



UNDERSTANDING YOUR SPIRITUAL GIFTS SESSION ONE – OVERVIEW

WHY LEARN ABOUT SPIRITUAL GIFTS...

You need to learn about spiritual because you have been **SUPERNATURALLY GIFTED BY GOD** to bring Him glory by making disciples and spreading his kingdom.

You are **GOD'S PLAN A** to change this world and bring people to Jesus, and spiritual gifts are the tools He's given you to do that.

If you fail to understand and operate in the gifts God's given you, you undermine the advancement of His kingdom and rob yourself of joy and fulfillment.

THREE REASONS TO LEARN ABOUT SPIRITUAL GIFTS...

1. **THEY'RE IN THE BIBLE...** so God must think they're important.
 - a. **II TIM 3:16-17...** All Scripture is God-breathed and is useful for teaching, rebuking, correcting, and training in righteousness, so that the man of God may be thoroughly equipped for every good work.
 - a. ALL SCRIPTURE comes from God and ALL OF IT is useful
 - b. Specifically, it's useful for TRAINING IN RIGHTEOUSNESS so you can be THOROUGHLY PREPARED for every good work
 - c. If you DON'T UNDERSTAND SPIRITUAL GIFTS, you are UNDER-PREPARED for the good works you SHOULD BE DOING
2. You were created **TO DO GOOD WORKS FOR GOD** and His kingdom, and these gifts are a fundamental means by which you are to do them.
 - a. **EPH 2:10...** For we are God's workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do.
 - b. But you're NOT called to do good works IN GENERAL (this is not about random act of kindness)
 - c. You're called to do the SPECIFIC GOOD WORKS God prepared IN ADVANCE for you to do... (the good works He has GIFTED you to do)
 - d. **I PET 4:10...** Each one should use whatever gift he has received to serve others, faithfully administering God's grace in its various forms.
3. Because it's a stewardship, there will be an **ACCOUNTING**.
 - a. **I COR 4:2...** Now it is required that those who have been given a trust must prove faithful.
 - b. **MATT 25:14-30...** The Parable of the Talents/Stewards

SPIRITUAL GIFTS HAVE A CONTEXT WITHIN THE LARGER SETTING OF THE CHURCH...

With billions of people in the world who haven't been reached or discipled for Jesus, your involvement in God's work is your single most important endeavor; and your involvement in that work is meant to be a **DAILY LIFESTYLE**, not a program.

Spiritual gifts are not an **END** in themselves; they're a means to the effective **MISSION AND MINISTRY** of the church.

Understanding and using your gifts is exciting and fulfilling for you, but the REAL POWER OF SPIRITUAL GIFTS IS UNLEASHED when the church works together as a **TEAM** – with each of us using our gifts in harmony with one another, much like a symphony orchestra

Gifts are best understood in the context of **CHURCH VITALITY** and the fulfillment of the **GREAT COMMISSION**.

Your gifts will be most effective in the context of the Body of Christ when combined with the gifts of other Christians – New Testament ministry was usually **TEAM MINISTRY**.

Kent Hunter says, “Every revival in history has been accompanied by a recommitment to the priesthood of all believers and the use of spiritual gifts.”

There's no room for jealousy, competition, or pride, because...

- These are grace gifts from God (they are not earned)
- No believer has **ALL THE GIFTS**
- Every believer has **ONE OR MORE** gifts
- We need each other and each other's gifts to complete the work of God

PRACITCAL STEPS TO DISCOVERING AND GROWING IN YOUR SPIRITUAL GIFTS...

Our culture is obsessed with speed and getting results instantly, but growth in spiritual gifts takes time.

Some of the most exciting and productive things you can do as a follower of Jesus are to (1) **DSICOVER**, (2) **DEVELOP**, and (3) **USE** your spiritual gifts to make disciples and advance God's kingdom. But that will take some **TIME AND EFFORT**.

Developing and using your gifts must become a **LIFESTYLE**, not just a quick on-line survey followed by a three-week study.

THREE TIPS FOR GROWING IN SPIRITUAL GIFTS...

