

You Are Gifted Notes

- Spiritual Gifts – Inventory Preparation
 - Remember as you prepare: This is not a crystal ball that will help you know things beyond the knowable.
 - This is not a once and done, you are a growing person and your interests and giftedness may change or develop.
 - This is not an exhaustive list. Don't believe that these are the only nine gifts that God may use to work through you.
 - Gift projection is a real thing. You may seek to navigate toward or away from gifts based on what you desire or don't want.
 - Don't allow yourself to use this tool as a cop-out for trying new areas of ministry.
- Definition of Gifts
 - Ken Hemphill defines a spiritual gift as “an individual manifestation of grace from the Father that enables you serve Him and thus play a vital role in His plan for the redemption of the world.”
 - Peter Wagner defines a spiritual gift as “a special attribute given by the Holy Spirit to every member of the Body of Christ according to God's grace for use within the context of the Body.”
 - I like this Definition - A spiritual gift is an expression of the Holy Spirit, in the life of believers, which empowers them, to serve the body of Christ, the church.
- Understanding Gifts - Be-Attitudes - The “Be-attitudes” in Discovering Your Spiritual Gift:
 - Be informed: research the gifts and know the parameters of each.
 - Be open: don't zero in on one gift in exclusion of all others; Paul encourages believers to desire the greater gifts (1 Corinthians 12:31).
 - Be available: be willing to try things even if you feel you can't do it; exercise builds strength.
 - Be sensitive: evaluate the effect of your gift upon others; we are all wired uniquely.
 - Be sensible: do not force yourself to fit into a particular gift or avoid others.
- Concerns with a Survey
 - Some Christians have used them as a shortcut to discover the gifts.
 - A survey with a set number of gifts may cause you to overlook gifts not included in that survey.

- A survey may cause the user to practice a subtle form of gift projection, or even ministry elimination.
- The Bible never indicates that one's gift can be discovered by taking a survey. What worked in the first century can be good for us today.
- In contrast to a survey, the Bible teaches that we can be guided by the Holy Spirit according to his will, and how he has chosen to use the believer to minister to other people.
- Bottom Line: God really does have a wonderful plan for your life.
- Questions related to the church, passion of one's heart, activities that bring fulfillment.
- Problems with a Survey
 - Varying opinions regarding the whole subject of spiritual gifts, like how many gifts there are, what they mean, whether the gift is inactive or still active.
 - More often than not, people tend to see themselves differently than other people see them, which can lead to a false outcome of the assessment.
 - These gifts are from the Holy Spirit who gives them as he chooses, but we can easily become motivated by our own curiosity of gifting and thoughts of self-importance.
- Preparation for the Survey
 - Place a priority on prayer.
 - Consider the needs of our kingdom community.
 - Look carefully at your passion and interests.
 - Look for personal fulfillment.
 - Listen for honest feedback from people you trust.
- Preparation for the Survey
 - Experiment in several ministry areas.
 - Exercise several gifts, not just what you feel is yours.
 - Earnestly desire the greater gifts (1 Corinthians 12:31).
 - Then fill out the survey.
 - Then get feedback from others about your results.
- Gift Development
 - Gifts are developed by training, seek it.
 - Gifts are developed through use, work it.

- Gifts are deployed for God's glory, honor it.
- Gifts are empowered by the Spirit for eternal impact, receive it.
- Gifts are employed to serve others, share it.
- Gifts will affect and build up the body of Christ, repeat it.
- Ambiguity - Why do Christians fail to understand this whole subject; the reason and purpose for spiritual gifts?
 - There are three primary reasons people (and churches) avoid the topic of spiritual gifts...
 - We fail to study and pray (2 Timothy 2:15)
 - We have fears and concerns over *charisphobia*.
 - There can be inherent dangers in promoting spiritual gifts because biblically, they speak to confusion and false teaching that can be misapplied in the church.
- The Basis of Gifting - What is the basis for spiritual gifting? Why is King's Grant making this such a big deal about spiritual gifts?
 - We are created by God with a unique purpose and design.
 - Our life experiences and opportunities become a part of God's benevolent gifts to us that shapes our entire person and purpose.
 - Spiritual birth is accompanied by physical transformation, whereby our natural birth gifts and abilities may become God-given spiritual gifts.
 - Our spiritual blindness is removed at conversion, at which we receive the Holy Spirit, so we may then understand what God has freely given to us.
 - As believers, we present our bodies as living sacrifices, acceptable to God, which is our spiritual service of worship (Romans 12:1-2).
 - The power of the Holy Spirit transforms all that we ARE and DO to enable us to be used by God to serve him effectively in the kingdom.
 - We can then accomplish the good works that God has prepared beforehand for us to do (Ephesians 2:10).
- Importance - Why are spiritual gifts so important in the church?
 - They lead to meaningful membership in the church.
 - They enrich your personal life.
 - They ensure diversity in the church and provide unity.
 - They provide for doctrinal stability in the church.

- They are the way the Lord fills and works through the church for his kingdom's sake.
- The Process - What are the steps in the process of discovering and using my spiritual gifts?
 - Discernment - pray, seek, discover, consult with others.
 - Empowerment - surrender, submission, indwelling.
 - Development - exercise, experiment, practice.
 - Deployment - step out in faith, walk in obedience, find your areas of greatest concern and effectiveness.
- Lists of Gifts
- Romans 12:3-8 – Prophecy, Service, Teaching, Exhortation, Giving, Leadership, Mercy
 - *3 Because of the privilege and authority God has given me, I give each of you this warning: Don't think you are better than you really are. Be honest in your evaluation of yourselves, measuring yourselves by the faith God has given us. 4 Just as our bodies have many parts and each part has a special function, 5 so it is with Christ's body. We are many parts of one body, and we all belong to each other. 6 In his grace, God has given us different gifts for doing certain things well. So if God has given you the ability to prophesy, speak out with as much faith as God has given you. 7 If your gift is serving others, serve them well. If you are a teacher, teach well. 8 If your gift is to encourage others, be encouraging. If it is giving, give generously. If God has given you leadership ability, take the responsibility seriously. And if you have a gift for showing kindness to others, do it gladly.*
 - **I call these Motivational Gifts** - on which I will elaborate in this session. These deal with how we are wired, what motivates us, what causes us to do the things we do with a certain ease and effectiveness while other things, not so much.
- Ephesians 4:11-13 – Apostles, Prophets, Evangelists, Pastors and Teachers
 - *11 Now these are the gifts Christ gave to the church: the apostles, the prophets, the evangelists, and the pastors and teachers. 12 Their responsibility is to equip God's people to do his work and build up the church, the body of Christ. 13 This will continue until we all come to such unity in our faith and knowledge of God's Son that we will be mature in the Lord, measuring up to the full and complete standard of Christ.*
 - **These are considered Ministry Gifts.** No matter what your Motivational Gift, you can exercise that gift in a variety of ministries.
- 1 Corinthians 12:4-11 – Wisdom, Knowledge, Faith, Healing, Miracles, Prophecy, Discernment, Tongues / Interpretation
 - *4 There are different kinds of spiritual gifts, but the same Spirit is the source of them all. 5 There are different kinds of service, but we serve the same Lord. 6 God works in different ways, but it is the same God who does the work in all of us. 7 A spiritual gift is*

given to each of us so we can help each other. 8 To one person the Spirit gives the ability to give wise advice; to another the same Spirit gives a message of special knowledge. 9 The same Spirit gives great faith to another, and to someone else the one Spirit gives the gift of healing. 10 He gives one person the power to perform miracles, and another the ability to prophesy. He gives someone else the ability to discern whether a message is from the Spirit of God or from another spirit. Still another person is given the ability to speak in unknown languages, while another is given the ability to interpret what is being said. 11 It is the one and only Spirit who distributes all these gifts. He alone decides which gift each person should have.

