

CR 101
Spiritual
Gifts:
Keys to
Ministry

**International Institute of
Christian Ministries**

*How Your Church Can Grow Through
Understanding, Identifying, and
Using Spiritual Gifts*

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I. How Much Do You Know About Spiritual Gifts?

Take the true or false test below to test your current knowledge of spiritual gifts. The answers are at the bottom of the page. Turn the page upside down to read them.

1. T F Every Christian has at least one spiritual gift.
2. T F Unbelievers also have spiritual gifts.
3. T F Most Christian have all the gifts mentioned in the New Testament.
4. T F We are free to choose the gift we want.
5. T F There is one particular spiritual gift that all Christians have.
6. T F Believers will give an account to the Lord for the way in which they use their gift (s).
7. T F Spiritual gift indicate God's call and purpose for a believer's life.
8. T F All the gifts are specifically listed in Scripture.
9. T F Gifts used without love can also accomplish God's intended purposes.
10. T F A non-Christian personality can nullify the effectiveness of spiritual gifts.

II. THEOLOGICAL FOUNDATION

A. What the Bible Says About Spiritual Gifts

There are four main sources of information in the New Testament about spiritual gifts:

1. 1 Peter 4:10
2. Romans 12:1-8
3. 1 Cor. 12
4. Eph.4:1-16

These verses will be used a number of times in this section as we look for answers to a number of questions.

B. Do Christians Have Spiritual Gifts?

Look up the following texts and fill in the blanks. The wording is from the *New International Version*.

1 Peter 4:10. “Each one should use

_____ in its
_____.

Romans 12:1-6. Notice particularly v. 3. First Paul says we are not supposed to think more “highly” of ourselves than we ought. Then he says that we should measure ourselves “in accordance to _____ God has given you.”

VV. 4,5 tells how to “measure” that “faith.” “Faith” in this text refers not only to a personal spiritual quality, but also to a measure of function within the corporate body of the church.

V.6 What is it that “measures” your function in the church?

C. Theological Foundation for the Doctrine of Spiritual Gift

Ellen White and Spiritual Gifts

“God has set in the church different gifts. These are precious in their proper place, and all may act a part in the work of preparing a people for Christ’s soon coming.” *Gospel Workers*, p. 481.

“Sermon have been in great demand in our churches. The members have depended upon pulpit declamations instead of on the Holy Spirit. Uncalled for and unused, the spiritual gifts bestowed on them have dwindled into feebleness.” *Selected Messages*, Vol. 1, p.127

“Ministers frequently neglect these important branches of the work—health reform, spiritual gifts, systematic benevolence, and the great branches of the missionary work. Under their labors large numbers may embrace the theory of the truth, but in time it is found that there are many who will not bear the proving of God.” *Evangelism*, p. 256.

D. Responsibility of the Church

1. Leaders to pick our gifted
2. Church to recognize spiritual gifts
3. Outstanding ordained to ministry

The two-fold result:

- a. Increase of the Word of God
 - b. Increase in disciples
1. The Experience of Philip:
 - a.. (A.D. 34) Church recognizes his gifts (Acts 6 : 5)
 - (1) Wisdom
 - (2) Helps
 - b. Diligently Occupies His Ministry (Acts 8 : 5-6)
 - c. (A.D. 35) Finds he has further gifts (Acts 8 : 26-40)
 - (1) Evangelism
 - (2) Miracles
 - (3) Healing
 - d. (Later same year) Receives More Gifts (Acts 21 : 8-9)
 - (1) Prophecy
 - (2) Knowledge
 - (3) Teaching
 - e. (By A.D. 60) Known for Outstanding Gift

E. The Purpose

- A. The Equipping of the Believers for Works of Service (Ephesians 4:11-12)
 - 1. Implications for ministry:
 - a. Whose task is it to equip God's people?
 - 2. The edification of the whole church (Ephesians 4:12, 16)
 - 3. The establishment of the believers (Romans 1:11)
 - 4. The encouragement of the believers (Romans 1:12)
 - 5. The effectiveness of the whole church (1 Corinthians 12:7)
 - 6. The enlargement of the church (Ephesians 4:16)
 - 7. The exaltation of Jesus Christ (1 Peter 4:7)
- B. The Development of the Gifts
 - 1. Exercise it
 - a. Neglect not (1 Timothy 4:14)
 - b. Practice (1 Timothy 4:15)
 - c. Faithful utilization (2 Timothy 4:15)
 - 2. Formal training
 - 3. The ministry of the gifts of fellow Christians (Romans 1:11)
- C. Delight
 - 1. "I have found it!"
 - 2. Great joy/satisfaction
 - 3. Confirmation of the gifts by the church

III. Believers have Differing Function and Gifts

- A. Every Christian is Gifted for Some Ministry; Therefore, All Believers are Ministers.
 - 1. "All Christians are called to ministry. If you are not a minister, this is another way of saying you are not a Christian."--Elton Trueblood
 - 2. "For as in one body we have many members, and all the members do not have the same function. ...Having gifts that differ according to the grace given to us, let us use them." (Rom. 12:4-6)
 - 3. "To each is given the manifestation of the Spirit for the common good.... Now you are the body of Christ and individually members of it.... since you are eager for the manifestation of the Spirit, strive to excel in building up the church." (1 Cor. 12)
- B. The Role of Pastors and Teachers Is Spelled Out in the New Testament: "And His Gifts Were That Some Should Be. . .Pastors and Teachers for the Equipment of the Saints for the Work of Ministry for Building Up the Body of Christ (Eph 4:11-12)