1. You need to be a **CHRISTIAN**
 - a. Talents and abilities are given to all people at conception (as a part of God's common grace)
 - b. But spiritual gifts are given to followers of Jesus for the express purpose of **ADVANCING HIS KINGDOM AND FULFILLING HIS GREAT COMMISSION**
2. You need to **PRAY** for God's guidance and **COMMIT** to grow in this area.
 - a. Read the Bible
 - b. Read good Christian literature on the subject
 - c. Get into discipleship relationships

- a. Hang around gifted people
- 3. You need to **GET BUSY** in a variety of ministry opportunities and try to function in a variety of gifts – especially if you’re new to this matter of spiritual gifts
- 4. Be open to different opportunities around the church as both SERVICE opportunities and LEARNING opportunities
 - a. Remember that gifts are gifts; you cannot **EARN** or **MANUFACTURE** them
 - i. EXPERIMENTING with different gifts is not SHOPPING for gifts
 - ii. No amount of experimenting, fasting, or praying can make a gift materialize
 - iii. The point of experimenting is to **DISCOVER** the gifts God’s already given you
 - b. Notice which sorts of ministry activities bring you a sense of **JOY, FULFILLMENT,** and **ENERGY**
 - i. Christians aren’t to be led by emotions, but when submitted to the Word of God they may provide some insight into how God has wired you for service in His kingdom
 - ii. God is good and often arranges things so that we receive peace or joy from serving according to His design
 - iii. This does not mean that serving in ministry will always be **FUN**
 - c. Notice in which sorts of ministries you seem to be especially effective
 - i. It’s just as important to know what gifts you **DON’T** have
 - ii. And realize, too, sometimes you’ll need to play **OUT OF POSITION**
 - iii. By God’s grace, you may have SOME success in areas where you’re not gifted; but you will be MOST EFFECTIVE in areas where you are
 - d. Notice which sorts of ministry activities result in SIGNIFICANT confirmation from others
 - i. Remember, gifts should regularly be exercised in the larger context of the church, where you can also receive feedback
 - ii. Genuine spiritual endowments should result in significant confirmation from the church
- 5. The very best way to DEVELOP YOUR GIFTS is through the Jesus model – **ON-THE-JOB TRAINING**
 - a. Also called DISCIPLESHIP
 - b. Ask God to provide mature Christians to mentor you
 - c. Do ministry with them
 - i. I do, you watch
 - ii. I do, you help
 - iii. You do, I help
 - iv. You do, I watch
 - v. Move on, each into a new discipleship relationship
 - vi. Feedback at each stage is crucial

THREE BASIC CLASSIFICATIONS OF SPIRITUAL GIFTS...

The three basic categories of New Testament spiritual gifts are (1) **EQUIPPING GIFTS**, (2) **MOTIVATIONAL GIFTS**, and (3) **MANIFESTATION GIFTS**

1. EQUIPPING GIFTS (The equipping gifts are also sometimes called **ASCENSION GIFTS**, **FIVE-FOLD MINISTRY GIFTS**, or **MINISTRY OFFICES**
 - a. **EPH 4:11-16**
 - b. The key Greek word is doma (domata)
 - c. These gifts are **NOT UNIVERSALLY** given; that is, only some people are given these gifts.
 - d. These gifts are **RESIDENTIAL**, in that once they're given, they're always present and operational
 - e. These specific gifts are apostle, prophet, evangelist, pastor, and teacher
 - f. They are given by the Lord to certain people to train and equip believers to bring God's kingdom to the world
 - g. We will not be looking at these in this study, but you should know they are crucial to your growth, development, and maturation
 - h. These gifts are NOT given to **DO THE WORK OF THE MINISTRY**; they're given to **EQUIP YOU** to do that work
 - i. It's important to understand God's kingdom plan to accomplish His purposes and where these gifts fit in that plan
 - i. **EPH 4:3-6**... there's just one church and we to function as one body (it's not about INDIVIDUALS; God wants a PEOPLE)
 - ii. **EPH 4:7**... but each INDIVIDUAL within that ONE BODY has a unique grace given by the Lord for service within the KOG
 - iii. **EPH 4:11-12**... and these EQUIPPING GIFTS were given to help all believers grow and function effectively in the unique graces they have received

