, Mexicans, etc.)
3. What is the area of need which is of greatest importance to you? (E.g.; Bible teaching, evangelism, meeting physical needs, meeting emotional needs, missions, sanctity of life, political activism, discipleship?)

Your Natural Talents and Abilities

While your natural talents and skills should not be your primary guide for where you should serve in the church, they are a part of who God made you to be, and they can often be coupled with your spiritual gifts for effective service. Your unique contributions to the Body within a certain ministry may involve the use of both your gifts and talents.

1. In what areas do you have a certain amount of competence?
2. What do you do with confidence? (e.g.; athletics, cooking, interior design, carpentry, gardening, music, nursing)

Your Temperament and Personality

This helps to flesh out the specifics of the what you are to do and the where you are to do it. Factors to consider:

1. Are you an extrovert or an introvert? To what degree?

2. Are you a “thinker” or a “feeler”?
3. Do you prefer “routine” tasks or a “variety”?

Your Spiritual Maturity

Growing in Christ takes time; it is a process, a journey. As you mature, your gifts will, also. Your service in the Body at any given time must be influenced by your level of spiritual maturity. Where do you see yourself now?

1. **Unbeliever**
2. **New believer.**

You have recently become a Christian. There is excitement and enthusiasm in your new walk with Jesus. Possibly you have been a Christian for awhile, but are just now beginning to grow. You are aware of your need to know more of the basics of the Christian faith.

3. **Growing/stable believer**

Your life is marked by the stability that comes from knowing Christ, regularly worshipping with His people and being salt and light in the lives of others.

4. **Leader/equiper**

You have matured in the faith. You are able to model for other believers life in Christ. You can lead by example and guide others in a deeper understanding of what it means to be a Christian.

Your Schedule

“Be careful how you walk, not as unwise people, but as wise, making the most of our time, because the days are evil.” Ephesians 5:15-16

Our time is a precious commodity. We will be held accountable for our use of the time God has given us. We must not “waste” it with useless or harmful pursuits. However, we also must not over schedule and become too busy. We must allow time for family, for personal study, for prayer and reflection, for relationships, for spontaneous ministry as the Spirit leads.

Servant Profile
EQUIPPING THE SAINTS

Date: _____

Name: _____ Phone: _____

Address: _____ Zip: _____

Current Occupation: (if student, give school and major) _____

____ I have been a member of Covenant since _____ (year)

____ I am an attender of Covenant

My Spiritual Gifts:

1. _____
2. _____
3. _____

My Passion/Vision

1. _____
2. _____
3. _____

Additional Information

1. I have talents/abilities in the following areas:

2. My personality/temperament/character traits particularly obvious in my relationship with others include:

3. Spiritual Growth. I consider myself at this point in my life to be:

- | | |
|-------------------------------|----------------------|
| _____ unbeliever | _____ new believer |
| _____ growing/stable believer | _____ leader/equiper |

4. My schedule.

Major demands on my time currently include:

I am already serving within the church or Christian community in the following ways:

Finalizing Your Commitment

Your Name _____

I met with the gift group _____ led by _____

Read the four categories of response to Finalizing Your Commitment to serve. Check the response that most applies to you and fill out the information requested in that category.

___ I will soon be leaving the Nashville area and will be using my gifts elsewhere.

___ I am satisfied that I am currently serving in the area best suited for my gifts, abilities, and current circumstances. These are the ministries I am involved in:

- | | |
|----|----|
| 1. | 4. |
| 2. | 5. |
| 3. | 6. |

___ I am interested in finding a place of service at Covenant. I am considering the following ministries and think I know how to proceed in becoming involved:

- | | |
|----|----|
| 1. | 4. |
| 2. | 5. |
| 3. | 6. |

___ I still need some help in finding a place of service at Covenant. I would like to meet with someone to further discuss ministry opportunities in light of my gift mix. I have indicated the person / ministry with whom I would like to meet.

- | | | | |
|----|---|----|---|
| 1. | / | 4. | / |
| 2. | / | 5. | / |
| 3. | / | 6. | / |

COVENANT MINISTRIES
Summary List

COVENANT MINISTRIES

Gifts Guide

Once you have discovered your unique gift-mix, you are then in a position to ask “Where would God have me use my gifts?” Following are some suggestions of Covenant ministries which might best utilize particular gifts.

SPEAKING GIFTS

SERVING GIFTS

SUPPORT GIFTS