

## ***Discover and Use God's Gifts***

### ***Session 1***

- I. Opening Prayer
- II. When Jesus ascended to be God He promised to send the Holy Spirit
  - a. We, as followers of Jesus Christ, have each been given certain spiritual gifts to carry out God's mission here on earth
    - i. They are "spiritual" (supernatural) in origin meaning things characterized or controlled by the Spirit
    - ii. They are "gifts" meaning they are gifts of God's grace
      - 1. They are not something we can earn or deserve
- III. The Importance of Knowing Your Spiritual Gift
  - a. The prominence of spiritual gifts in scripture
    - i. Spiritual gifts mentioned in 4 major portions of scripture
    - ii. Spiritual gifts must be important to the Spirit of God who inspired the writing of the Word of God
  - b. Spiritual gifts are a matter of individual stewardship
    - i. 1 Peter 4:10 – "As each one has received a special gift, employ it in serving one another, as good stewards of the manifold grace of God."
      - 1. Just as we must give account of the material things God has placed under our control, and just as we must give account of the use of our time, so we must also be accountable for the use of our spiritual gifts
      - 2. It's hard to be a good steward of something we know nothing about, and of something we don't even know we possess.
  - c. Knowing your spiritual gift will enable you to find your place of ministry in the local church
  - d. Knowing your spiritual gift will enable you to determine your priorities
  - e. Knowing your spiritual gift will be of great help in discerning God's will.
- IV. What is the origin of Spiritual Gifts in God's Word?
  - a. In the New Testament only the apostle Paul and the apostle Peter mentions them by name
    - i. Paul gives us five such lists
      - 1. All lists are different so it is necessary to look at them all together
      - 2. Gifts are found in:
        - a. Romans 12: 6-8 (listing 7 gifts)
        - b. 1 Corinthians 12: 8-10 (listing 9 gifts)
        - c. 1 Corinthians 12: 28 (listing 8 gifts)
        - d. 1 Corinthians 12: 29-30 (listing 7 gifts)
        - e. Ephesians 4: 11 (listing 4 gifts)

- b. Subtracting those repeated brings the total that Paul talks about to 19
  - c. Romans 12: 6-8
    - i. Prophecy
    - ii. Serving
    - iii. Teaching
    - iv. Exhortation
    - v. Giving
    - vi. Leadership
    - vii. Showing Mercy
  - d. 1 Corinthians 12: 29-30
    - i. Apostles
    - ii. Prophecy
    - iii. Teaching
    - iv. Miracles
    - v. Healing
    - vi. Tongues
    - vii. Interpreting Tongues
  - e. 1 Corinthians 12: 8-10
    - i. Word of Wisdom
    - ii. Word of Knowledge
    - iii. Faith
    - iv. Healing
    - v. Miracles
    - vi. Prophecy
    - vii. Discerning of Spirits
    - viii. Kinds of Tongues
    - ix. Interpreting Tongues
  - f. Ephesians 4:11
    - i. Apostles
    - ii. Prophets
    - iii. Evangelists
    - iv. Pastor-Teacher
  - g. 1 Corinthians 12: 28
    - i. Apostles
    - ii. Prophets
    - iii. Teachers
    - iv. Miracles
    - v. Healings
    - vi. Helping
    - vii. Governing
    - viii. Diverse Tongues
- V. Biblical Reasons for Spiritual Gifts
- a. 1 Corinthians 12: 1, 4-7 – “Now dear brothers and sisters, regarding your question about the special abilities the Spirit gives us. I don’t want you to

misunderstand this. There are different kinds of spiritual gifts, but the same Spirit is the source of them all. There are different kinds of service, but we serve the same Lord. God works in different ways, but it is the same God who does the work in all of us. A spiritual gift is given to each of us so we can help each other.”