1. MOTIVATIONAL GIFTS (MINISTRY GRACES)
 - a. **ROM 12:6-8**... **We have different gifts, according to the grace given us. if a man's gift is prophesying, let him use it in proportion to his faith. If it is serving, let him serve; if it is teaching, let him teach; if it is encouraging, let him encourage; if it is contributing to the needs of others, let him give generously; if it is leadership, let him govern diligently; if it is showing mercy, let him do it cheerfully.**
 - b. These gifts are **UNIVERSALLY** given to Christians; every believer has one or more of them
 - c. These gifts are **RESIDENTIAL**, in that once they're given, they're always present and operational
 - d. The key Greek word here is **CHARISMATA**
 - e. These gifts are best understood as **MINISTRY GRACES**
 - f. These are the gifts covered on the assessment tool we sent you and are what we will focus on in these sessions

- i. Prophecy, serving, teaching, encouraging/exhorting, giving, leadership/administration, and mercy
- ii. This list is likely NOT exhaustive
 - 1. Hospitality (*1 PET 4:9-10*)
 - 2. Craftsmanship (*EX 31:1-6*)

3. MANIFESTATION GIFTS

- a. *1 COR 12:7-11*... Now to each one the manifestation of the Spirit is given for the common good. To the one there is given through the Spirit the message of wisdom, to another the message of knowledge by means of the same Spirit, to another faith by the same Spirit, to another gifts of healing by that one Spirit, to another miraculous powers, to another prophecy, to another distinguishing between spirits, to another speaking in different kinds of tongues, and to still another the interpretation of tongues. All these are the work of one and the same Spirit, and He gives them to each one, just as He determines.
- b. The key Greek word here is **PHANEROSIS**, which literally means **MANIFESTATION**
- c. These are **UNIVERSAL**, in that they are available to any follower of Jesus, although...
 - i. Their giving is subject to will of the Holy Spirit and the need of the moment
 - 1. *1 COR 12:11*... All these are the work of one and the same Spirit, and He gives them to each one, just as He determines.
 - ii. They seem to flow most freely after someone has acknowledged the baptism of the Holy Spirit
- d. These gifts are **NOT RESIDENTIAL**. They are momentary manifestations of the Holy Spirit's power and presence (ie, they come and they're gone)
- e. These are often THOUGHT OF as the "charismatic" gifts, although the Greek word *charismata* is NOT used in relation to them

NOTE: Spiritual gifts are **GIFTS**... they're given freely by the Holy Spirit

That means they are NOT EARNED. Like all good gifts from God, they are given by GRACE and received by FAITH. That also means they are NOT indications of **SPIRITUAL MATURITY, PERSONAL HOLINESS, OR STRENGTH OF CHARACTER.**

You CAN and you SHOULD grow and develop and mature in your USE of the gifts God gives you

Regarding the manifestation gifts, for instance, the **PRESENCE** of such a manifestation gift must be recognized before the it can be used effectively. Often people will receive a word of wisdom or a word of knowledge or a prophecy, but lack of understanding, maturation, or skill may cause them to ignore it as "just a crazy thought I had."

LET'S EXAMINE THE MOTIVATIONAL GIFTS MORE CLOSELY...

They're called MOTIVATIONAL gifts because they tend to be the sorts of things that move or inspire or **MOTIVATE** you

- I prefer to call them (think of them as) **MINISTRY GRACES**
 - An example of the distinction involving the gift of prophecy...
 - Ascension gift PROPHET (like Agabus, **ACTS 11:27-28; 21:10-12**, and Judas and Silas **ACTS 15:32**)
 - Vs. ANYBODY can prophecy (**I COR 14:1, 31, 39**)
 - So where does the MINISTRY GRACE come in?
 - Philip's daughters... (**ACTS 21:8-9**)

A LOW SCORE in a ministry grace gift like, for instance, serving, does NOT mean you, therefore, do not need to serve

- We're ALL called to serve, Jesus Himself being our Example (**MARK 10:45**... For even the Son of Man did not come to be served but to serve and to give His life as a ransom for many.)
- We're ALL called to GIVE and to ENCOURAGE and to SPEAK the Word of the Lord in season (prophecy) and to SHOW MERCY and so forth...
- But SOME PEOPLE will have a special grace from God to be unusually effective and unusually energized by those things

PROPHECY

DEFINITION – The ministry grace of prophecy is special gift given by God to certain members of the Body of Christ to speak forth the Word of God with clarity, power, and effect. It may involve either forth-telling (declaring God's thoughts or will) or fore-telling (declaring things that are to come). This gift is often used to establish righteousness and truth, as well as to bring godly correction and/or repentance. It is always meant to strengthen, encourage, and comfort (**I COR 14:3**).