C. The Local Church Has All the Necessary Gifts for Effective Ministry and Growth “This fact, that every Christian has a gift and therefore a responsibility, and that no Christian is passed by and left without an endowment, is fundamental to the New Testament doctrine of the church. It should also transform the life of Christians and churches. Many church leaders complain that the congregation lacks gifted lay leadership, and this is the standard excuse for attempting little. But Scripture addresses each local church with the same word which Paul used to the Corinthians:

“You are the Body of Christ.” Thus, Scripture and assumptions in the church are often at variance with each other; appearances indicating that the congregation is destitute of gifts, while Scripture says, ‘It is not so! You are the Body of Christ.’ If we take God at his word, then we are committed to believe that He has endowed, or at least is willing to endow, each local church with all the gifts it needs for life, health, growth, and ministry.” John Stott

IV. How Do I Discover My Spiritual Gifts?

A. Explore the Possibilities

Look over the list of spiritual gifts in 1 Corinthians 12, Romans 12, and Ephesians 4. Know the various possibilities, so you have something concrete to look at as you move ahead. Take Spiritual Gifts Inventory test.

B. Experiment With as Many Gifts as Possible

You don’t know if you have a gift until you try it. Some gifts are hard to experiment with. You don’t jump off a tall building to see if you have the gift of miracles. Other gifts, such as the gift of evangelism, are easy to experiment with. Only 10% have the gift of evangelism, but one percent are actually using it. To discover if you have the gift of evangelism, enroll in a training program and try it out. If you find you don’t have the gift, then drop out. No one will think less of you for it, for we must all experiment with the various gifts. When you find you have one gift, keep trying. God may have blessed you with more than one gift. Also, as you use your gift you will receive others, so retry every so often. You may have received it in the meantime.

C. Examine Your Feelings

Do you have a sense of satisfaction when doing it? If you have total distaste it’s a pretty good sign you don’t have the gift. It doesn’t mean that you may not be nervous the first few times. God does not ask us to do something we are absolutely miserable doing. As you use your gift, the sense of satisfaction may increase and you’ll enjoy it more the more you do it.

D. Evaluate Your Effectiveness

1. Spiritual gifts have a purpose. Each is designed to accomplish some specific objective.
2. If you begin to use a spiritual gift, be sure you see appropriate results when you use it. If you get no results, you may not have the gift. There is need to be careful here, because some people underestimate their effectiveness.
3. Consult other people to see if they think you are effective. Ask for several opinions. Don't belittle yourself—think positively. Don't boast, but give God the glory for the gift the Holy Spirit has given you.
4. Expect confirmation from the body. Remember, gifts are not to be used independently, but in the body. You are a part of a total organization, the body of Christ. If you have a spiritual gift it will fit with others. Other Christians will recognize your gift and confirm to you that you have it. If you think you have a gift but no one else in the church agrees you have it, be very suspicious of your assessment in the matter.
5. Pray much about it. God will help you discover your gift. Earnestly seek divine wisdom to know what your spiritual gift is.

V. HOW TO KEEP SPIRITUAL GIFTS CONSTANTLY BEFORE THE CHURCH

A. Difference Between a Theological Principle and a Method Principle--priesthood of all believers. Method--way to keep principle before the people. This is part that challenged me. People forget sermons after awhile, and they also forget the spiritual gifts seminar. How can new people as they come in be constantly aware that they need to discover their gifts? The early church must have had some way of making sure the doctrine of spiritual gifts was constantly remembered. I believe I have found one way that they did it. In sharing it, only suggesting it is one way to keep it before the people--it is a method, not a principle.

B. Exodus 29:1-7

Ordination of OT priests--comparison of OT priests with NT priesthood of all believers. Reason why the priest was set apart was so that he could minister in the priest's office.

C. Four Things That Happened at the Ordination of the Old Testament Priest.

1. Aaron's recognition of a sacrifice made for his sins (Vs. 1-3)
2. After offering sacrifice--washed in water (Vs. 4)
3. Clothed in new garments--vestments of priestly office (Vs. 5-6)
4. Head anointed with oil--anointed for ministry.

D. How Does a Christian Become a Priest Unto God?

1. Recognize sacrifice of Christ for my sins
2. Baptized
3. Clothed in new garments of His righteousness
4. Should be anointed or ordained to ministry

This is the forgotten part. We do not do anything or say anything about ministry as part of baptism, yet it was the common practice of early church to do so.

E. Purpose of Ordination

Does not impose power. Church's recognition that a person has a call to ministry.

F. Does the Church Recognize Everyone's Call to Ministry?

1. Acts 13:2,3--Paul and Barnabas ordained for ministry as clergy by laying on of hands. This was the church's recognition of their call to ministry.
2. I Timothy 4:14--Timothy received spiritual gift as a result of laying on of hands.
3. Hebrews 6:2--Laying on of hands--one of the elementary doctrines of the church--coupled with baptism.
4. Acts 8:16,17--People baptized, then hands laid on them--received Holy Spirit.
5. Acts 19:1-6--Rebaptized, then of Spirit laid hands on them, then received gifts of Spirit.
6. "They were baptized in the name of Jesus, and as Paul laid his hands upon them, they received also the baptism of the Holy Spirit, by which they were enabled to speak the languages of other nations, and to prophesy. Thus they were qualified to serve as missionaries in Ephesus and its vicinity, and also to go forth to proclaim the gospel in Asia Minor." Acts of the Apostles, p. 283

VI. What Are The Gifts Mentioned In The Bible?

A number of gifts are mentioned directly in the New Testament, while other gifts are implied or alluded to. Some are repeated in the different lists.