- b. Paul also uses the analogy of the human body with Christ as the head
  - i. Just as each member of the body (eye, ear, hand, leg, etc.) depends upon the other parts of the body, the Church, as the living body of Jesus Christ, also depends upon each member to make an impact in God’s Kingdom
- c. Paul uses this analogy and explains spiritual gifts to the churches in Corinth, Ephesus and Rome
  - i. Romans 12: 6-8 – “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. If your gift is serving others, serve them well. If you are a teacher, teach well. 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.”
- d. Spiritual gifts have been given by God and carefully arranged by God
  - i. 1 Corinthians 12: 18 – “But in fact God has arranged the parts in the body, every one of them, just as he wanted them to be.”
- e. Spiritual gifts are to be used ultimately to advance God’s Kingdom and bring glory to God
  - i. 1 Peter 4: 10-11 – “Each one should use whatever gift he has received to serve others, faithfully administering God’s grace in various forms. If anyone speaks, he should do it as one speaking the very words of God. If anyone serves, he should do it with the strength God provides, so that in all things God may be praised through Jesus Christ. To him be the glory and power for ever and ever. Amen.”
- f. Spiritual gifts are given so that the body of Christ can be built up
  - i. Ephesians 4:11 – “It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God’s people for works of service, so that the body of Christ may be built up until we reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.”
  - ii. For Paul, the body of Christ is maimed or hurting without all the members functioning as they should
  - iii. For Paul, all of the spiritual gifts were needed so all of the gifts are important

1. There are no insignificant or unneeded members in a church
- VI. Some problems with spiritual gifts in the local church
- a. In the life of the local church there are two major problems related to the subject of spiritual gifts
    - i. The first problem is that far too few Christians are involved in any kind of ministry
      1. They see themselves as spectators rather than participants
    - ii. A second problem is with those who are actively involved in the ministry of the local church, but who are not functioning in a ministry which corresponds to their spiritual gifts

So let's move on and discover what is a spiritual gift and what is not a spiritual gift.

## II Introduction to Spiritual Gifts

- Let's take a practical look at Spiritual Gifts as we talk about helping your Church Body to serve God more effectively by using their Gifts as He intended
  - First let's define what Spiritual Gifts **are** and what they **are not** (*refer to top of handout*)
    - Spiritual Gifts **are** special abilities given by the Holy Spirit and distributed to every believer according to God's design and grace for the **common good** of the body of Christ
  - We need to understand that God has gifted each of us with an expression of His Holy Spirit to support His vision and mission of the church. It is a worldwide vision to reach all people with the gospel of Christ. As a Servant Leader, God desires that we know how He has gifted us. This will lead us to where He would have us serve as part of His vision and mission for the church.
  - A guiding principle to determine what is a Spiritual Gift is to look at the life and ministry of Jesus Christ
  - If it was evidenced there, then we need to be open to the possibility that it may still be present in the body of Christ today
    - In 1Corinthians 12:1, Paul is speaking to the Corinthians and he says this, "Now about Spiritual Gifts, brothers and sisters, I do not want you to be ignorant."

- Recognizing the Spiritual Gifts of others enables us to affirm their contributions to the ministry. This affirmation edifies them (builds them up) and also builds up the church. This is why it is so important to know what Spiritual Gifts **are** and what they **are not**.
- This session of our workshop will help you learn more about each of the Spiritual Gifts and clearly define what they **are** and they **are not**

### What Spiritual Gifts (Are)

- Let's start with what Spiritual Gifts are and three truths about all Spiritual Gifts
  - Spiritual Gifts **are** God-given
  - There are no right or wrong Spiritual Gifts. They are just different
  - Spiritual Gifts answer the **"What"** question: "What should I do when I serve"?
- **(refer to top of handout)** Spiritual Gifts **are** Special abilities
  - They are divine endowments
  - They are used for spiritual purposes
  - They are tasks or functions
  - They enable us to do meaningful service
- Spiritual Gifts **are** given by the Holy Spirit
  - God gives these gifts to his children
  - Every believer has **at least** one Spiritual Gift
  - We do not earn them or choose them
  - Without the Holy Spirit, there are no Spiritual Gifts
    - As we just said, God gives these gifts to his children—to believers.
  - Spiritual Gifts **are** distributed to every believer according to God's design and grace