Like all the gifts, it requires **FAITH** to function in this gift (**ROM 12:6**)

This gift has both a **PREVENTIVE** and a **CORRECTIVE** function

Prophecy is a **TRUTH-ORIENTED** motivational gift

- As opposed to being PEOPLE-ORIENTED or TASK-ORIENTED
- It is very focused on the WORD OF THE LORD
- This orientation may lead to confusion or clashes with people gifted in...
 - o **MERCY OR SHEPHERDING** (which are people-oriented)
 - o **TEACHING** (which is truth-oriented from a different perspective)

It involves both **INSIGHT** and **UTTERANCE**

- From the insight perspective, people with this gift may seem unusually intuitive
- Because it is word-oriented, people with this gift will often be very **VERBAL**

Challenges...

- High standards that can lead to **PERFECTIONISM**
- Loneliness, lack of relationships

- **TOO MUCH** confidence in one's own insight
- Impatience

Temptations to avoid...

- Speaking forth opinions that are yours, not God's (**MISTAKING THE TWO**)
- Speaking where you have no legitimate **AUTHORITY, CALL, OR RELATIONSHIP**
- Being angry at people who don't agree or respond
- Assuming an **AUTHORITY** that is not yours
- Becoming impatient or discouraged – **PROPHETIC DESPONDENCY**
 - o Elijah complex (**I KINGS 19:1-10; ROM 11:2-4; I KINGS 10:11-16**)
- Speaking the right word at the wrong time or in the wrong manner/spirit or to the wrong people
 - o Moses (**NUM 20:9-12**)

Misunderstandings to endure...

- Frankness and fervency may be misinterpreted as **HARSHNESS** and lack of love
- Boldness and high standards may impact relationships
- True assessments may be viewed by others as being **OVERLY CRITICAL**

Pursue...

- Personal sanctification
- Love for God and love for people – these must exceed, temper, and color your love for truth
- Deep walk with God to carry you through likely human rejection

EVANGELISM

DEFINITION – The ministry grace of evangelism is a special gift given by God to certain members of the Body of Christ to share the good news of the gospel with unusual clarity, power, and effect. It involves a particular sensitivity to the readiness of the hearer to respond.

People with this gift...

- Enjoy hanging around the **LOST**
- Enjoy talking about Jesus with the lost
- Have a strong **BURDEN** to see people saved
- Are very **COMPASSIONATE** toward the lost
- Are sometimes too **CRITICAL** of the church
- Have a keen sense when people do not know Jesus, but may be ready to believe/commit

Evangelism is a **PEOPLE-ORIENTED** motivational gift, with a strong task-orientation, too

- The PEOPLE-ORIENTATION is about sincere concern for the salvation of others
- The TASK-ORIENTATION can lead to **PUSHING TOO HARD FOR A RESPONSE**

- The TASK-ORIENTATION can also lead to a sense of failure (or self-worth) based on the response given
- As opposed to being **TRUTH-ORIENTED**
 - o It is very focused on salvation
 - This may lead to a sense of urgency, which can lead to pushing for a response
 - o This orientation may lead to confusion or clashes with people gifted in...
 - **TEACHING OR PROPHECY** (which are truth-oriented)
 - **MERCY OR SHEPHERDING** (which are people-oriented in a different way)

It involves **UTTERANCE**

- Because it is word-oriented, people with this gift will often be very verbal

Temptations to avoid...

- Being **JUDGMENTAL** toward others who do not have the same passion for and comfort with evangelism
- Relying on your own **POWER OR PERSONALITY** to persuade the lost
- **COMPROMISING** biblical truth to make the gospel more appealing
- Failing to recognize the need for **ON-GOING DISCIPLESHIP** after conversion – both for SELF and for NEW CONVERTS
- Seeing own ministry as the most important – failing to function as a **TEAM PLAYER**

Misunderstandings to endure...

- May be viewed as lacking depth
- May be viewed as compromised or a compromiser

Pursue...

- Personal discipleship and growth
- Strong **CONNECTIONS** within the church

TEACHING

DEFINITION – The ministry grace of teaching is a special gift given by God to certain members of the Body of Christ to share and explain biblical truth with unusual clarity, power, and effect. It involves a particular love for and depth in the truth of the Bible.

