

Equipping the Saints

A Guide to Assist Christians
in Knowing and Using
Their Spiritual Gifting to
Serve the Church

Cornerstone Presbyterian Church
Delafield, Wisconsin

OVERVIEW

Purpose for "Equipping the Saints"

The purpose of this manual is twofold: to help identify your spiritual gifts and determine ways in which you may serve with your gifting.

Why Spiritual Gifts?

When Christians faithfully exercise their spiritual gifting, the church is strengthened and becomes fruitful in pursuing the Great Commission (1 Cor 12:12-31; Eph 4:12-17).

As church members exercise their gifting, the members put the needs of others ahead of their own. This benefits the church as more people are drawn into its community. The use of gifting in the church builds a solidarity of its people and helps dispel a prevalent consumer mindset (e.g. what can I get out of church, or how can church be about me). The exercise of spiritual gifting also benefits individual members as they see their (needful) connectedness to one another and they experience the joy of seeing others prosper through their serving one another.

Lastly, and importantly, using one's spiritual gifting is a form of praise to God. It is acknowledging a divine design and it is seeking to make known the grace and glory of Jesus Christ—the giver of the ultimate gift: salvation!

What Are Spiritual Gifts?

All who are truly born again in Christ have received the Holy Spirit (Jn 20:22; Acts 2:38; Gal 3:14). The Holy Spirit gives all Christians one or more gifts or abilities to serve the Church and grow the Kingdom of God (1 Cor 12:1-11; Eph 4:1-11). These spiritual gifts are gifts of grace — meaning they come from God, and they are not based upon one's standing (e.g. been in the church for many years), performance (e.g. I work harder than others) or desire (e.g. this is what I really want to do).

There are four main passages that address spiritual gifts: Rom 12:3-8, 1 Cor 12, Eph 4:1-16, and 1 Pet 4:10-11. There are at least nineteen (19) spiritual gifts identified in the NT: apostle, prophet, evangelist, pastor, teacher, service, wisdom, knowledge, exhortation, faith, healing, miracles, distinguishing spirits, giving, helps, mercy, administration, tongues, interpreting tongues.¹

Gifting is more than a natural talent or ability. Gifting flows from a God-given and grace-driven heart motive to serve others. To illustrate: a person could be a gifted and successful administrator for a business. This person's talent ultimately is from God as a form of common grace (Ex 31:1-11; Isa 45:1-7; Jas 1:17). This *alone* is not a spiritual gift. Spiritual gifting is the use of this God-given design to serve and build up the church such

¹ It is important to note that not all gifts are present today. For example, apostles are those who saw Christ and participated in his earthly ministry. Also, "extraordinary gifts" such as tongues, interpreting tongues, miracles and healing (such as the Apostle Peter healing the lame beggar in Acts 3) appear to have been for the apostolic time only and they served primarily as validation of the gospel. For example, when the gospel came to a new region, there would be an extraordinary manifestation of gifts as a way of saying the gospel message and its messengers (apostles) are truly from God.

as helping administrate the missions committee because the person wants to see the Kingdom of God grow. In other words, spiritual gifting is the use of one's talents and abilities by being used not for self (money, prestige, power, etc.) but for others, particularly those in the church. Often spiritual gifts are the things you find yourself doing to serve the church *without being asked*. They are expressed in how you are *thinking about and acting upon* building up others in Christ. They often are *the first thing that comes to mind* when you are considering how to help. They are things that you *cannot but help want to do* to serve others. So spiritual gifting does mean ability, but it also means a heart changed by God supernaturally to use your ability in an "other-centered" way to serve and build up the body of Christ, the church.

In sum, spiritual gifting is something God makes you especially good at to serve others and you find yourself wanting to serve in that way because the way God has changed your heart.

How The Gifts Work Together

The spiritual gifting of the church is diverse and the gifts often work together to build up the body of Christ. For example, WISDOM is used well with LEADERSHIP. Acts of SERVICE goes well with MERCY. LEADERSHIP without VISION is often immature or lacking. Thus, as you consider your gifting, understand that you likely have more than one gift and that your gifting is to be used with others in the church body.

Note that this particular assessment tool groups the spiritual gifts into three familiar headings: prophetic, priestly and kingly. The rationale is to see how the gifts of serving one another model the ultimate servant, the Lord Jesus Christ, who is our Prophet, Priest and King (cf. Westminster Shorter Catechism 23-26). Also, the groupings help better see how the gifts complement each other.