- **I call these Manifestation Gifts**, since they have at their center a special manifestation of the Holy Spirit. There are varying interpretations of these gifts.
 - Some say they are active today and give evidence of the Holy Spirit in your life.
 - Some say they ceased after the death of the apostles, since the church was now established, there was no need or reason for special revelation of God. If God continues to reveal new truth, who is to say that Muhammad or Joseph Smith was not right. Protestant faith says that God has revealed his Word through the prophets who down the OT and through the apostles who were witnesses to the resurrection. Peter says that God has given us everything we need pertaining to life and godliness, so new revelation ceased once the Canon was established.
 - So, why are these in the Bible? As manifestations of the Spirit, they could be given to a believer when they need help carrying out their ministry.
- **Prophecy - The gift of Prophecy is the ability to boldly and accurately proclaim truth from God. It is manifested in one of two ways, foretelling and forth telling.**
 - Foretelling is the proclaiming of some future event with accuracy, the source of the information coming from God.
 - Forth telling is the proclaiming of God's Word with accuracy, having heard from God the correct interpretation.
- Prophecy – Characteristics - Problem solving, counseling, or preaching, speaking or writing. People with this gift are excellent in ministries where black and white truth issues are prominent such as a prison ministry, or the military as a Chaplain. They are also great with revivals and consulting. You have a strong sense of duty and are very opinionated, impatient, and likely more depressed or serious than lighthearted about life. You enjoy being alone, but would rather be in a group than relate to people one-on-one. You may desire to speak publicly. You are able to make quick decisions and want things done right. You don't like in-depth study. Preparation is not as important as application. You are likely hard-working, devoted, able to discern people's motives and character, and willing to stand up for what is right. Able to recognize good and bad, and hate what is bad. Sees things clearly rather than dimly. Recognizes the character in people, whether good or bad. Can be an introvert rather than an extrovert. Sees the Bible as the foundation for truth. Courageously holds to biblical truth. Outspoken. Can be a powerful and persuasive speaker. Distraught over the sins of others. Sees the shortcomings of self and others.

Desires to see God's plans take place. Promotes growth in others. Fanatical about integrity. Communicates what they perceive. A self-examiner. Opinionated and holds strong convictions. Holds to a high standard. Desperately desires to obey God. This gift has the purpose of correction, nurturing, and/or calling people to repentance. The gift of prophecy is proclaiming the Word of God boldly. This builds up the body and leads to conviction of sin. Prophecy often manifests itself in preaching and teaching.

- Prophecy Scriptures - 1 Corinthians 14:1-3, Ephesians 4:11, 2 Peter 1:19-21
- Prophecy – Beware of Satan's Attack on Your Gift - Beware of Satan's attack on your gift. He may try to cause a lack of compassion and forgiveness, bring discouragement because of unrepentant attitudes by others, entice you to fall into the very sins you speak against, or cause pride and self-righteousness over lack of certain sins. Other people may think you are demanding, or that you enjoy hurting people's feelings, and that you have no understanding. You may be judgmental and too upfront. Delights in goal accomplishment more than the forward progress. May forcefully push others toward spiritual growth. Often intolerant of the views of others. May struggle with self-image.
 - One of your greatest challenges is to keep a spirit of love. Remember to "speak the truth in love" (Ephesians 4:15) and not to be judgmental.
 - If you keep a tender, loving heart, you will be a blessing in your home, church, and to individuals. You can make a real impact on their spirituality.
 - Be careful to let the Holy Spirit convict people, rather than trying to convict them yourself. Work on being positive, patient, and tactful.
- Prophecy - How can you use this gift? There are several avenues in which to carry out the gift of prophecy. To exercise and develop this gift, be willing to serve in roles of problem solving, counseling, or preaching. This could be accomplished through speaking or writing. People with this gift are excellent in ministries where black and white truth issues are prominent such as a prison ministry, or the military as a Chaplain. Many are also great with revivals and consulting. You can pastor well IF you have a secondary gift of pastor/shepherd. You are a great help in problem-solving for a church with a sin problem. You could also serve in teaching on outreach teams, in prison ministry, in migrant ministry, and in counseling to help bring awareness of sin in a person's life. You could speak at conferences and retreats. You would serve well as one who promotes causes you believe in, stands up for those who have been wronged, teaches God's Word, provides counsel to others. Depending on your secondary most dominant gift and your abilities, you may serve as one who initiates action, plans events, Provide security at a church function, leads an evangelism or missions team, acts as a mediator to get to the points and come up with a plan of action, counsels those who have fallen away and need help getting on track, helps raise funds and speaks for humanitarian organizations, or works as an advocate for children or victims of crimes, as a committee member for ministry planning, as a prayer and accountability partner, or as a Bible teacher. Can be a great mentor and peacemaker.
- **Service - The gift of Service or Helps is the ability to accomplish practical and necessary tasks that support and build up the Body of Christ.**