- Note the warning of James... **JAMES 3:1... Not many of you should presume to be teachers, my brothers, because you know that we who teach will be judged more strictly.**

People with this gift...

- Love the **BIBLE** and spending time in the Bible
- May get as much joy from study as from sharing their insights
- Are very concerned with the **ACCURACY OF WORDS**

- Have an ability to make complex ideas understandable
- Interpret Scripture with Scripture
- Tend to communicate in clear, **METHODICAL, ORDERLY** ways
- Are often more interested in their material than in their **AUDIENCE**
- Are often more **THEORETICAL** than practical
- Are more geared for the long-range than the now
- Chafe at bad teaching or Scripture being taken out of context
- Have a GIFT OF THE SPIRIT for understanding and explaining Scripture, not just a great concordance and Bible dictionary
- May be very slow to accept things, insisting that they first be aligned with Scripture

This gift has an **INSTRUCTIVE** function

Teaching is a **TRUTH-ORIENTED** motivational gift

- As opposed to being PEOPLE-ORIENTED or TASK-ORIENTED
- It is very focused on the WORD OF THE GOD in Scripture
- This orientation may lead to confusion or clashes with people gifted in...
 - o **MERCY OR SHEPHERDING** (which are people-oriented)
 - o **PROPHECY** (which is truth-oriented from a different perspective)

It involves both **INSIGHT** and **UTTERANCE**

From the insight perspective, people with this gift will grasp truths and insights from Scriptures that others miss

- Because it is word-oriented, people with this gift will often be very **VERBAL**

Temptations to avoid...

- Being too **THEORETICAL** and too mired in **DETAILS**
- Being too opinionated, doctrinaire
- Pride (**I COR 8:1-3**)
- Treating any single "truth" as the hub of theology (instead of Christ, Himself)

Misunderstandings to endure...

- May be viewed as **COLD AND OVERLY RATIONAL**

Pursue...

- Personal discipleship and growth – especially in **HUMILITY** and **TEACHABLENESS**
 - An unteachable teacher is a danger
- Diligence and care in what they teach (they will be judged more strictly)
- Reliance on the Holy Spirit, not just **STUDY**
- Strong connections within the church – spend time with **PEOPLE**

SHEPHERDING

DEFINITION – The ministry grace of shepherding is a special gift given by God to certain members of the Body of Christ to **LEAD, CARE FOR,** and **NURTURE** others toward **MATURITY, WHOLENESS,** and obedience to Christ with unusual sensitivity, power, and effect. It involves a particular love for people and a desire to see them grow.

I Peter 5:2-3... Be shepherds of God's flock that is under your care, serving as overseers – not because you must, but because you are willing, as God wants you to be; not greedy for money, but eager to serve; not lording it over those entrusted to you, but being examples to the flock.

People with this gift...

- Readily assume **RESPONSIBILITY** for the care and development of others
- Enjoy **ONE-ON-ONE** interactions (discipling)
- Are **PROTECTIVE** of others
- Are often quick to step in to help when people are **STRUGGLING** or hurt
- Are often **EMPATHETIC**
- Tend to have good **PEOPLE** skills
- Are often very supportive, especially over **LONG PERIODS OF TIME**
- Are very good at keeping **CONFIDENCES**
- Want to see people healed of past hurts and walking in wholeness
- Are skilled at **RESOLVING CONFLICT**
- Are quick to **FORGIVE**
- Are often easy to trust and **OPEN UP TO**

This gift fulfills **CARE, SUPPORT,** and discipleship functions

This gift is **PEOPLE-ORIENTED** and tends to be **NEED-FOCUSED**

- It is more **CONTACT** than utterance based and often blesses through the ministry of **PRESENCE**

This orientation may lead to confusion or clashes with people gifted in...

- Prophecy (which is truth-oriented)
- Evangelism (which is people-oriented from a different perspective)

This gift involves care and **ONE-ON-ONE** time with people

Temptations to avoid...

- Over-involvement with **INDIVIDUALS** at the expense of the group
- Failing to **ORGANIZE** effectively
 - o Often weak in organizational skills compared to people skills
- Making people **DEPENDENT** on them rather than the Lord
- Becoming **CONTROLLING** with people under their care
- Putting those under their care ahead of **THEIR OWN FAMILY**

- Trying to help in matters **BEYOND THEIR CAPACITY**
- **NEGLECT** of outreach and evangelism
- **COMPROMISING** biblical truth to make people more comfortable or to avoid hurting someone's feelings

Pursue...