Discovering Spiritual Gifts

The best way to know your spiritual gifting is to try it out! This guide is designed to help you narrow down possible gifting and then give suggestions of ways to try out such gifting. The experience of service will help identify both your affinity (what you like doing) and ability (what you are good at doing) in gifting. Importantly, as you serve, seek input from others regarding your service. The affirmation of the church body is a good indicator of your gifting as others can perceive or see objectively how and where your spiritual gifting is evidenced and fruitful.

Again, the purpose of this guide is twofold: to help identify your spiritual gifting and determine ways in which you may serve with your gifting.

So, let's dig in!

INSTRUCTIONS

This course is designed to begin or continue your process of self-discovery for spiritual gifts within the church. It consists of four assessment tools:

- **The Ministry Passion Assessment** - a qualitative questionnaire which inquires into the forms of ministry you find appealing.
- **The Observation Assessment** - another questionnaire which considers the input of a spouse, or close friend.
- **The Trait Assessment** - a quantitative inventory that weighs your innate disposition to the various gifts.
- **The Experience Assessment** - a thoroughly quantitative deep-dive into your lived experience with respect to the gifts.

You are encouraged to pray, reflect, and answer honestly and fearlessly in the Lord. Remember, there are many gifts but the same Spirit is at work in them all—He who worked salvation in us, not through our own graces and works, but by Christ's.²

There are two appendices at the end of this document. Appendix A (pp. 21-22) is a table of the various ministries at Cornerstone and the gifts associated with those ministries, as well as contact information if you want to find out more about serving in a particular area. Appendix B (pp. 23-37) gives more details on the individual gifts and is intended to be a helpful theological study tool. *Please feel free to reference these appendices when answering questions in the assessments.*

When you have completed each assessment, transfer the scores from each to the Summary of Assessments on page 20. The whole assessment exercise may take a few hours to complete.

The results of this assessment exercise are to get a conversation going about your gifting and where to use your gifting to serve the church. You are encouraged to make time for discussion through the Spiritual Gifts workshop, community groups and family fellowship.

Lastly, *this assessment is meant to be enjoyable!* Please refrain from stress or “measuring up” to others when going through this exercise. Again, we are one body with many parts — each doing his/her work of service the Lord has given us to do.

² See 1 Cor 12 & Titus 3.

Ministry Passion Assessment

Your desires, dreams, and burdens can reveal much about how you are made by God. Furthermore, God's leading, prompting, or calling often correlate to your giftedness.

Respond as best as you can to each of the following questions. If you need ideas about particular ministries or spiritual gifts, or feel like you are stuck on an idea and want a nudge, you may reference Appendices A & B for assistance. For example, for question 2 (ideal on-the-job training), if one puts "Billy Graham because I want to learn how to share my faith" – then it is good to link the spiritual gift EVANGELISM to that answer. Another example, for question 3 (if I could serve anywhere), if one puts down, "I just want to serve where needed" – that actually corresponds well with HELPS.

And remember it is good to dream a bit!

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

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

Name

Gift(s) Admired

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

Name

Gift(s) Admired

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

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

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

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

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

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

Ministry Possible gifts manifested

My Calling: (What is your perceived God-directed call to a specific task? This may mean a gift is needed. Note: if perhaps you do not have a specific call in your life at this point, then consider what you *think* you may like to do in serving God's kingdom.)

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

Ministry Gifts Required

Scoring of Ministry Passion Assessment: As you review the questions above, list those gifts which occur two or more times (start with the most frequently observed).

List in order your top 4 scores:

Top gift — 4	GIFT
2nd gift — 3	GIFT
3rd gift — 2	GIFT
4th gift — 1	GIFT

Transfer the top four gifts being affirmed to your "Summary of Assessments" sheet on Page 20. For example, your top gift scores a "4" and then put that "4" in the row corresponding to the gift in the summary. Your 2nd gift scores a "3" and put that in the row corresponding to the gift in the summer. Etc.

OBSERVATION ASSESSMENT

Have your spouse, family member or close friend fill out the questions in reference to the spiritual gifts they believe you possess. There is a short definition of each gift to assist the observer. If the observer wants more understanding or details on the gifts, they may reference Appendix B. Feel free to have another person fill out a second "Observation Assessment," too.