- The Greek word "*Diakonia*" means "to do service." In Acts 6:1 the word is interpreted "ministration." Our word deacon comes from the same Greek word. Actually, the gift of serving combines helps and ministering. The word "helps" is used in 1 Corinthians 12:28 and "ministering" in Romans 12:7. As a server you have the Spirit-given capacity and desire to serve God by rendering practical help in both physical and spiritual matters. You enjoy meeting the practical needs of your fellow Christians and the church. The gift of serving is not the gift God gives you when you cannot do anything else. It is spiritual in nature and as important as any gift in the church. Never think it is anything less; it only becomes less if you do not use it as God intended. They often work behind the scenes but are motivated to do things so that others do not have to. They often don't wait to be asked, they know what needs to be done and move into action. Those with the gift of service/helps recognize practical needs in the body and joyfully give assistance to meeting those needs. Christians with this gift do not mind working behind the scenes. They enjoy doing the menial without recognition. They bear the burdens of others so they can do their tasks more effectively.
- Service Characteristics - Volunteer and serve others. Maintenance, like set up or tear down. Drama teams with costumes or set up, communion preparation, greeting and welcoming ministries, or office volunteer and errand runner. Pursue this gift in the area of your passions and interest. As a server you are the person who is willing to do a million and one necessary tasks in the church. You probably do not realize that your love for the Lord is showing every time the doors of the church are open, especially if you oiled the hinges last week so they don't squeak any more. You are happy working behind the scenes, a hands-on approach. Precise and orderly, paying attention to details. You are ambitious, often involved in a variety of activities, and enjoy manual projects. You are loyal, sincere, tolerant, faithful, friendly, and devoted. Most people find you easy going, likable, congenial, and inoffensive. You can listen to others without being critical. You do not like to be in the spotlight and prefer not to express yourself publicly; yet deep down you like appreciation. Willingly meet the needs of others. Has trouble turning others away, more interested in others than self. More short-term oriented than long-term. Expresses self in actions more than words. Goes beyond what is asked of them. Enjoys being helpful. Has high energy. Orderly, does not like clutter when they are serving. Can be a perfectionist. Would rather DO than DELEGATE. Is supportive of their leaders.
- Service Scriptures - Acts 6:1-3, 1 Corinthians 12:28, Galatians 6:1-2, 1 Peter 4:11-21
- Service - Beware of Satan's attack on your gift. He can cause pride because of the work you do. He may cause you to feel insignificant or cause you to lack concern for people or for spiritual growth. Impatience and lack of knowledge cause poor-quality workmanship. You are quick to respond to needs and impressed with the need to respond when exhorted to serve. Because of this, you find it difficult to say no. You like to support a good leader. Some consider you a workaholic. You tend to criticize those who are not serving. You help others but may neglect your own needs or family. So eager to help that people may see you as pushy. You tend to emphasize practical needs over spiritual needs. Does not like to be served by others. Saddened when you are unappreciated. Be careful that you complete what you start and do not neglect the needs of your own family by trying to meet so many needs in the church or in others' homes. Be willing to read and follow directions in the beginning--not just when all else fails.

Because of your quick response, some people think you jump in too fast. Others think you neglect spiritual needs.

- **Service** - How can you use this gift? To exercise this gift, volunteer to serve others wherever you see the need in practical ways. Pursue maintenance, cleaning, or grounds and landscaping work. Other activities could be helping drama teams with costumes or set up, communion preparation, greeting and welcoming ministries, or office volunteer and errand runner. Pursue this gift in the area of your passions and interest. Your gift may put you into action. You may serve as manager of maintenance and grounds. You can do many tasks such as paint the walls, pick up trash, sort hymnals, clean the baptistry, keep the nursery or launder nursery bedding, cook meals, paint signs, drive the bus, help with the choir, run errands, serve as an audio-video worker, help with recordkeeping, be the church librarian, act as a greeter or an usher, serve as a stage hand in drama productions or as a photographer. You may want to help in special ministries such as migrant or community help (with home repairs or meal-on-wheels for the needy and elderly), as a hospitality worker for newcomers, or as an instrumentalist. You may also enjoy beautifying the church ground with flower gardens and landscaping. The list goes on: Hospitality ministry. Children's ministry. Meals on Wheels. Set up or tear down special events. Construction projects. Maintenance around the church.
- **Teaching** - **The gift of Teaching is the ability to understand and communicate information so that others within the Body learn, apply, and grow spiritually.**
- Teachers are able to explain why things are true. They often research & draw truths together in ways that provide great insights for their students. They are driven by accuracy and context and details. The Greek word for teacher "*didaskalos*" means master, teacher, or doctor. As a teacher you are one who communicates knowledge, guides, makes known or relays facts. You are likely more in-depth than the average Sunday school teacher. You have the Spirit-given capacity and desire to serve God by making clear the truth of God's Word with accuracy. As a teacher you live to learn and teach (or perhaps write if you teach through the written medium). You should learn to teach in manners which may be contrary to your nature. The material must be simple so students can understand it, and it must be practical. The pastor/shepherd, the prophet, and the exhorter (those with speaking gifts) usually rely on your resources to help fulfill their responsibilities.
- **Teaching Characteristics** - Teaching is instructing members in the truths and doctrines of God's Word for the purposes of building up, unifying, and maturing the body. You love the Bible, enjoy reading, may be a little shy of strangers, are creative and imaginative, and prefer teaching groups over individuals. You are generally confident, self-disciplined, and sometimes technical. You probably love charts, graphs, and lists. You would sometimes rather just do research, but "must teach" because others would not teach it the way you would. The use of a verse out of context upsets you and you question the knowledge of those who teach you. You are organized and enjoy studying. You are so concerned with accuracy that you often dwell on the trivial, giving others the feeling that you give too many details. Some may even think you are boring, which shows their lack of maturity! A logical presenter of truth. Confirms truth by examining facts. Enjoys study and investigation. Knows how to do word studies in the original languages of the Bible. Uses biblical illustrations. Detests Scripture being taken out of context. May have an

extensive vocabulary. May test the information provided by others, to see if it is true. Favors teaching over evangelism. Starts with Scripture when answering questions. Intellectual. Emotionally stable. Has a small close circle of friends. Has strong convictions based on research. Believes God's truth leads to life change.

- Teaching Scriptures - Romans 12:6-7, 1 Corinthians 12:28, Ephesians 4:11-13
- Teaching – Beware of Satan's Attack on Your Gift - Be careful that you are not critical of people who differ with your doctrine and that you do not measure other people's spirituality by their amount of Bible knowledge. Be willing to listen as well as talk. Don't hesitate to read directions and work on developing tolerance for others' mistakes. If you score high in the gift of teaching and very low in the gift of shepherding, you probably won't make a good Sunday school teacher or group leader. Your tendency will be to relay knowledge and not shepherd or minister to the other needs of your students. You may neglect application in exchange of information. You may be slow to accept the views of others. May become prideful due to knowledge. May be legalistic and dogmatic. May be easily distracted by a love of new interests. People who use the gift of teaching in vocational service usually become teachers of teachers, professors, authors, or in-depth researchers.
- Teaching - How can you use this gift? To exercise this gift, simply teach. Look for needed areas within your passion. Consider writing curriculum, leading a small group, or correspondence courses. Pursue age specific targets such as youth, children, or senior adults. Assist with VBS, or other special ministries with short-term needs. If you are just beginning, volunteer to assist another teacher to gain experience and credibility. You do not necessarily have to teach the Bible to be a help to the church ministry. Although you can help with interpretation or teaching teachers and others, you may teach in areas such as education, business, finance, or computers. You may enjoy writing and developing curriculum. You would probably serve well as a Bible college teacher or a correspondence course instructor. Your gift also lends itself to the mission field where you could serve as a missionary/teacher. You may want to teach a basic doctrine course to newcomers or new Christians or host quarterly small group studies on different topics. You may enjoy doing research for the pastor or others who teach. You could be a good small group leader if you have shepherding as well. You could lead children or mentor students. Simply teach. Writing curriculum, leading a small group. Draw in various groups. Volunteer to assist another teacher.
- **Exhortation - The gift of Exhortation or encouragement is the ability to communicate to another person in such a way as to bring spiritual encouragement and hope.**
- Exhorters stand beside fellow believers and bring comfort and encouragement, so people find hope. They strengthen, comfort, counsel, challenge and encourage others by applying truths from God's Word to their situation in life. The Greek word "*parakaleo*" means "to admonish, to encourage, to beseech." You are a "how to" person. You have the Spirit-given capacity and desire to serve God by motivating others to action by urging them to pursue a course of conduct. In a teaching position, you are able to explain how to apply God's Word. Your goal is to present material that enables the Holy Spirit to promote change in the student's life. You reach out and help Christians become more mature. As an exhorter you are a very practical person, a

good counselor, tolerant of others, serious-minded, orderly, and usually impulsive. You are expressive in a group setting; the group listens when you speak or have something to say. You are comfortable working one-on-one or in groups. You are enthusiastic and talkative and enjoy encouraging others.