A. Gifts Mentioned Directly

Rom. 12	1 Cor. 12	Eph 4
Prophecy	Prophecy	Prophecy
Teaching	Teaching	Teaching
Service	Service	Apostle
Giving	Wisdom	Evangelist
Leadership	Knowledge	Pastor
Mercy	Faith	
	Healing	
	Miracles	
	Discerning of spirits	
	Tongues	
	Interpretation of tongues	
	Helps	
	Administration	

Gifts Alluded To

Text	Gift
1 Cor. 7:7	Celibacy
1 Cor. 13: 3	Voluntary poverty
1 Cor. 13: 3	Martyrdom
1 Peter 4: 9	Hospitality
Acts 8: 5-8	Exorcism
Acts 12: 12	Intercessory prayer
Rom. 11:13	Missionary

All do not receive the same gifts, but to every servant of the master, some gift of the spirit is promised. (Christ's Object Lessons, p. 327).

B. Categories of Gifts

There are various ways of categorizing gifts. All of these categorizations are artificial, but they are sometimes useful when applying gifts to church programs.

1. According To The Nature Of The Gifts

Type of Gift	Gifts
Power gifts	Prophecy, Tongues, Interpretation of tongues, Healing.
Serving gifts	Giving, Administration, Mercy, Faith, Helps.
Outreach gifts (Numerical church growth)	Apostleship, Evangelism, Miracles, Healing, Mercy.
Spiritual maturity (Internal church growth)	Prophecy, Teaching, Knowledge, Wisdom, Exhortation, Faith, Tongues, Interpretation of tongues, Discernment, Giving, Pastor.
Internal church organization gifts	Administration Helps, Leadership.

2. According To Their Sphere of Influence

Gifts for the universal church	Apostles, Prophets, Evangelists, Pastors, teachers
Gifts more suited to a “family” setting like a local church	Helps, Giving Mercy, Administration

C. According To Their Function

Equipping Ministries Apostles, Prophets, Evangelists, Pastor-teachers.

“Repairing” Ministries (Church revival and renewal) Mercy, Faith, Service, Knowledge

Leadership Gifts And Supportive Gifts

Leadership Gifts Apostleship, Prophecy, Evangelism, Pastor, Teaching, Leadership

Supportive Gifts Healing, Miracles, Helps, Faith, Tongues, Interpretation of tongues, Mercy, Knowledge.

Clusters of Gifts

Support Cluster Hospitality, Helps, Service, Giving, Mercy, Intercessory Prayer

Counselor Cluster Discernment, Exhortation, Wisdom.
Teacher Cluster Knowledge, Teaching.

Shepherd/Evangelist Cluster Evangelism, Pastor, Prophecy, Missionary, Apostleship.

Leader Cluster Leadership, Administration, Faith.

Sign Cluster Voluntary poverty, Martyrdom, Miracles, Healing, Exorcism, Celibacy, Tongues, Interpretation of tongues

VII. Spiritual Gifts Questionnaire

This guide in discovering your spiritual gifts should not be viewed as a test. The only “right” answers here are honest answers. The answers you provide will help you find your areas of strength within the realm of Christian service.

Score the exercise as follows:

Circle 1 if the statement is always false or doesn’t apply.

Circle 2 if the statement is usually false.

Circle 3 if the statement is evenly divided between true and false.

Circle 4 if the statement is usually true.

Circle 5 if the statement is always true.

“This statement has been satisfactorily experienced in my life” or “I believe I have the ability for this”:

	More False			More True	
1. Easily delegating important responsibility to others.	1	2	3	4	5
2. Clearly perceiving the difference between truth and error.	1	2	3	4	5
3. Leading others to a decision for salvation through faith in Christ.	1	2	3	4	5
4. Verbally encouraging the wavering, troubled or discouraged.	1	2	3	4	5
5. Believing God will keep His promises in spite of circumstantial evidence.	1	2	3	4	5
6. Managing money well in order to give liberally to the Lord’s work.	1	2	3	4	5
7. In the name of the Lord, curing diseases.	1	2	3	4	5
8. Assisting key leaders to relieve them for their essential job.	1	2	3	4	5
9. Providing food/lodging graciously to those in need.	1	2	3	4	5