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

Participant: _____

Observations by: _____

Relationship: _____

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

D = Definitely true, yes, certainly a gift / P = Possibly true, maybe, potential gift

O = Does not have gift / ? = I don't know, have not observed

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

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

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

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

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

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

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

- _____ MERCY: The special ability to feel love and sympathy for people who are suffering and to alleviate the suffering through kind deeds.
- _____ PASTOR-TEACHER (Shepherding): The special ability to assume the long term responsibility for the spiritual growth and welfare of a believer or group of believers.
- _____ ADMINISTRATION: The special ability to devise, organize and execute plans to reach goals using the available resources in the most efficient way.
- _____ FAITH The special ability to understand and work for God's will and purposes with extraordinary confidence.
- _____ LEADERSHIP: The special ability to set goals for people and to be able to motivate people to work harmoniously and consistently toward the achievement of those goals.
- _____ WISDOM: The special ability to apply truth to concrete situations, to communicate insight; to properly evaluate a situation in the light of spiritual truth.

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

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

TOP GIFT (4)_____	WHY?_____
2 nd GIFT (3)_____	WHY?_____
3 rd GIFT (2)_____	WHY?_____
4 th GIFT (1) _____	WHY?_____

Transfer the top four gifts being affirmed to your "Summary of Assessments" sheet on Page 20. For example, your top gift scores a "4" and then put that "4" in the row corresponding to the gift in the summary. Your 2nd gift scores a "3" and put that in the row corresponding to the gift in the summer. Etc.

TRAIT ASSESSMENT

There are certain traits that often correspond to the manifestation of specific gifts in one's life. Place a check by those statements which are true and best describe you or your tendencies most of the time. (Note: refrain from answering "what you want to be" or "what you think you ought to be," but answer what you actually are.) Total each section.

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

A.(____) Total

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

B.(____) Total

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

C.(____) Total

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

- ___ Cheerful, relational person
 - ___ Others easily confide in you
 - ___ Very empathetic, patient, tolerant
 - ___ Tend to be ruled by heart rather than head
 - ___ Crusader for causes that bring relief to others
 - ___ Responds strongly when people are hurt, displaced, or rejected
- E (___) Total

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

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

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

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

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

- _____ Able to sift through what is conflicting and confusing
- _____ Able to solve problems by quickly sizing up all the elements of a situation
- _____ Able to take what is abstract and make it practical and applicable
- _____ Able to look at problems objectively
- _____ Challenged by decision making
- _____ Insightful when sorting out conflicting information
- K.(____) Total

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

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

Scoring Trait Assessment

KEY

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

List in order your top 4 scores:

Top gift — 4	GIFT
2nd gift — 3	GIFT
3rd gift — 2	GIFT
4th gift — 1	GIFT

Transfer the numeric scores to your "Summary of Assessments." Again, your top gift scores a "4" and then put that "4" in the row corresponding to the gift in the summary, etc.

Experience Assessment

Respond to each statement accordingly:

3 = Consistently, definitely true

2 = Most of the time, usually true

1 = Some of the time, once in a while

0 = Not at all, never

Answer according to who you are, not what you would like to be, or think you ought to be! How true are these statements of you? What has been your experience? To what degree do these statements reflect your usual tendencies?

- ___ 1. I gravitate toward broken people with the desire to see them grow in their faith. I strengthen those who are wavering by directing them to God's promises.
- ___ 2. People seem to consistently understand the truth as a result of what I say.
- ___ 3. I have the ability to converse easily with strangers or people of short acquaintance.
- ___ 4. I seem to be gifted in bringing out the best in people. I recognize their strengths, where they thrive, what nourishes and delights them.
- ___ 5. In a group setting, Christians look to me when decisions need to be made.
- ___ 6. I enjoy learning about management issues and how organizations function
- ___ 7. In my prayer life, I find myself devoting the bulk of my prayer time to intercessory prayer for those who are suffering.
- ___ 8. I basically like to do tasks menial or otherwise, as long as they help others.
- ___ 9. I am quick to recognize the material needs of others and to assume some burden to meet those needs financially.
- ___ 10. I easily get the "big picture" when studying an area of knowledge. I can summarize and outline a book or lecture so that it is clearer than when it was first delivered.
- ___ 11. I am not indecisive or timid about Christian ministry. I am bold and confident in my endeavors.
- ___ 12. I find I have insight into what others consider conflicting and confusing.
- ___ 13. I can sense when demonic forces are at work in a person, situation, or teaching.
- ___ 14. I inspire others to take more seriously the Lordship of Christ in their lives.
- ___ 15. I have a tremendous drive to understand truth, and I constantly look for ways to explain it to others.
- ___ 16. I have the ability to include spiritual truth in normal conversations with the unsaved by sensing occasions to do so.
- ___ 17. I am inclined towards the kind of discipling that watches over others' long term growth.
- ___ 18. I usually know the direction I am to go and can influence others to follow.