- Exhortation Characteristics - Possessors of this gift encourage members to be involved in and enthusiastic about the work of the Lord. Members with this gift are good counselors and motivate others to service. Exhortation exhibits itself in preaching, teaching, and ministry lightened. You are burdened to show how Scripture relates to conduct and have a desire to unify people by using practical rather than doctrinal issues. You likely place great importance on God's will and believe that His Word has the answer for every problem. You tend to make decisions logically rather than on feelings and are very orderly. Be careful not to interrupt other people; your enthusiasm sometimes makes you guilty of this. Others may think you don't use enough Scripture in teaching because you tend to use Scripture to support what you are teaching rather than starting with Scripture. Unlike teachers, you have the willingness to teach the same material again and again, updating and perfecting it as you go. As a counselor you usually have the ability to leave other people's problems "in the office" rather than letting them drag you down. You are a verbal encourager. Like to apply God's truth rather than investigate it. Prefers practical application over theological truth. Works best with other people. Encourages others to excel in their work, service, or ministry. Loves personal counseling. Loves to talk with others. Excels in communication. Perceives personal trials as opportunities for growth. Has a positive attitude. Desires to quickly resolve problems. Needs to bounce ideas off of others.
- Exhortation Scriptures - Acts 11:23-24, Acts 14:22, Romans 12:8, Hebrews 10:24-25
- Exhortation - Beware of Satan's attack on your gift. He may cause pride in your motivational abilities. He may influence you to lose sight of people because of program emphasis. Don't become discouraged when results are not evident. Be careful not to encourage others to do the wrong things through your persuasive abilities. The exhorter frequently interrupts others. May use Scripture out of context. May be outspoken and opinionated. May be sometimes overconfident.
- Exhortation - How can you use this gift? To exercise this gift, pursue opportunities to minister as a counselor or mentor. Consider teaching or leading a small group. Conversations using the telephone. This person might be a great coach, helping others develop their skills and gifts for ministry. Give it a try... any ministry that encourages others. You may want to be a leadership trainer. You could certainly serve as a counselor in church or in a counseling center. You could teach in church training or seminars or even small groups. You would make a good telephone ministry worker and would be a tremendous volunteer to follow up with new converts. You would work well as an encourager with those who are discouraged and as a counselor in a drug or alcohol program, rescue mission, poverty program, half-way house or runaway ministry, or in a shelter for abused women and children. You could also use your gift in organizing or serving in a Men's or Women's Ministry. Lay counseling. Decision counseling. Table facilitator / hospitality ministry. Drama ministry. King's Companions. Small group leader. Counselor or mentor. Teaching or leading a small group. Conversations using the phone. Coaching and skills development.

- **Giving - The gift of Giving is the ability to give finances and resources that enhance the work of God's kingdom.**
- Givers welcome opportunities to cheerfully support ministries they believe will spread the gospel. They see their often-sacrificial giving as offerings to the Lord directly rather than an organization. The Greek word "*metadidomi*" means "to give over, to share, to give to, to impart." As a giver you have the Spirit-given capacity and desire to serve God by giving of your material resources, far beyond the tithe, to further the work of God. You have a strong desire to meet the financial needs of your fellow Christians and church members. As a giver you probably feel that the best way you can give of yourself is to give of your material gain for the work of God. You give without public recognition and usually do not want people to know who you are nor how much is given. You disapprove of anyone who gives for the wrong motive. YOUR motive is to further the work of God and meet real needs, not to show off or get something in return.
- Members with the gift of giving give freely and joyfully to the work and mission of the body. They possess exceptional willingness, cheerfulness, and liberality. Cheerfulness and liberality are characteristics of individuals with this gift. You are usually well organized, keep to yourself, have an accurate self-image, are interested in helping people, and are conscientious and self-disciplined. You may also have the ability to make money, therefore able to give it generously. You are sensitive to the financial and material needs of others, alert to needs others overlook, ready to give, you want your gift to be high quality, you make quick decisions concerning finances, you want to ensure your gift is used properly, and may have a burden for missions. Chances are your spouse has the gift of giving too. You give as led by the Holy Spirit. You give freely and with joy. Often giving anonymously. You understand that giving is an intricate part of serving. You take pleasure in meeting the needs of others. You give not only in quantity but quality. You give to bless and enhance ministries. You see hospitality as a chance to give. You are financially wise. You strongly believe in tithes and offerings. The giver understands that God owns everything. You may have strong business skills. The giver appreciates value and is not gullible.
- Giving Scriptures - Mark 12:41-44, Romans 12:8, 2 Corinthians 8:1-7
- Giving - Beware of Satan's attack on your gift. Be careful not to measure other Christians' spirituality by the amount of their giving or their success by the amount of their material assets. Realize that though God has called everyone to give, He has not called everyone to give as you do. You are sometimes misunderstood as being materialistic because of your emphasis on money. Some people think you try to control them with your money and may be jealous of you. This may lead to people feeling that you send them on a guilt trip. The enemy can cause pride because of the amount you give, blindness to spiritual needs and qualities and to other areas of service, and discontent when decisions are made contrary to your interests. Do not develop a critical attitude of those who are not able to give. May overcommit. May tend to use financial giving as a way out of other's requirements. Make sure you have the right motives for giving and serving Christ. Don't mistake your burden for giving to missions as a call to the mission field. Don't neglect to give to the necessity of other Christians (as challenged in Romans 12:13) by giving only to church projects. Remember you can still give even if it is not tax deductible.