- Opportunities to **MULTIPLY** this gift by bringing others along and involving them in ministry
- Giving people under your care opportunities to **FAIL**
- Outreach opportunities

EXHORTATION/ENCOURAGING

DEFINITION – The ministry grace of exhortation (or encouraging) is a special gift given by God to certain members of the Body of Christ to **ENCOURAGE** and **STIMULATE** others in the areas of FAITH, HOPE, OBEDIENCE, AND ENDURANCE.

Romans 15:4... For everything that was written in the past was written to teach us, so that through endurance and the encouragement of the Scriptures we might have hope.

- The best exhortation and encouragement is always grounded in the Word of God.

People with this gift...

- Tend to be very **POSITIVE AND OPTIMISTIC** (have a sanguine temperament)
- Are often thought of as "**CHEERLEADERS**"
- Often express support, love, and encouragement through **PHYSICAL CONTACT**
- Are often good **LISTENERS**
- Are often supportive in the moment, but are not always there for the **LONG HAUL**
- Often exhort using examples from **PERSONAL EXPERIENCE**
 - o **II Corinthians 1:4... (God) comforts us in all our troubles, so that we can comfort those in any trouble with the comfort we ourselves have received from God.**

This gift fulfills the functions of care and support, and is often a **CATALYST** for action by others.

This gift is people-oriented (and task-oriented).

- Like prophecy and teaching, this gift involves utterance, but unlike prophecy and teaching, it is far less **CONTENT**-focused
- It is often discouraged when not met with an immediate, positive response

This orientation may lead to confusion or clashes with people gifted in...

- Prophecy or teaching (which are truth-oriented)
- Shepherding (which is people-oriented from a different perspective)

Temptations to avoid...

- Becoming **DISCOURAGED** when people do not respond immediately
- Writing people off too quickly
- Being **EXPLOITED** by those not serious about following Jesus
- Pushing people beyond their **READINESS** or **ABILITY**
- **OVERSIMPLIFYING** complex situations or offering answers that are too **QUICK** or too **PAT**

Misunderstandings to endure...

- Optimism may be viewed as **FAKE** or **OVERBEARING**
- Proper, straight forward encouragements may be viewed as overly **SIMPLISTIC**

SERVING

DEFINITION – The ministry grace of serving is a special gift given by God to certain members of the Body of Christ to demonstrate love by **IDENTIFYING** and **MEETING** practical needs.

Hebrews 6:10... God is not unjust; He will not forget your work and the love you have shown Him as you have helped His people and continue to help them.

Some characteristics of this gift...

- It meets **PRACTICAL** or **PHYSICAL** needs
- It is a fairly **COMMON** ministry grace within the church, in part because so many needs exist and in part because service is a fundamental to kingdom of God

People with this gift...

- Have a divine desire to help and bless in **MATERIAL** ways
- Are often able to recall the likes and dislikes of others
- Are eager to **PLEASE**
- Often like to be given **SPECIFIC INSTRUCTIONS**
- Often prefer to work behind the scenes and avoid being **“OUT FRONT”**
- Tend toward **IMPATIENCE** (they like to check things off their lists)
- Will often ignore personal **SACRIFICE** and proper **PROCEDURE** in order to “get it done”
- Have a hard time saying, **“NO”**
- Prefer **SHORT-RANGE** goals to long-range goals
- Often exhibit tremendous **STAMINA** and **CREATIVITY** when using their gift
- **CRAVE** genuine appreciation and have a short reward cycle
- May tend to short-change **HUMAN INTERACTION** for activity

This gift is massively **TASK-ORIENTED**

This orientation may lead to confusion or clashes with people gifted in...

- **ANYTHING OTHER THAN SERVING**

Temptations to avoid...

- Becoming **FRUSTRATED** with others who don't jump in to serve, too
- Becoming **HURT OR BITTER** when service is not clearly recognized or appreciated
- **SHORT-CHANGING** human interaction, worship, and quiet/listening time with the Lord
- Doing things that really should be taught, delegated, or **LEFT TO OTHERS**
- **BURNING OUT** from overwork
- Ignoring procedures or **LINES OF AUTHORITY** in order to get things done quickly
- Being **PUSHY**

Misunderstandings to endure...