- ___ 19. I am an organizer, and I tend to be organized in my personal life as well.
- ___ 20. I enjoy doing thoughtful things (remember birthdays, send emails, make phone calls, etc.), especially to those who are often overlooked.
- ___ 21. I am quick to respond to the temporal needs of others.
- ___ 22. I am careful in the handling of my financial matters, purchasing only those things I need.
- ___ 23. I am an eager learner, I love to discuss and think about ideas.
- ___ 24. I have an enthusiasm about what God can and will do in and through me.
- ___ 25. I am able to see to the heart of the matter in a complex situation.
- ___ 26. I am a good judge of character. I have been told that my insights about certain people have been true.
- ___ 27. People frequently confide their deepest problems to me.
- ___ 28. I have a thirst for God's Word, and I discipline myself to carefully study it.
- ___ 29. I have freedom and joy in talking about Christian things naturally and unforced in the presence of unbelievers.
- ___ 30. I have a great sense of responsibility for the spiritual growth and welfare of others.
- ___ 31. I am able to clarify a vision decisively, and to excite others to pursue it.
- ___ 32. I am bothered by the inefficient use of time, energy and money.
- ___ 33. I am able to empathize with suffering people and involve myself in their healing process.
- ___ 34. I am able to see concrete, physical needs and follow through to see they are met.
- ___ 35. I have no desire to bring attention to my generosity.
- ___ 36. I am more idea-oriented than people-oriented.
- ___ 37. I am able-to spot excuses which keep others from trusting God.
- ___ 38. I have a sense of confidence and enjoy the challenge of making decisions.
- ___ 39. I am not gullible and am seldom "taken-in" by anyone.
- ___ 40. I love to practically apply the Bible, and I am able to share Scripture which speaks to problems people are encountering.
- ___ 41. I am not satisfied with poorly organized explanations of Scripture.
- ___ 42. My burden for the unsaved is reflected in the amount of time I spend praying for them by name.
- ___ 43. I am not afraid to become "involved" with people. I don't shrink from the time and emotional involvement which follows.
- ___ 44. People look to me when something needs to be done.
- ___ 45. I enjoy planning and executing a good course of action. I don't mind the scheduling, phone calling, letter writing, etc. I just like getting things done.
- ___ 46. I am able to look beyond a person's problems, weaknesses and sin to see a life

that matters to God. I help those whom others think are undeserving

- ___ 47. I am willing to do little jobs without any credit just for the joy of doing them and knowing they are a help to someone.
- ___ 48. It gives me great joy to give, and I am able to give large proportions of my wealth without great effort of will.
- ___ 49. I regularly research topics and read books to gain a better understanding of biblical truth.
- ___ 50. I have recurring experiences where in the midst of situations I sense God is going to do something unusual even though most around me do not have this kind of assurance.
- ___ 51. When a group discussion becomes confused and entangled, I am usually able to clarify, offer a suggestion which is insightful, and help to establish harmony and unity.
- ___ 52. I am apt to spot insincerity and "phoniness" before others do. I am able to understand motives and behavior in persons.
- ___ 53. I am a "people person." I enjoy being with people and seem to have the ability to put them at ease.
- ___ 54. I am able to present biblical truth in a logical, systematic way, so that it is a blessing to others.
- ___ 55. I have a strong desire to share the Good News with others, and I feel incomplete when I am not witnessing regularly.
- ___ 56. I consider it very important to "keep in touch" with my brothers and sisters in Christ, and I make great efforts to follow their lives and struggles.
- ___ 57. I am a "goal oriented" person, generally decisive and clear in visualizing where I need to go.
- ___ 58. I am constantly making lists and writing notes to myself and others. I try to be efficient.
- ___ 59. I am comfortable in the presence of persons or situations that others avoid due to unpleasantness.
- ___ 60. I like doing a variety. of practical things in the church to meet the needs of others.
- ___ 61. I am skillful in making and managing money, and it is important to me to give only to ministries where the money is handled wisely.
- ___ 62. I am comfortable with Bible study tools and enjoy using them.
- ___ 63. I find great satisfaction and joy in persisting through prayer for specific needs.
- ___ 64. I am one of the first ones to see and verbalize the consequences of a person's actions.
- ___ 65. I am able to go beneath the surface of statements to discern presuppositions of "where he's coming from."