10. When praying for others, I often lose track of the time.	1	2	3	4	5
11. Having ability to discover new truths for myself.	1	2	3	4	5
12. Persuading others to move toward achieving biblical objectives.	1	2	3	4	5
13. Working joyfully with persons ignored by the majority.	1	2	3	4	5
14. Adapting easily in a culture different from mine.	1	2	3	4	5
15. Enjoying the responsibility for the spiritual growth of a group of Christians.	1	2	3	4	5
16. Enjoy being called upon to do special jobs around the church.	1	2	3	4	5
17. Enabling persons to learn biblical truths in detail.	1	2	3	4	5
18. Applying truth effectively in my own life.	1	2	3	4	5
19. Able to organize ideas, people, things and time for more effective ministry.	1	2	3	4	5
20. Judging well between what is poor and what is good (or evil and good).	1	2	3	4	5
21. Sharing joyfully how Christ has brought me to Himself.	1	2	3	4	5
22. Being an instrument for dislodging the complacent and redirecting the wayward to face spiritual reality.	1	2	3	4	5
23. Generally being more excited about the future than the past.	1	2	3	4	5
24. Giving things or money liberally to the Lord's work.	1	2	3	4	5
25. In the name of the Lord, healing the emotionally disturbed.	1	2	3	4	5
26. Ushering or cleaning up at a church related facility.	1	2	3	4	5

27. Providing a gracious haven for guests.	1	2	3	4	5
28. Taking prayer requests more seriously than other Christians seem to.	1	2	3	4	5
29. Having insights of truth which bring conviction to other Christians.	1	2	3	4	5
30. Knowing where I am going and seeing other Christians follow me.	1	2	3	4	5
31. Aiding the undeserving.	1	2	3	4	5
32. Learning well another language in order to minister to a different people.	1	2	3	4	5
33. Sacrificially giving myself for young or straying Christians.	1	2	3	4	5
34. Enjoy routine work at church that would bore others.	1	2	3	4	5
35. Explaining clearly Scriptural teaching to others.	1	2	3	4	5
36. Enjoy working out solutions to complicated problems.	1	2	3	4	5
37. Am able to set goals and make effective plans to reach them.	1	2	3	4	5
38. Tending to look beneath the surface and question people's motives.	1	2	3	4	5
39. Explaining clearly Bible truths that point people to Jesus as the Savior.	1	2	3	4	5
40. Verbally challenging those who seem spiritually apathetic.	1	2	3	4	5
41. Trusting in the presence and power of God for the impossible.	1	2	3	4	5
42. Feeling deeply moved when confronted with urgent financial needs in God's work.	1	2	3	4	5

43. In the name of the Lord, treating successfully those who are spiritually sick.	1	2	3	4	5
44. Typing, filing or recording figures or minutes for the Lord's work.	1	2	3	4	5
45. Having a knack of making strangers feel at home.	1	2	3	4	5
46. Prayer is one of my favorite spiritual exercises.	1	2	3	4	5
47. Acquiring and mastering new facts and principles of Bible truth.	1	2	3	4	5
48. Influencing others toward accomplishing biblical goals.	1	2	3	4	5
49. Visiting in hospitals or retirement homes and being blessed.	1	2	3	4	5
50. Being able to relate well to Christians of different race, language or culture.	1	2	3	4	5
51. Knowing intimately and being well known by those I serve and guide.	1	2	3	4	5
52. Feeling satisfaction in doing menial tasks for God's glory.	1	2	3	4	5
53. Making difficult biblical truths understandable to others.	1	2	3	4	5
54. Choosing from several biblical alternatives an option which usually works.	1	2	3	4	5
55. Able to lead a group in making decisions together.	1	2	3	4	5
56. Accurately recognizing what spiritual gift another Christian has and does not have.	1	2	3	4	5
57. Emphasizing a message which is primarily the Gospel of salvation.	1	2	3	4	5

58. Able to counsel effectively the perplexed, guilty or addicted.	1	2	3	4	5
59. Feeling sure I know God's special will for the future growth of His work even when others are not.	1	2	3	4	5
60. Able to earn much money for giving to the Lord's work.	1	2	3	4	5
61. Praying for others so that healing occurs.	1	2	3	4	5
62. Distributing Gospel literature and papers in my community.	1	2	3	4	5
63. Having a genuine graciousness and appreciation of each guest.	1	2	3	4	5
64. God consistently answers my prayers in a tangible way.	1	2	3	4	5
65. I study and read a great deal to learn biblical truths.	1	2	3	4	5
66. Steering others through difficulties in the Lord's work.	1	2	3	4	5
67. Taking shut-ins out for a drive and assisting them in practical ways.	1	2	3	4	5
68. Enjoying life in a foreign country.	1	2	3	4	5
69. Helping needy Christians by guiding them to relevant portions of the Bible and praying with them.	1	2	3	4	5
70. Willing to take orders rather than give them.	1	2	3	4	5
71. Communicating biblical truths to others which produce changes in knowledge, attitudes, values or conduct.	1	2	3	4	5
72. My nominating others for positions prove to be good selections.	1	2	3	4	5
73. Able to recruit Christians and put them to work exercising their spiritual gifts.	1	2	3	4	5

74. Can see through a phony before his phoniness is clearly evident.	1	2	3	4	5
75. Continually seeking out unbelievers in order to win them.	1	2	3	4	5
76. Comforting a Christian in his affliction or suffering.	1	2	3	4	5
77. Trusting in the reliability of God when all looks dim.	1	2	3	4	5
78. Willing to maintain a lower standard or living in order to benefit God's work.	1	2	3	4	5
79. Helping effectively those who are feeble-minded.	1	2	3	4	5
80. Happy to be a teacher's aide in a Bible class.	1	2	3	4	5
81. Enjoying strangers in my house.	1	2	3	4	5
82. Sometimes praying when I probably should be doing other things.	1	2	3	4	5
83. Able to distinguish key and important facts of Scripture.	1	2	3	4	5
84. Others follow me because I have knowledge which contributes to the building up of my church.	1	2	3	4	5
85. Talking cheerfully with those in prison, or the lonely shut-in person.	1	2	3	4	5
86. Having ability to learn foreign languages.	1	2	3	4	5
87. Able to restore persons who have wandered away from their Christian community.	1	2	3	4	5
88. Enjoying it when others express a need for help.	1	2	3	4	5
89. Training Christians to be more obedient disciples of Christ.	1	2	3	4	5
90. Feeling an unusual presence of God when an important decision needs to be made.	1	2	3	4	5