- Quickness to jump in to meet needs may be wrongly perceived as pushiness
- Focusing on material needs may be wrongly perceived as disinterest in spiritual things

MERCY

DEFINITION – The ministry grace of mercy is a special gift given by God to certain members of the Body of Christ to **EMPATHIZE** with those suffering emotional or physical distress and to minister **COMPASSION** and **COMFORT** to them.

Luke 6:36... Be merciful, just as your Father is merciful.

Some characteristics of this gift...

- It meets emotional or **RELATIONAL** needs
- Like the gift of serving, mercy is a fairly **COMMON** ministry grace in the church since in large part because there are so many hurting people in the world
- It expresses itself as much through **FACIAL** expressions, **TOUCH**, and **TONE**, as through words

People with this gift...

- Tend to be very **INTUITIVE** (like those with a prophecy gift)
 - o This means they may tend more toward “feeling” or “sensing” things than reasoning them out
- Are very interested in others and look for the **GOOD** in people
- Prefer to relate **ONE-ON-ONE**
- Are very **TOLERANT** of others' flaws
- Desire to establish a rapport with others
- Are often good listeners
- Are fundamentally **HEALERS** and **MEDIATORS**
- Often **AVOID** strong or direct statements of truth
- As a server will sacrifice himself to meet practical needs, people with a mercy gift will sacrifice themselves to meet **EMOTIONAL** needs

This gift is massively people-oriented

This orientation may lead to confusion or clashes with people gifted in...

- Teaching and (especially) prophecy (they may often feel people who are truth-oriented are hard, harsh, insensitive or uncaring)

Temptations to avoid...

- Taking up and carrying **OFFENSES** for others
 - o Mercy people can be very unmerciful toward those they feel are insensitive
- Being dominated by their own **EMOTIONS**
 - o Mercy, exhortation, and prophecy gifts are among the most intuitive, which also leads them to be among the most dominated by their emotions
- Being manipulated or **EXPLOITED** by the emotions of others
- Compromising or even avoiding **HARD TRUTHS** (failing to be appropriately firm or direct when needed)
- Allowing **SEXUAL ATTRACTION** to get confused or mingled with sincere compassion

Misunderstandings to endure...

- Gentleness can be misconstrued as **WEAKNESS** or **COMPROMISE**
- Compassion can be misconstrued as tacit **APPROVAL** or **EXCUSAL** of sinful behavior

GIVING

DEFINITION – The ministry grace of giving is a special gift given by God to certain members of the Body of Christ to willingly and **JOYFULLY** share **MATERIAL BLESSINGS** with others and to contribute to the Lord's work with unusual generosity and effect.

II Corinthians 9:7... Each man should give what he has decided in his heart to give, not reluctantly or under compulsion, for God loves a cheerful giver.

Some characteristics of this gift...

- It meets practical supportive needs
- It reflects the **LAVISHNESS** of God
- It is akin to the gift of **HOSPITALITY** in the sense of sharing one's time, home, food, and possessions
- It is often related to grace to earn and manage money well

This gift can manifest in a variety of ways, such as...

- **LENDING A CAR** to someone in need of it
- Opening one's **HOME** to a person or family needing temporary shelter
- Buying food, clothing, or other necessities for someone in need
- Helping pay off someone's **HOSPITAL BILL**

People with this gift...

- Do not necessarily have a lot of material **WEALTH**, but always have a significant **HEART ATTITUDE** of generosity

- Are typically strong money managers and may live well **BENEATH THEIR MEANS** in order to have more money to give away
- Have a profound sense of **STEWARDSHIP**
- Like **SERVERS**, can **SENSE** needs and meet them quickly
- Unlike servers, does not crave thanks and often prefers to remain **ANONYMOUS**
- Enjoy meeting needs **WITHOUT BEING ASKED** and may even chafe at appeals for money
- Often desire to **FEEL A PART OF** the work or ministry they feel called to support

This gift is task-oriented (with giving being the task) and tends to be need-focused

- This orientation rarely leads to direct conflict with the other gifts, although persons with this gift can struggle with people who are less frugal or generous than they

Temptations to avoid...

- Pride
- Attempting to win **FRIENDS** or **POPULARITY** through giving
- Attempting to **CONTROL** others or organizations through giving
- Assuming an inappropriate authority regarding the **MANAGEMENT AND USE** of monies given
- Giving in order **TO GET**

Misunderstandings to endure...