- ___ 66. I am not one for speculation or abstraction. I am practically minded, helping others in the application of Scripture to their lives. I prefer to apply truth rather than research it.
- ___ 67. It troubles me when Scripture is used out of context.
- ___ 68. I become frustrated when I see others who don't seem to care as much about the lost as I do.
- ___ 69. I have a strong desire to give myself to struggling or straying Christians so that they are encouraged and brought back into the group.
- ___ 70. I remain confident and undistracted when problems arise.
- ___ 71. I am able to identify concrete ways to achieve abstract goals.
- ___ 72. I am extremely patient; I seem to be able to sit at a bedside and not be put off by helpless or irksome behavior in people.
- ___ 73. I like to assist leaders in the church in order to allow them to more effectively use their gifts.
- ___ 74. I am willing to sacrifice personal wants to give to God's work.
- ___ 75. I would probably enjoy researching and writing a commentary on the Bible.
- ___ 76. I encourage other Christians to trust God and think big in terms of certain goals and actions.
- ___ 77. I have a good amount of "common sense".
- ___ 78. I seem to have a keen sense for recognizing inconsistencies.
- ___ 79. I am able to listen to problems without personally becoming extremely weighed down or depressed.
- ___ 80. I think that Bible study is foundational to the operation of all the gifts, and I am grieved when I see apathy among Christians to in-depth study of the Word.
- ___ 81. Even though I am sometimes afraid, I still feel compelled to share my life with unbelievers, and I am amazed at their response
- ___ 82. I prefer long-term, stable relationships in which I can be a leader for new or young believers.
- ___ 83. I am not afraid of responsibility, recognizing that my sufficiency is of the Lord.
- ___ 84. I do not enjoy specifically being told everything to do; rather, I like to be given a general direction and then the freedom to operate as I think best.
- ___ 85. I am very tender-hearted and deeply moved by a display of airy suffering and distress.
- ___ 86. I have no desire to be "up front." I prefer quiet, behind the scenes service for others.
- ___ 87. I want to see significant things happen for God's glory, so I give more than the tithe.
- ___ 88. I am able to recall a large amount of pertinent information from my studies in the Bible and related study material.

- ___ 89. Even when things seem impossible, I trust God for His provision.
- ___ 90. I am respected for my ability to provide concise and appropriate solutions to difficult problems.
- ___ 91. I quickly notice when a speaker gives a wrong interpretation or misapplication of Scripture.
- ___ 92. I am a sympathetic person who "gets inside" and understands people's feelings.
- ___ 93. I have strong convictions and opinions based on investigation of facts; I tend to be more objective than subjective.
- ___ 94. I seek out unbelievers with the desire to present the message of Christ. I am constantly looking for different ways to effectively share my faith.
- ___ 95. Over time, others have told me how much they appreciate my continuing support and concern for them.
- ___ 96. I take responsibility seriously, and I strive to accomplish my tasks "with diligence."
- ___ 97. Because I focus on details, I am able to anticipate potential problems before they happen.
- ___ 98. I am comfortable in institutions (prisons, nursing homes, hospitals), places that others would rather avoid.
- ___ 99. Sometimes-I undertake too much, having difficulty saying "no" and trying to do too many things by myself. I tend to do more than asked
- ___ 100. I am fulfilled in sharing my money and possessions without expecting anything in return.
- ___ 101. I am able to distinguish key and important facts of Scripture.
- ___ 102. I expect great things for the cause of Christ, even without the visible means to accomplish them.
- ___ 103. God enables me to make practical application of biblical truth in a variety of situations.
- ___ 104. It troubles me deeply when I know people are being given half-truth, misapplied truth or false truth.
- ___ 105. I am sympathetic and encouraging to people, but I also am able to rebuke with love when necessary.
- ___ 106. I can communicate difficult biblical concepts so that people become motivated to learn and study them more.
- ___ 107. My awareness of the many lost people around me is a great burden.
- ___ 108. I enjoy the task of relating to the successes and failures of the same group of believers over a long period of time.
- ___ 109. I am generally able to endure criticism.
- ___ 110. I am good at organizing ideas, people and events. I am a good delegator of responsibility. I don't do everything myself.