Spiritual Gift Evaluation Sheet

				Value of Answers	Total	Gift
Row A	1	19	37	55	73	Administration
Row B	2	20	38	56	74	Discernment
Row C	3	21	39	57	75	Evangelist
Row D	4	22	40	58	76	Exhortation
Row E	5	23	41	59	77	Faith
Row F	6	24	42	60	78	Giving
Row G	7	25	43	61	79	Healing
Row H	8	26	44	62	80	Helps
Row I	9	27	45	63	81	Hospitality
Row J	10	28	46	64	82	Intercession
Row K	11	29	47	65	83	Knowledge
Row L	12	30	48	66	84	Leadership
Row M	13	31	49	67	85	Mercy
Row N	14	32	50	68	86	Missionary
Row O	15	33	51	69	87	Pastor
Row P	16	34	52	70	88	Service
Row Q	17	35	53	71	89	Teacher
Row R	18	36	54	72	90	Wisdom

Circle the three highest scores and this should help you in determining your area of spiritual service for God and His church.

VIII. Descriptions of Spiritual Gifts

All spiritual gifts inventories contain descriptions and definitions of the various gifts. These descriptions and definitions represent the efforts of the authors to describe as best they can how the various gifts function. The descriptions that follows are from C. Peter Wagner, *Your Spiritual Gifts Can Help Your Church Grow*. They are included here for your information and do not necessarily represent the last word in either descriptions or definitions.

Administration.

The gift of administration is the special ability that God gives to certain members of the Body of Christ to understand clearly the immediate and long-range goals of a particular unit of the body of Christ and to devise and execute effective plans for the accomplishment of those goals. 1 Cor. 12:28; Acts 6:1-7; Acts 27:11; Luke 14:28-30; Titus 1:5.

Discerning of Spirits.

The gift of discerning of spirits is the special ability that God gives to certain members of the Body of Christ to know with assurance whether certain behavior purported to be of God is in reality divine, human, or Satanic. 1 Cor. 12:10; Acts 5:1-11; Acts 16:16-18; 1 John 4:1-6; Matt. 16:21-23.

Evangelist.

The gift of evangelist is the special ability that God gives to certain members of the Body of Christ to shared the gospel with unbelievers in such a way that men and women become Jesus' disciples and responsible members of the body of Christ. Eph. 4:11-14; 2 Tim. 4:5; Acts 8:5,6; Acts 8:26-40; Acts 14:2 1; Acts 21:8.

Exhortation.

The gift of exhortation is the special ability that God gives to certain members of the Body of Christ to minister words of comfort, consolation, encouragement, and counsel to other members of the body in such a way that they feel helped and healed. Rom. 12:8; 1 Tim. 4:13; Heb. 10:25; Acts 14:22.

Faith.

The gift of faith is the special ability that God gives to certain members of the Body of Christ to discern with extraordinary confidence the will and purposes of God for his work. 1 Cor. 12:9; Acts 11:22-24; Acts 27:21-25; Heb. 11; Rom. 4:18-21.

Giving.

The gift of giving is the special ability that God gives to certain members of the Body of Christ to contribute their material resources to the work of the Lord with liberality and cheerfulness. Rom. 12:82; Cor. 8:1-7; 2 Cor. 9:2-8; Mark 12:41-44.

Healing.

The gift of healing is the special ability that God gives to certain members of the Body of Christ to serve as human intermediaries through whom it pleases God to cure illnesses and

restore health apart from the use of natural means. 1 Cor. 12:9,28; Acts 3:1-10; Acts 5:12-16; Acts 9:32-35; Acts 28:7-10.

Helps.

The gift of helps is the special ability that God gives to certain members of the Body of Christ to invest the talents they have in the body, thus enabling others to increase the effectiveness of their own spiritual gifts. 1 Cor. 12:2 8; Rom. 16:1,2; Acts 9:36; Luke 8:2,3; Mark 15:40,4 1

Hospitality.

The gift of hospitality is the special ability that God gives to certain members of the Body of Christ to provide an open house and a warm welcome to those in need of food and lodging. 1 Peter 4:9; Rom. 12:9-13; Rom. 16:23; Acts 6:14,15; Heb. 13:1,2.

Intercession.

The gift of intercession is the special ability that God gives to certain members of the Body of Christ to pray for extended periods of time on a regular basis and see frequent and specific answers to their prayers, to a degree much greater than that which is expected of the average Christian. James 5:14-16; 1 Tim. 2:1,2; Col. 1:9-12; Col. 4:12,13; Acts 12:12; Luke 22:41-44.

Knowledge.

The gift of knowledge is the special ability that God gives to certain members of the Body of Christ to discover, accumulate, analyze, and clarify information and ideas which are pertinent to the growth and well-being of the body. 1 Cor. 2:14; 1 Cor. 12:8; Acts 5:1-11; Col. 2:2,3; 2 Cor. 11:6.