- Giving - How can you use this gift? To exercise this gift, look for needs that your resources could bless. Consider volunteering for finance or budget committees. Serve on a mission's board or a building committee. Pursue ministries that serve the community such as a rescue mission or a home for unwed mothers. You might underwrite scholarships for special programs or education. Your gift is welcome anywhere large or small amounts of money are needed. You can serve as a member of a finance or budget committee or a missions or building committee. You may make a good trustee. You would serve well as a member of a school board or commission. You would do great service as a poverty, rescue mission, homeless, or migrant ministry team member. You could sponsor or underwrite special projects, radio, or TV ministries. You might be a good fundraiser, even using your gift to challenge others to give, matching donations. Always be aware and willing to meet needs of an individual apart from programs. In this sense, you could serve on a benevolence committee or give to support such a ministry. You might lead FPU or help people with financial counseling. You may want to support a men's or women's ministry, a shelter for the temporarily unemployed and homeless or the abused or contribute to children who do not have parents. Seek ways to bless others. Committee work at church. Support and serve in community ministries. Scholarships for others for church events.
- **Leadership or Administration - The gift of Leadership is the ability God gives to individuals he has chosen to influence others into tasks, activities, and/or behaviors that expand the Kingdom of God or provide for his people.**
- Leaders are able to articulate a vision in such a way that others in the body are moved to assist in seeing it completed. The Greek word "*kubernesis*" means one who steers a ship. This expert had the responsibility to bring a ship into the harbor through the rocks and shoals, under all types of pressures. As a leader/administrator you have the Spirit-given capacity and desire to serve God by organizing, administering, promoting, and leading the various affairs of the church. The administrator is not a glorified file clerk. As an administrator you are a take-charge person who jumps in and starts giving orders when no one is in charge. You will put a plan on paper and start delegating responsibility. You may lean toward organizing things, events or programs, OR toward organizing people, emphasizing personal relationships and leadership responsibilities. In the first case, you usually organize DETAILS and have people carry them out. In the second case, you tend to organize PEOPLE and rely on others to take care of the little things.
- Leadership Characteristics - Leadership aids the body by leading and directing members to accomplish the goals and purposes of the church. Leadership motivates people to work together in unity toward common goals and work effectively. You motivate others into action. Communicates clearly. Thrives when given authority. They happily receive responsibility when given. Naturally assume leadership when there is a lack. Takes on long-term projects, where the servant like the short-term. You are a visionary. You have networking abilities. You delegate well, rather than dumping work you don't want to do. You take criticism well. You are passionate and enthusiastic. Enjoy accomplishing goals. Give credit to others. Meets challenges as they arise. You may be a natural and capable leader. You understand the big picture. You disregard that which doesn't work and keeps what does. You generally enjoy people. The mundane and routine is burdensome to you. You don't often admit to mistakes and do not like to take time to explain why you are doing things; you just expect the job to get done. If things in

the church, office, club, etc. become fragmented, you can harmonize the whole program if given a chance. You are a person with a dream and are not afraid to attempt the impossible. You are goal-oriented, well-disciplined, and work best under heavy pressure. You are often a good motivator and not a procrastinator. You are serious minded, highly motivated, intense, and have an accurate self-image. You tend to be more interested in the welfare of the group than your own desire. You are probably a perfectionist and want things done your way and done now.

- Leadership Scriptures - Exodus 18:13-16, Judges 3:10, Romans 12:8, Hebrews 13:7, 17
- Leadership - Beware of Satan's attack on your gift. He can cause pride because of your leadership role, selfishness because of success (not sharing glory with those under you), blame-shifting when things go wrong, discouragement and frustration when goals are not met, anger and mistreatment of those who disagree with your plans, lack of concern for people, lack of spiritual growth, and wrong motives. Although to others you appear to be organized, you usually aren't. Be careful that you do not make decisions just based on logic, rather than Scripture. Work on your willingness to admit to making a mistake and on being more sensitive to "little" people. Try to be a little more tolerant of other people's mistakes. You may have trouble dealing with opposition. You may become callous due to constant criticism. You may push too hard and neglect your family, evening ignoring family due to the love of work. The key is influence. Seek God for guidance. Find leadership roles in the church. Study leadership principles in the Bible. Pursue integrity in all relationships.
- **Mercy or Compassion - The gift of mercy is the ability to see the needs of others and respond to those needs in love.**
- Mercy showers possess extraordinary empathy and compassion. They are sensitive to those who are suffering and feel compelled to help people who are in pain or crises. Their concern is more for the person than for the situation or how it happened. The Greek word "*ellico*" means to feel sympathy with or for others. As a mercy-shower you have the Spirit-given capacity and desire to serve God by identifying with and comforting those who are in distress. You understand and comfort your fellow Christian. You enter into the grief or happiness of others and have the ability to show empathy, which is to feel WITH others, not just for others. A mercy shower loves to love. As a mercy-shower you are willing to deal with and minister to people who have needs that most people feel very uncomfortable working with. You search for the good in people and bring out the good in people. You seem to say the right thing at the right time. Your personality is likely one of soft-spoken love. It hurts you to scold someone; you are very non-condemning. People love you because of all the love you give them. You recognize the spiritual, emotional, and physical well-being of others. You act out of concern for others. Others are more important than yourself. Words are chosen wisely and carefully, recognizing that words have the power to affect people. You may be able to detect insincerity. You tend to be thoughtful and trustworthy. You are non-confrontational. Generally cheerful.
- Mercy Characteristics - Cheerful acts of compassion characterize those with the gift of mercy. Persons with this gift aid the body by empathizing with hurting members, devoting time and energy toward elevation of suffering. They keep the body healthy and unified by keeping others aware of the needs within the church. You find it easy to express yourself and are outgoing with

a low-key, inoffensive personality. You are easy to talk to, responsive to people, a good listener, peaceable, and agreeable. You tend to make decisions based on feelings more than fact and like to think about things for a while before making a decision. You may think with the heart more than the head. You are able to rejoice with and grieve with others. In your burden to comfort others, your heart goes out to the poor, the aged, the ill, the underprivileged. You tend to attract people who are hurting or rejoicing because you identify with them.

- Mercy Scriptures - Matthew 20:29-34, Luke 10:33-37, Romans 12:8
- Mercy - Beware of Satan's attack on your gift. He can cause pride because of your ability to relate to others. He may influence you to disregard rules and authority. You may experience a lack of discipline because of strong feeling for those who hurt due to disobedience and sin. Don't fall into Satan's trap of complaining and griping. Be careful not to let others use you. Try not to resent others who are not as understanding as you. Refrain from becoming a gossip when you are around other mercy-showers. Do not let your circumstances control you. Because of your supernatural ability to show mercy, others accuse you of taking up for people, being a softy and a compromiser. They may think you are too emotional. Mercy-showers make excellent counselors. However, left untrained, you may destroy yourself by your tendency to take people's problems home with you. Your empathy can become detrimental without personal training on how to deal with it.
- Mercy - How can you use this gift? To exercise this gift, look for opportunities to bring comfort to others, even meeting practical needs. Pursue ministries such as hospital visitation, funeral coordination, or special needs. Consider being an usher or greeter or welcoming team member. You will see needs others miss; take action and invite others to partner with you in meeting that need. Your gift is used best in times of sorrow and in times of great joy. It fits well with another gift of service such as deacon, youth worker, or hospital visitation. With a counseling course, you could become a good counselor. You may serve as a hospital, nursing home, or shut-in worker; a funeral coordinator and provider of sympathy and support; or a poverty center worker. You would do well as an usher or greeter and welcome center worker or hospitality person. You may want to work in some sort of a telephone ministry. You would make people feel welcome on a newcomer visitation team. Other appropriate ministry areas include missions, committee member, furlough assistance, and correspondence helper. You would work well with the elderly and with people who have mental and physical disabilities, in nursing, and with special ministries to migrants, released offenders or abused children and women. A comfort to others. Meets practical needs. Hospital visitation, funeral coordination, special needs. Hospitality ministry.
- **Evangelist - The gift of Evangelism is the ability to explain and convince others to accept God's offer of forgiveness in a positive, non-threatening way.**
- Evangelists communicate the gospel effectively. They look for opportunities to share their faith and often direct their conversations toward eternal things. Evangelism - the next gift in the survey list although in the Ministry Gifts category. This does not necessarily mean you are supposed to travel the world, preaching the Gospel. The Greek word "*Euangelistes*" means to proclaim glad tidings, a messenger of good. It means "a proclaimer of the Gospel." The