- People may falsely assume you **EXPECT** (or receive) special treatment
- Close relatives may resent the possibility that your generosity will undermine their **INHERITANCE**

ADMINISTRATION/LEADERSHIP

There are two different Greek words employed to name or describe this gift that are best understood as two separate ministry graces.

PROISTEMI (Romans 12:8) – literally, to stand before or in front of; to lead

- This is the ministry grace to inspire, direct, or move people to accomplish God's will in a given task or area

KUBERNESIS (1 Cor 12:28) – literally, steerage, pilotage; administration

- This is the ministry grace to organize tasks and people by setting goals, devising plans, assessing risks, and coordinating efforts to accomplish God's will in a given task or area

CHARACTERISTICS OF THIS GIFT...

- This is grace to **LEAD**
- Big picture, out front, visionary, and **PRONE TO ACT**
- Designed to coordinate and move people
- Says "**LET'S GO!**"
- Determines **WHERE** to go

CHARACTERISTICS OF THIS GIFT...

- This is grace to **MANAGE**
- Detailed, precise, and **CAUTIONARY**
- Designed to provide order and efficiency
- Says "**HANG ON!**"
- Recommends **HOW** to get there

PEOPLE WITH THIS GIFT...

- See the overall picture with its pieces (but focus on the **OVERALL PICTURE**)
- Anticipate problems and opportunities (but especially **OPPORTUNITIES**)
- Are comfortable making decisions and giving directions
- Are driven to **COMPLETE** projects and **MOVE ON**
- Will step into a leadership vacuum and assume responsibility
- May attempt to **USURP** authority
- Enjoy taking the point position and want to be **IN CHARGE**
- Want to get things done
- Tend to be **TASK-ORIENTED** first, then people-oriented
- Are comfortable with **PRESSURE** and may be energized by it

PEOPLE WITH THIS GIFT...

- See the overall picture with its pieces (but focus on the **PIECES**)
- Anticipate problems and opportunities (but especially **PROBLEMS**)
- Are comfortable making decisions and giving directions
- Are driven to **PERFECT** projects and are willing to **STICK WITH ONE THING**
- Will step into a leadership vacuum and assume responsibility
- Tend to wait for authority to be **DELEGATED**
- Are comfortable in the role of **SECOND-IN-COMMAND**
- Want to get things done
- Tend to be **TASK-ORIENTED** and process-oriented
- Enjoy **SOLVING PROBLEMS**

PROISTEMI temptations to avoid...

- **PRIDE**
- Ingratitude
- Trying to **MANAGE** out of a leader (proistemi) gift (failing to recognize the need for the administrative (kubernesis) gift)
- Being too **AUTHORITARIAN** in exercise of the leadership gift (failing to function as a biblical servant-leader)
- **"USING"** people to accomplish goals rather than loving, supporting, and honoring them as co-laborers in the kingdom
- Overlooking/ignoring major flaws in others who are useful for the accomplishment of a goal
 - o Kingdom work ALWAYS has a discipleship component
 - o The end does not justify the means

PROISTEMI misunderstandings to endure...

- Necessary steps to keep projects focused and moving may be misinterpreted as **INSENSITIVITY** or **DISREGARD** for others
- Failure to give reasons for every decision, strategy, or action may be misinterpreted as a **DICTATORIAL** or **DISMISSIVE** attitude

KUBERNESIS temptations to avoid...

- **PRIDE**
- Getting **BOGGED DOWN** in details
- Trying to **LEAD** out of an administrative (kubernesis) gift (getting in the way of or undermining a leadership (proistemi) gift)
 - This gift is for devising and recommending strategies and tactics, not for determining the mission and vision
- **INSUBORDINATION** when decision-makers do not follow your recommendations
- **“USING”** people to accomplish goals rather than loving, supporting, and honoring them as co-laborers in the kingdom
- Failing to recognize major flaws or needs in others who are useful for the accomplishment of a goal (viewing people as “cogs” rather than people)
 - Kingdom work ALWAYS has a discipleship component

KUBERNESIS misunderstandings to endure...

- Necessary efforts to keep projects focused and moving may be misinterpreted as **INSENSITIVITY** or **DISREGARD** for others
- Focus on tasks and processes may be misinterpreted as an **IMPERSONAL** or **UNCARING** attitude