Leadership.

The gift of leadership is the special ability that God gives to certain members of the Body of Christ to set goals in accordance with God's purpose for the future and to communicate these goals to others in such a way that they voluntarily and harmoniously work together to accomplish those goals for the glory of God. 1 Tim. 5:17; Acts 7:10; Acts 15:7-11; Rom. 12:8; Heb. 13:17; Luke 9:51.

Mercy.

The gift of mercy is the special ability that God gives to certain members of the Body of Christ to feel genuine empathy and compassion for individuals (both Christian and non-Christian) who suffer disturbing physical, mental, or emotional problems, and to translate that compassion into cheerfully-done deeds which reflect Christ's love and alleviate the suffering. Rom. 12:8; Mark 9:41; Acts 16:33,34; Luke 10:33-3 5; Mart. 20:29-34; Mart. 25:34-40; Acts 11:28-30

Missionary.

The gift of missionary is the special ability that God gives to certain members of the Body of Christ to minister whatever other spiritual gifts they have in a second culture. 1 Cor. 9:19-23; Acts 8:4; Acts 13:2,3; Acts 22:21; Rom. 10:15.

Pastor.

The gift of pastor is the special ability that God gives to certain members of the Body of Christ to assume long-term personal responsibility for the spiritual welfare of a group of believers. Eph. 4:11-14; 1 Tim. 3:1-7; John 10:1-18; 1 Peter 5:1-3.

Service.

The gift of service is the special ability that God gives to certain members of the Body of Christ identify the unmet needs involved in a task related to God's work, and to make use of available resources to meet those needs and help accomplish the desired results. 2 Tim. 1:16-18; Rom. 12:7; Acts 6:1-7; Titus 3:14; Gal. 6:2,10.

Teaching.

The gift of teaching is the special ability that God gives to certain members of the Body of Christ to communicate information relevant to the health and ministry of the body and its members in such a way that others will learn. 1 Cor. 12:28; Eph. 4:11-14; Rom. 12:7; Acts 18:24-28; Acts 20:20,21.

Wisdom.

The gift of wisdom is the special ability that God gives to certain members of the Body of Christ to know the mind of the Holy Spirit in such a way as to receive insights into how given knowledge may best be applied to specific needs arising in the body of Christ. 1 Cor. 2:1-13; 1 Cor. 12:8; Acts 6:3,10; James 1:5-6; 2 Peter 3: 15, 16.

IX. The Distribution of Spiritual Gifts

A. Romans 12:4-8; 1 Corinthians 12:29-30; Ephesians 4:11

B. You can help your local church with your gifts:

1. Administration
 - a.. Elder
 - b.. Nominating Committee
 - c.. Sabbath School Superintendent
 - d. Church Clerk
 - e. Treasurer

2. Discernment
 - a. Elder
 - b. Nominating committee
 - c. Pastors' lay advisory committee
 - d. School Board
 - e. Membership committee

3. Evangelism
 - a. Personal ministries leader

- b. Give Bible studies
 - c. Lead out in Bible-oriented seminars
 - d. Church planting in new areas
 - e. Prison ministry
 - f. Branch Sabbath School (adult)
 - g. Visitor visiting
 - h. Follow up media interests
4. Exhortation
- a. Hospital visitation
 - b. Church nurture visitation
 - c. Prison ministry
 - d. Telephone counseling
 - e. Investment leader
 - f. Specific area counseling (marriage, teens, etc.)
 - g. Ingathering leader
 - h. Youth ministries
5. Faith
- a. Building committee
 - b. Project development
 - c. Nominating committee
 - d. School board
 - e. Evangelism committee
6. Giving
- a. Finance committee
 - b. Student aid committee
 - c. Investment leader
 - d. Community services board
 - e. Ingathering committee
 - f. Poor fund committee
 - g. Student missionary committee
7. Helps
- a. Committee service leader
 - b. Dorcas society
 - c. Adventist man
 - d. Deacon
 - e. Deaconess
8. Hospitality
- a. Hospitality dinner coordinator/team leader
 - b. Social committee

- c. Greeter
 - d. Deacon/deaconess
 - e. Singles' ministry
9. Intercession
- a. Hospital visitation
 - b. Church nurture visitation
 - c. New project development
 - d. Elder
 - e. Prayer band leader
 - f. Follow up media interests
10. Knowledge
- a. Give Bible studies
 - b. Help with seminars
 - c. Write on Bible topics
 - d. Lay pastor
 - e. Elder
11. Leadership
- a. General Sabbath School superintendent
 - b. Chairman of various boards and committees
 - c. Lay pastor
 - d. Elder
 - e. Head deacon/deaconess
 - f. Treasurer
 - g. Youth ministries leader
12. Mercy
- a. Emergency preparedness committee
 - b. Community services (Dorcas)
 - c. Poor fund committee
 - d. Student aid committee
 - e. Counseling
 - f. Meals on Wheels
13. Missionary
- a. Student missionary committee
 - b. Visitation committee
 - c. Refugee aid
 - d. Inner-city work
 - e. Cross-culture evangelism
14. Pastor
- a. Church nurture visitation

- b. Single ministry
- c. Study-group leader
- d. Hospital visitation
- e. Counseling
- f. Social committee