evangelist can either be a preacher who stands before a crowd, imploring them to be saved, or perhaps an individual sitting in a living room, or on a plane, trying to persuade someone to accept Christ, or in class, sharing what Jesus means to you. As an evangelist you have the Spirit-given capacity and desire to serve God by leading people who are beyond your natural sphere of influence to the saving knowledge of Jesus Christ. You are sometimes classified as the aggressive soul-winner who seeks the lost. As an evangelist you are likely very outgoing and personable. You compliment even strangers and are not afraid to ask them questions about their lifestyle - such as where they work, what hobbies they have, what's their favorite sports team, where they were born, and do they attend church. This opens the door to talk about their relationship with Jesus Christ - something you're just itching to do. Be careful not to be too overbearing or you may push some people farther away from Christ.

- Evangelist Characteristics - God gifts his church with evangelists to lead others to Christ effectively and enthusiastically. This gift builds up the body by adding new members to its fellowship. You have great joy in seeing people come to Christ and are often consumed with the desire to confront sinners with the Gospel. You urge other Christians to do the same by directly telling them they must win souls or by encouraging them by telling about your most recent experience. However, you must be careful not to belittle them or make them feel unspiritual because they do not have the burden for lost souls like you do. You probably have memorized Scripture so you are not caught "empty-handed" while witnessing. Rather than waiting for opportunities to present the Gospel, the evangelist often makes opportunities. Since you will influence so many people, you must be careful to live in such a manner that you do not bring reproach upon your message. For instance, if you influence 30 people and only one of them accepts Christ immediately, the other 29 are left to be harvested later (by you or someone else). If you were to fall spiritually, your life's witness may negatively influence those 29 onlookers against Christianity. If you are a new Christian, you may want to begin using your gift by providing prospects to seasoned evangelists and giving testimonies to those you knew before you were saved. Perhaps you could pair up with an experienced evangelist to follow up on prospects and visit strangers for the purpose of reaching them for Christ. If you are a more mature Christian, with experience in evangelizing, take a new Christian "evangelist" under your wing. Share your experiences with him or her and provide encouragement. Continue to look for opportunities to share the Gospel and lead souls to Christ.
- Evangelist Scriptures - Acts 8:26-40, Ephesians 4:11, 2 Timothy 4:5
- Evangelist – Beware of Satan's Attack on Your Gift - Other people may tend to think you are pushy, that you are more interested in numbers than people, and that you judge their spirituality by the number of souls they have won. Beware that Satan can attack your gift by causing pride in your number of converts, causing failure to grow and learn, causing you to see people as numbers rather than people with needs, causing discouragement in your life when converts are few or infrequent, and causing a lack of concern for Bible passages that cannot be used as "soul-winning texts."
- Evangelists - How can you use this gift? There are many avenues in which you can carry out the gift of evangelism. To exercise this gift, look for opportunities to build relationships with those who do not have a personal relationship with Christ yet. Be willing to share your testimony with

others in group settings like VBS, youth meetings, or worship services. Consider starting a small group in your home using materials that help people explore Christianity. Visitation programs are the obvious; or class outreach. You may enjoy visiting juvenile detention centers or jails, going door-to-door visiting neighbors, going to orphanages and shelters for women or the homeless, and of course, following up on visitors in their homes. Your gift is a plus for leading people to Christ during an invitation or altar call. You could participate in special evangelistic efforts, such as fairs, farmers' markets, and other events. Your gift also fits well in church planting, on outreach teams, immigrant ministry, men's or women's conferences, and many public speaking ministries. Look for opportunities. Share your testimony. Start a small group.

- **Shepherd - The gift of Pastor or Shepherding is the ability to care for those who are in the Body with various spiritual, emotional, and physical needs.**
- Shepherds watch over the welfare of those in the flock much like a shepherd watches over and protects a flock of sheep. They are also concerned for the spiritual nurture of individuals, encouraging them to grow in their faith. The Greek word "*poimen*" means pastor. In Paul's spiritual gifts listing in Ephesians 4:11, this term is translated "pastor." Although the word "*poimen*" is translated "pastor" only one time in Scripture it is used sixteen additional times. The remaining sixteen are all translated "shepherd." Therefore, we are actually discussing the GIFT of shepherding, not the POSITION of pastor. Though a good pastor must have the gift of shepherding, everyone who has the gift of shepherding is not called to be pastor. The gift can be used in many positions in a church. As a gifted shepherd, you have the Spirit-given capacity and desire to serve God by overseeing, training, and caring for the needs of a group of Christians. You are usually very patient, people-centered, and willing to spend time in prayer for others. You tend to be a "Jack of All and Master of ONE," meaning you are usually dominant in one of the speaking gifts (evangelist, prophet, teacher, exhorter) as well. You are often authoritative, more a leader than a follower, and expressive, composed, and sensitive. Your pleasing personality draws people to you.
- Shepherd Characteristics - The gift of shepherding is manifested in persons who look out for the spiritual welfare of others. Although pastors, like shepherds, do care for members of the church, this gift is not limited to a pastor or staff member faith. The best small groups leaders are strong in shepherding, often better than those with the gift of teaching. You have a burden to see others learn and grow and are protective of those under your care. You want to present the whole Word of God and do not like to present the same materials more than once. You are willing to study what is necessary to feed your group and are more relationship oriented than task oriented. You are a peace-maker and diplomat - very tolerant of people's weaknesses. You tend to remember people's names and faces. You are more concerned with doing for others than others doing for you. You are faithful and devoted and may become a workaholic. You can become an all-purpose person in order to meet needs. People with the gift of shepherding make the best Sunday school teachers and group leaders because their desire is to go beyond just teaching or leading, to shepherd and minister to the daily needs of their students. The position of Sunday school teacher or group leader is an extension of the pastoral ministry in the church. These groups should be shepherded on a small scale the same as the pastor shepherds the whole congregation on a large scale.