- All believers have particular Spiritual Gifts, and although they may be able to serve outside of their area of giftedness, the result is much better when they serve within it
- Spiritual Gifts
  - Show us how we can make our unique contribution
  - They reveal a part of God's will for our lives
  - They confirm that every believer has a place of service
  - They are given for power and purpose in our ministry
  - They enable us to do meaningful service
- Let's now take a look at the specific Spiritual Gifts God has given to us.
- On your **(handout)** you will see a list of these Spiritual Gifts along with a description and a scripture reference for each Gift
  - **Read a few as examples: ie. Leadership, Craftsmanship, etc.**
- Some churches recognize other possible Gifts not described or mentioned here, such as celibacy, counseling, deliverance, martyrdom, and voluntary poverty.
- The purpose of this workshop is for you to become familiar with Spiritual Gifts and their descriptions

### What Spiritual Gifts (Are Not)

- Now let me (us) conclude by talking about what Spiritual Gifts **are not** **(refer to back of handout at the bottom)**
  - Spiritual Gifts **are not**
    - for us, they are given **to** you **for** others
    - They **are not** Natural Talents: *Like cooking, sports, singing, etc.*
    - They **are not** the Fruits of the Spirit: *Like love, joy, peace, etc.*
    - Church Positions: *Like Sunday School Teacher, Small Group Leader, etc.*
    - And they **are not** Church Disciplines: *Like fasting, prayer, study, tithing, etc.*

- Spiritual Gifts **are not** for us, but for others.....for the **COMMON GOOD** of the body of Christ.  
**Ephesians 4:11-12** says this about edifying (building up) others: “It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare (equip) God’s people for works of service, so that the body of Christ may be built up (edified)”
- Our Gifts **are not** for us, they are to benefit others...to benefit you
  - They are given build up other believers
  - They help us serve one another better
  - They empower believers to expand the kingdom of God
- **Let me (us) repeat, our Spiritual Gifts are not for us, they are given to us for others!**
  - You and your church body will be more competent when you use these God-given gifts in ministry.

### Session 3 – How a Church Might Utilize Spiritual Gifts Inventory

#### A. How are some of the ways that churches typically look for leadership for various church positions?

- a. Allow time for feedback from participants, but typical responses might include:
  - i. Having the Nominating Committee go through the church’s pictorial directory and see if anyone “jumps” out
  - ii. Have the people on the Nominating Committee think about all the people they know in the church and start making phone calls
  - iii. Look at the list of people who have recently joined the church so “we can put them to work”
  - iv. Look for “talent” versus “spiritual gift” -- examples
    1. “Hey, how about Bob? He owns an ice cream store. He’d be perfect on the Finance Committee.”
    2. “How about Joe? I know he likes to fish, so he’d probably be really good at evangelism.”
  - v. Look for people who have served in that capacity before
  - vi. Ask people to continue serving in the same capacity for the 12<sup>th</sup> straight year

- vii. Have people with a passion for a certain ministry to serve there until Jesus comes again
- viii. Look for people with certain type of personalities – “You know Betty has the prettiest smile. I bet she would love to be an usher.”
- ix. Throw darts at the pictorial directory and see where they land
  - x. Position passed down from generation to generation
  - xi. Allow our expectations to be transferred to them
    - 1. This sometimes leads to frustration on their part with the worst case scenario being they leave the church