15. Service

- a. Deacon/deaconess
- b. Music committee or participant
- c. Telephone committee
- d. Flower committee
- e. Church librarian or tape librarian
- f. Audio visual committee
- g. Custodian/janitor
- h. Publications/public relations
- i. Meals on Wheels
- j. Community service
- k. Ingatherer

16. Teacher

- a. Sabbath School leader/teacher (in any division/level)
- b. Pathfinders
- c. Youth activities leader
- d. Vacation Bible School leader/teacher
- e. Branch Sabbath School leader/teacher
- f. Bible study leader

17. Wisdom

- a. Church board chairman
- b. Membership committee
- c. Elder
- d. Counseling
- e. School board member

**How to Use Your
Spiritual Gifts to
Develop Your Own
Personal Ministry**

The Lord calls every Christian to a ministry or ministries. He does this by assigning spiritual gifts to every new-born Christian. One or more of these gifts will be permanent life-long assignments, and will constitute primary ministry to which the Lord has called you. These ministries will be the primary focus of your discipleship.

Once you know what your gifts are, the next step is to develop them. You do this through study, attendance at training sessions and seminars, and through use and practice. The Lord expects every Christian to "professionalize" his or her ministry and develop it to the best of their ability.

Because this is a personal calling you have received from the Lord, it is up to you to put your ministry into practice on a regular basis. Throughout your lifetime your principal roles in the church should be compatible with your spiritual gifts. There may be times when the needs of the Kingdom require you to perform a role or function

that is outside of your regular ministry or gift-mix, but this will be a temporary situation. Most of the time you will function within the context of your primary spiritual gifts.

One caution! The Lord calls you to a ministry for

His glory -- not your own! Spiritual gifts are given for the advancement of the Kingdom. They work efficiently only if you have developed, under the guidance of the Holy Spirit, spiritual maturity and a Christian personality (See Gal. 5: 22, 23). Just because you know what your gifts are, and attempt to fill roles in the church compatible with those gifts, does not give anyone automatic authority over others or any privileged standing in the church. According to the Bible, Spiritual

gifts do just the opposite. They produce unity in the church (See Rom 12: 1-8).

A non-Christian personality can nullify the effectiveness of your spiritual gifts and your ministry.



Step 1: Identify Your Spiritual Gifts

Your church or local conference can provide you with a spiritual gifts inventory that will help you identify your gifts.

My primary gifts are:

My secondary gifts are:



Step 2: Categorize Your Gifts

Match your gifts with any or all of three major areas of church life. This will give you an idea of where you will serve most of the time. Some gifts fit into more than one category, depending on the circumstances and the needs they fulfill. For instance, the gift of teaching may also fit into evangelism, though it is most often used in nurture activities. You may also want to use one of the other categorizations listed on pages 8 and 9 to see other ways your gifts may fit.

Numerical Gifts. These are gifts that have to do primarily with evangelism and outreach.

- | | |
|--------------------------------------|--|
| <input type="checkbox"/> Evangelism | <input type="checkbox"/> Tongues |
| <input type="checkbox"/> Miracles | <input type="checkbox"/> Interpretation of Tongues |
| <input type="checkbox"/> Healing | <input type="checkbox"/> Voluntary Poverty |
| <input type="checkbox"/> Mercy | <input type="checkbox"/> Exorcism |
| <input type="checkbox"/> Hospitality | |

Maturity. These are gifts that have to do with the spiritual growth of the church in sanctification, spirituality, discipleship training and development, etc.

- | | |
|------------------------------------|---------------------------------------|
| <input type="checkbox"/> Prophecy | <input type="checkbox"/> Exhortation |
| <input type="checkbox"/> Teaching | <input type="checkbox"/> Discernment |
| <input type="checkbox"/> Pastor | <input type="checkbox"/> Faith |
| <input type="checkbox"/> Knowledge | <input type="checkbox"/> Intercession |
| <input type="checkbox"/> Wisdom | |

Organic: These are gifts that have to do with church administration, corporate direction, financial management, maintenance of the physical plant, etc.

- | | |
|-------------------------------------|---|
| <input type="checkbox"/> Leadership | <input type="checkbox"/> Administration |
| <input type="checkbox"/> Helps | <input type="checkbox"/> Service |
| <input type="checkbox"/> Giving | |