- Shepherd Scriptures - Ephesians 4:11, 1 Timothy 3:1-7, 1 Peter 5:2-4
- Shepherd – Beware of Satan’s Attack on Your Gift - Be careful to involve other people; don't try to do it all yourself. Work on making people accountable. Do not be overly protective of your "flock." Because of these potentially weak areas, other people may think it is your job to do all the work; they rely too heavily on you. You may be expected to be available at all times, know all the answers, and be at every function. Learn when to say no. The enemy will cause discouragement when the load gets heavy, and pride because your "sheep" look up to you. You may develop family problems because of too little time and attention. You may become selfish when "sheep" feed in other pastures. Spiritual Concern for other people.
- Shepherding - How can you use this gift? This gift is a great help in many areas. To exercise this gift, provide protection, direction, and spiritual concern for others. This could be as the pastor of a local church, but also as a small group leader, a teacher, an associate pastor over a specific ministry or even a worker in ministries such as abuse, 12 step, or orphaned children. With this gift, serve anywhere you can that watches out or cares for others. You may serve as a Sunday school teacher, small group leader, pastor or assistant pastor, special ministry leader (such as youth, children, men, etc.), nursery worker or as a half-way house or other type shelter volunteer. You may consider serving as a dormitory RA or other leader in a college or the BCM, maybe an orphanage or children's home, etc. Scout troops would appreciate your assistance as a den leader. Opportunities in the local church include: Serve anywhere that watches over or cares for others.
- **Ministering in Other Areas**
 - Ministering (serving) - Galatians 5:13 - serve one another
 - Exhortation - Hebrews 10:25 - encourage one another
 - Giving - 2 Corinthians 9:7 - each must give as he has purposed in his heart
 - Teaching - Matthew 28:19 - make disciples, teaching all he has commanded you
 - Mercy - Ephesians 4:32 - be kind to one another, forgiving each other
 - Faith - 2 Corinthians 5:7 - walk by faith and not by sight
 - Evangelism - Acts 1:8 - you will be my witnesses...
 - The point: some have these gifts listed but all are commanded to minister in these ways. GIFTS to some, COMMANDS to all.
- Love is the Key – Do the most love to the most people... “If I speak in the tongues of men or of angels, but do not have love, I am only a resounding gong or a clanging cymbal. 2 If I have the gift of prophecy and can fathom all mysteries and all knowledge, and if I have a faith that can move mountains, but do not have love, I am nothing. 3 If I give all I possess to the poor and give over my body to hardship that I may boast, but do not have love, I gain nothing.” 1 Corinthians 13:1-3

- **Gifts vs. Talents**

- Talents deal with techniques and methods. Gifts have to do with spiritual abilities.
- Talents depend on natural abilities. Gifts on spiritual endowment.
- Talents instruct, inspire, entertain. Gifts - something supernatural takes place.
- Your God-given personality, talents, abilities, and spiritual gifts all work together to make you uniquely you!
- *“Each of you should use whatever gift you have received to serve others, as faithful stewards of God’s grace in its various forms. 11 If anyone speaks, they should do so as one who speaks the very words of God. If anyone serves, they should do so 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.” 1 Peter 4:10-11*

- **Summary**

- It is very important to remember the effect a gift mix can have on the most successful use of our gifts. The more the gifts in a gift mix, generally the more clues we can see for direction in activity.
- Remember too, that timing is often critical.
- God is not limited to “our list” of gifts or priorities, but equips us, or fits us, for certain times and certain tasks.
- There is one other thing I have seen concerning gifts. They often complement other aspects of our make-up. For example, our personality, temperament, our passions for ministry, and even our natural skills can all have an effect on the types of ministry we are best suited for or have interest in.
- Each person is created by God with purpose and specific design. The joy in life is to discover the way God has made and prepared each of us for the life he has called us to.
- Always pray before trying to discern what to do with your gifts, and certainly before exercising your gifts in ministry.
- Gifts are given by the Holy Spirit for two purposes.
 - One is to bring glory to God. When you do something in the power of the Holy Spirit, God gets the glory for that.
 - Secondly, it is to help others, especially those in the body of Christ. When you help others, they are blessed, you are blessed, and the body is strengthened. So, pray that the Holy Spirit would help you discern correctly.

Four Areas in Need of Balance: (from the Team Philosophy of Ministry)

Leadership: Every follower of Jesus needs to know three things to have a successful ministry. Once knowing these things, leaders can develop a strategy to make a significant impact on the culture and community around them.

1. Who am I? – my calling, spiritual gifts, personality, strengths, and weaknesses.
2. Who is in my circle of influence? – knowing their spiritual gifts, strengths, weaknesses, desires, fears, and burdens.
3. What is the uniqueness of my surrounding community? – knowing the cultural values, traits, problems, population, and religious affiliations.

Community: here is where we desire for newcomers to the church to feel welcome and connect to the church. If someone does not get involved in a small group within two weeks, statistics tells us that they will likely become a church dropout. We must understand that there is a three-way relationship involved.

1. The newcomers and the individual members.
2. The newcomers with the congregation.
3. The newcomers with Jesus Christ.

After these relationships are established, there are five areas of needed development that help keep people connected.

1. Basic Doctrine – receive instruction to be grounded in the faith.
2. Christian Family – know and carry out what each member needs to do within the congregation.
3. Biblical Stewardship – know how to effectively manage our God-given resources.
4. Active Involvement in the Church – church is a team sport and no one is designed to sit on the sidelines. We are to use the gift God has given to us to carry out his mission in the world.
5. Evangelism – there is a place for evangelism in every believer because we are called to be his witnesses (Acts 1:8, 1 Peter 3:15). That is why a discipleship process in the church is so important.

Member Involvement: our giftedness is not just about finding our place of service in the body of Christ. Here are eight reasons we must understand how spiritual gifts relate to your life as a Christian.

1. Knowing your gift will help you understand the will of God in your life.
2. Knowing your gift will help you understand how the Holy Spirit works through you.
3. Knowing your gift will give you a better understanding of what God has NOT called you to.
4. Knowing your gift will release you from serving out of guilt or duty.
5. Knowing your gift will fill a deep inner need or void in your life.
6. Knowing your gift will build unity in the body of Christ.
7. Knowing your gift equips you to fulfill God's purpose in your life.
8. Knowing your gift will add to your self-acceptance.

Evangelism: we are not only to seek and save the lost, but also nurture believers toward maturity. Evangelism best takes place in the context of existing relationships.

Discovering Your Spiritual Gift:

1. When we are a disciple of Jesus Christ, we must get involved with other people and embrace God's mission for the world and design in my life. (1 Corinthians 12:12-31, Ephesians 4:12-16)
2. Generally, a person's gift lies in the area in which his interests lie and where he can most easily exercise faith with a certain ease and effectiveness.