**B. Could there be a better way?**

- a. What could happen if we knew the spiritual gift or gifts that everyone has been given by God and looked for areas of ministry where those gifts might be best utilized?
  - i. Some examples:
    - 1. Suppose you’re looking for someone to serve on the Administrative Board
      - a. Wouldn’t you want someone in that position to have the spiritual gift of leadership? Or wisdom? Or knowledge?
    - 2. Suppose you want someone to serve on your Welcome Team
      - a. Wouldn’t you want that person to have the spiritual gift of hospitality? Or helps? Or serving?
    - 3. Suppose you wanted someone to teach Sunday School
      - a. Wouldn’t you want that person to have the spiritual gift of teaching? Or wisdom? Or exhortation?
  - b. Do you believe that God makes mistakes?
    - i. I hope you agree that God does not make mistakes
    - ii. My belief is that the group of people God puts together in a given church have been given the right spiritual gifts to make a difference in God’s Kingdom
      - 1. However, too often we end putting the wrong people in the wrong place because we use the wrong guidelines when choosing people for various opportunities to serve in the church
      - 2. While spiritual gift inventories are not a perfect vehicle, they will give us much better insight into the possibilities that exist within our congregations

**C. So where do we begin?**

- a. We need to begin to look for ways to uncover the God-given spiritual gifts within our congregation which leads us to Session 4 of our presentation.

**Session 4 – Participation in a Spiritual Gifts Inventory**

- A. The best way we know to better understand how to discern a person's spiritual gift is to have them participate in a spiritual gift inventory
- a. That's what we're going to have you do right now
    - i. Pass out the inventories
    - ii. Review the instructions
      1. There are 80 statements
      2. Read each statement and respond in one of three ways
        - a. **YES** -- I have positive feelings/much enjoyment connected with this statement
        - b. **SOMETIMES** -- I have neutral feelings/modest enjoyment in connection with this statement
        - c. **NO** -- I have negative feelings/no enjoyment or DOES NOT APPLY
      3. Go with your "gut" reaction to the statement
        - a. Don't overanalyze the statement just go with your initial reaction to the statement
      4. After you have completed the inventory, transfer your answers to the tally sheet
        - a. For every **YES** answer give yourself 4 points in the corresponding space.
        - b. For every **SOMETIMES** answer give yourself 2 points in the corresponding space.
        - c. For every **NO** answer give yourself 0 points
      5. Add your scores horizontally across the page putting your total in the appropriate space
      6. Look for your 6 highest scores and put them on the lines numbered 1 through 6 on the tally sheet
    - iii. Once you have completed filling out your tally sheet:
      1. Please review the descriptions of the various spiritual gifts and you can review the Biblical references on your own
      2. Also please look at some of the suggested ministries potentially connected to each spiritual gift.

**Time out to take the Spiritual Assessment & brief discussion following completion.**

**Session V - Sharing of Available Resources - Handout**

**Session VI - Next Steps**

**Where do we go from here?**

1. **Share the workshop information with your pastor:**

\*commit to be in prayer with your pastor because they must embrace this valuable tool.

**2. Explain why this gift assessment is beneficial and effective for the church:**

\*Glorifies God.

\*Every person is needed to minister to the Body of Christ and others in various ways. (Eph. 4:16)

\*Help discover God's purpose and will for our lives, empowering us to be effective and fruitful members in the Body of Christ.

\*Bless others in knowing and using our spiritual gifts.

\*refer to Biblical passages stated during session one and 3.

**3. When can the assessment be administered?**

\*in consultation with your pastor, identify a timeline for the assessment to be given. (30 days, 60 days, etc.)

\*be creative in administering the assessment: one church gave the assessment during an informal worship service that was held in their fellowship hall, in partnership with Their Hospitality Ministry serving lunch later.

\*administer the gift assessment during Sunday School, Bible Study, and Lay Speakers Meeting, Administrative Council meeting, membership classes, MYF, any small Group gathering.

**4. Feedback after the assessment:**

\*along with your pastor, lay leader, Council chairperson, and Lay Leadership ministry, Decide how each person's gift (s) can be applied in your church.

**VII: Questions and Answers**