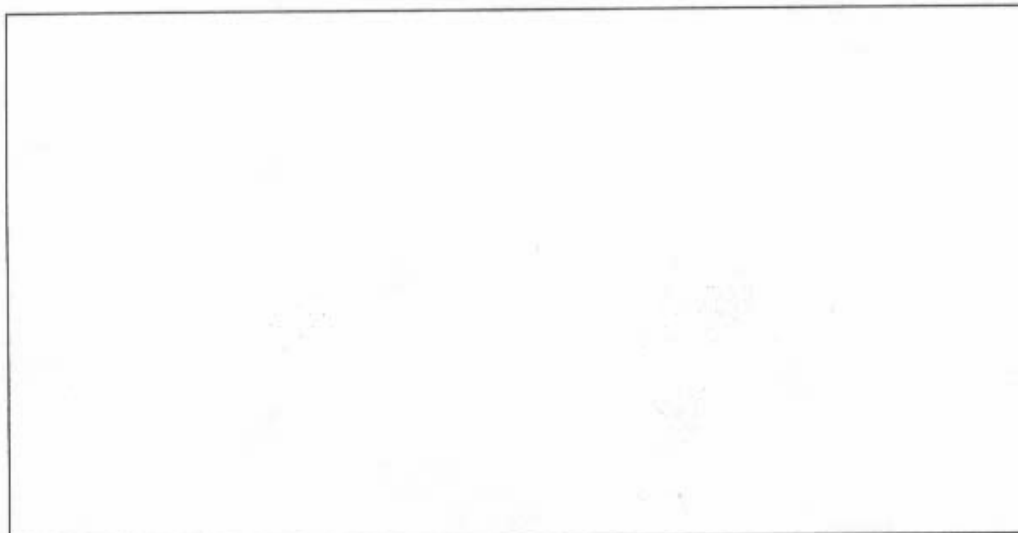


Step 3: Define Your Roles

What roles, offices, or positions do your gifts fit in the traditional church structure?

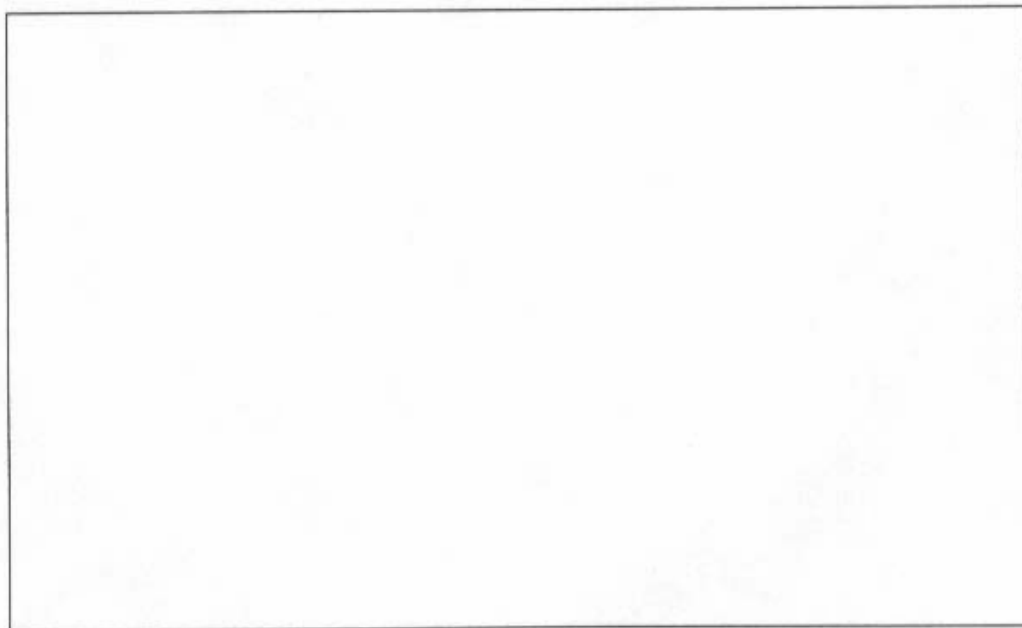
Step 3: Define Your Roles -- cont...

What ministries that do not now exist in the traditional church structure might you need to initiate?



Step 4: List The Ministries You Have Decided On

See page ... for a list of ministries suggestions. You can also obtain a notebook called that has many job descriptions matched to spiritual gifts. You can get it at your Adventist Book Center. Your pastor can help you get a copy.





Step 5: Identify Barriers

There are sometimes barriers to your ministry that you need to take into account. Barriers can be such things as lack of finances, people who don't like the idea, lack of space, lack of information, etc.

List the barriers that you feel you may encounter as you set up your ministries:

How will these ministries affect the rest of the program in your church? List both the positive and negative factors.



Step 6: Theory and Study

This is the point where you need to do some research and get some training. Remember that the Lord expects results. A life-long ministry needs to be done well.

What will you need to study and learn to successfully practice your ministry? Make a list of books you will read, or seminars you will attend, etc. in order to learn more about how to do your ministry.



Step 7: Resources

Resources You Already Have. What resources do you already know about that will help you develop your ministry? Make a list of materials, places, finances, etc. that are at hand or available.

Resources You Need. What kinds of resources will you need to find or obtain?



Step 8: People To Help You

People Skills. What people skills will you need to carry out this ministry? Make a list of the skills you will need and people you can recruit who have those skills .

Training. What kind of training will the people who work with you need? Make a list of the type of training needed and how and where it can be obtained.



Step 9: Support Groups

What kind of support groups do you need to help you make your ministry a success? Match the support groups to your temperament and your resources

Temperament Support. Find some people who will counterbalance your temperament. For instance, if you tend to get discouraged easily, find someone with the gift of faith and someone with the gift of pastoring for your support group.

Resource Support. What kind of resource support do you need? For instance, if you do not like to study and do research, find someone else to do this part of the ministry. In another instance, you may need to find someone who can give financial support to your ministry.



Step 10: Base of Operations

Where will your base of operations be? Your home, the church, etc.?



Step 11: Plan of Action

How will you go about starting your ministry? With whom do you need to talk? What authorizations will you need?



Step 12: Develop a Time Line For Your Ministry

Write down what you expect to accomplish in your ministry during each of the time periods below.

Three Months

One Year

Long Range