The "Be-attitudes" in Discovering Your Spiritual Gift:

1. Be informed: research the gifts and know the parameters of each.
 2. Be open: do not zero in on one gift in exclusion of all others; Paul encourages to desire the greater gifts (1 Corinthians 12:31).
 3. Be available: be willing to try things even if you feel you can't do it; exercise builds strength.
 4. Be sensitive: evaluate the effect of your gift upon others; we are all wired uniquely.
 5. Be sensible: do not force yourself to fit into a particular gift or avoid others.
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There are three primary passages from which we get lists and categories of spiritual gifts.

Motivational Gifts (Romans 12:3-8) – this gift helps explain your motivation for doing certain things, and why you do some things with a certain ease and effectiveness while other things are sometimes difficult.

1. Prophecy – the ability to reveal the motives of a man's heart and see conformity to God's standards. See also 1 Corinthians 14:1-5, 1 Corinthians 14:30-33, 1 Corinthians 14:37-40.
2. Service – the ability to discern and meet needs in a practical way (including hospitality). See also Genesis 18:1-15, Galatians 6:1-2.
3. Teaching – the ability to clarify the truth of Scripture through research and instruction. See also Hebrews 5:12-14.
4. Exhortation – the ability to admonish and encourage people to pursue a certain course of conduct by helping them to visualize God's best. See also Acts 11:23-24, Acts 14:21-22.
5. Giving – the ability to share of one's self and/or material resources to meet specific needs. See also 2 Corinthians 8:1-5, Acts 6:2-4.
6. Leadership – the ability to help and inspire others to fulfill delegated responsibilities (including administration). See also Hebrews 13:7, Judges 3:10, Exodus 18:13-16, Acts 12:12-21.
7. Mercy – the ability to empathize with the weaknesses of others and help them to experience God's grace in times of need. See also Luke 10:30-37.

Ministry Gifts (Ephesians 4:11-12) – this gift helps explain the areas in which you will exercise your motivational gift.

1. Apostles – beginning new work in new fields, going out to meet practical needs (possibly missions). See also Acts 12:1-5, Acts 14:21-23, 1 Corinthians 9:19-23.
2. Prophets – calling people to godly living and development of a life-style of holiness (possibly the family). See also 1 Corinthians 14:1-5, 1 Corinthians 14:30-33, 1 Corinthians 14:37-40.
3. Evangelists – reaching unbelievers for Christ, taking the message to where they are (possibly evangelism). See also Acts 8:26-40, 21:8, 2 Timothy 4:5.
4. Pastors – the guardian of the flock, called to care for, nourish, challenge and protect (possibly church staff work). See also 1 Peter 5:1-11.
5. Teachers – the guardian of the truth, called to the task of building the body in the knowledge of the truth, to define, describe and declare existing truth (possibly education). See also Hebrews 5:12-14.

Manifestation Gifts (1 Corinthians 12:7-11) – this gift is given to a specific person, at a specific time, for a specific work in ministry where an extra measure of God’s grace is needed to meet a specific need. (also see the footnote).

1. Word of Wisdom – revealing specific insight from God’s perspective. See also James 3:13-17
2. Word of Knowledge – knowing or understanding something without having learned it. See also Ephesians 3:14-19.
3. Faith – knowing God’s will for a specific matter, and God will bring it about. See also Matthew 8:10, 9:2, Mark 9:24, Colossians 1:23, Hebrews 11:1, 6.
4. Healing – the spiritual, emotional and/or physical restoration of a person. See also James 5:13-16, Luke 9:1-2.
5. Miracles – intervention on a natural or supernatural level which reveals God in action. See also John 1:50, 14:12.
6. Prophecy – receiving new revelation of God’s intended plans, and instruction accordingly. See also 1 Corinthians 14:1-5, 1 Corinthians 14:30-33, 1 Corinthians 14:37-40.
7. Discerning of Spirits – an inward awareness of one’s spirit, and the nature of another person’s spirit. See also Acts 5:3-6, Acts 16:16-18, 1 John 4:1.
8. Tongues – the ability to speak in a language not your own. Pentecost was actually a reversal of Babel (Genesis 11:1-9).
 1. Tongues was related to the Jews (Acts 2:5, 10).
 1. Here, men understood the Galileans in their own language (Acts 2:8, 11).
 2. Paul speaks of tongues as a sign (1 Corinthians 14:20-22, also Isa 28:11).
 1. This reference concerns the judgment of Israel. The “Strange tongues” refers to the Assyrian language they would learn, since the people would not listen to the Hebrew of her prophets.
 2. Tongues was a sign to the unbelieving Jew that the privilege of being God’s light-bearers had passed to the Gentiles.
 3. Paul then moves from Pentecost to Present Day (1 Corinthians 14:23-25).
 2. “Unintelligible tongues” don’t add credibility to the church. Prophecy, on the other hand, will cause what four things to happen (1 Corinthians 14:24-25)?
9. Interpretation of Tongues – the ability to hear God’s message and interpret languages unknown to the interpreter (see 1 Corinthians 14:27-28).
 1. Speaking in public must not exceed three, and those must speak in order.
 2. If there is no interpreter present, the speaker of tongues must yield and the gift must remain silent.

Other Areas of Giftedness:

1. Intercession – It is the special gift whereby the Spirit enables certain Christians to pray for extended periods of time with great positive effect for the building of the Kingdom. See 1 Thessalonians 3:10-13, 1 Timothy 2:1-2, Colossians 4:12, Colossians 1:9-12
2. Craftsmanship – It is the special gift whereby the Spirit endows certain Christians to use hands and minds to build up the Kingdom through artistic, creative means. See Exodus 28:3-4, Mark 2:3-6, Hebrews 11:7.
3. Music – It is the special gift whereby the Spirit enables certain Christians to praise God through various forms of music and enhance the worship experience of the local congregation. See Genesis 4:21, Exodus 15:1-3, 1 Samuel 16:14-21, 2 Samuel 23:1, 1 Chronicles 15:16, 23:5, Matthew 16:30, 1 Corinthians 14:26, Ephesians 5:19, James 5:13, Mark 12:36.
4. Hospitality - The gift of Hospitality is the ability to entertain and minister to others in your home or at the church for meals, fellowship, shelter, lodging, or meetings. Persons with this gift integrate new members into the body. Genesis 18:1-15, Acts 16:13-15, Romans 12:13, 1 Peter 4:9-10
5. Missionary - Missionary is the special gift given by the Holy Spirit to certain members of the body of Christ (local church) to minister whatever other spiritual gifts they have in a second culture or second community. See 1 Corinthians 9:19-23.
6. Singleness - God has called some people to a life of singleness, to focus on God's glory and the work of the kingdom. Those with the gift of singleness are unencumbered with family obligations so they can pursue extraordinary ministries to enlarge God's kingdom. See 1 Corinthians 7:1-9.

Regarding tongues and the interpretation of tongues as spiritual gifts, these gifts were used to help establish the early church and ceased to exist after the apostles died. This theory is called cessationism.