- ___ 111. I tend to be ruled by my heart rather than my head. I can become too personally and emotionally involved in helping needy people.
- ___ 112. I prefer working on immediate goals rather than long-range ones. I prefer doing a job to delegating it.
- ___ 113. I consistently and sacrificially give to the Lord, knowing He will meet my needs.
- ___ 114. I am constantly interested in acquiring and mastering new facts and principles of biblical truth.
- ___ 115. My strong belief in the effectiveness of prayer is not shared by many.
- ___ 116. In the midst of much conflict, I can offer an acceptable and simple plan for resolution.
- ___ 117. Others come to me often to clarify a teaching or a situation's rightness or wrongness.
- ___ 118. I am able to accept people as they are without judging them. I am a good listener.
- ___ 119. I love to learn and explain the Word in ways that cause people to listen and act accordingly. I am not threatened by questions.
- ___ 120. I like those I am around to know that I am as Christian, in the hope that they will ask me about my relationship with Christ.
- ___ 121. I am not content with surface relationships; I want to be known and to know others in an intimate way.
- ___ 122. I am a good motivator and can often help others see the broad picture.
- ___ 123. I like to work at making a ministry more efficient.
- ___ 124. I tend to be a crusader for good causes.
- ___ 125. I see the spiritual significance in the routine tasks I do in the church. I like to find things that need to be done and do them, even without being asked.
- ___ 126. I am willing to maintain a lower standard of living in order to benefit God's work.
- ___ 127. I am able to take in and retain and recall large amounts of information.
- ___ 128. When I sense God's direction, I will press on even with the objections or opposition of others.
- ___ 129. I often feel an unusual presence of God and personal confidence when important decisions need to be made.
- ___ 130. In spiritual matters, I am usually able to distinguish between truth and error.

Experience Assessment Response Sheet

Write your numeric response to each statement on your Experience Assessment sheet under the corresponding statement number in the table below. For example: if you gave yourself a "2" for statement 4 in the assessment, write 2 below the number 4 in the table below. Sum the numbers for each gift (individual row) in the **Total** column.

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

List in order your top 4 scores:

Top gift — 4	GIFT
2nd gift — 3	GIFT
3rd gift — 2	GIFT
4th gift — 1	GIFT

Transfer the numeric scores to your "Summary of Assessments."

Summary of Assessments

List your top four gifts from each assessment, using 1,2,3,4 alongside the appropriate gifts with 4 being the highest rated, 3 the second highest, etc. Note: if two or more gifts have the same score, then rate them equally.

Gifts	Ministry Passions	Observation #1	Observation #2 (optional)	Trait Assessment	Experience Assessment	Total Scores
<u>Prophetic Gifts</u>						
Discernment						
Evangelism						
Knowledge						
Teaching						
<u>Priestly Gifts</u>						
Exhortation						
Giving						
Helps						
Mercy						
Pastor						
<u>Kingly Gifts</u>						
Admin						
Faith						
Leadership						
Wisdom						

TOP GIFT _____

THOUGHTS? _____

2nd GIFT _____

THOUGHTS? _____

3rd GIFT _____

THOUGHTS? _____

4th GIFT _____

THOUGHTS? _____

APPENDIX A

Current Ways to Use Spiritual Gifts at Cornerstone

How can I use my gifts at Cornerstone? Where are they needed? What is involved?
Who do I ask? There are lots of opportunities! Take a look at the information below.

Ministries	Positions	Descriptions	Applicable Gifts	Contact
Building and Grounds	Landscape Helper	Maintain outside of church facility	Service, Wisdom	Bill M b_jmeekma@hotmail.com
	Office Helper	Assist with office and ministry projects	Service, Admin, Exhortation	Melody S office@cornerstone-pca.com
	Kitchen Coordinator	Organize, supply and schedule kitchen	Service, Admin, Exhortation	Melody S office@cornerstone-pca.com
Christian Education	SS Teacher	Teach (kids or adults, given content)	Teaching, Leading, Exhortation	Clay S claysmith@cornerstone-pca.com
	SS Helper	Assist SS Teachers	Service, Teaching, Knowledge	Clay S claysmith@cornerstone-pca.com
	SS Sub	Teach or Assist as needed	Service, Teaching	Clay S claysmith@cornerstone-pca.com
	SS Youth Group Lead	Lead first 15 minutes of Youth SS	Teaching, Exhortation, Leading	Clay S claysmith@cornerstone-pca.com
	Primary Praise Teacher	Form children for Sunday worship	Teaching, Shepherding, Leading	Clay S claysmith@cornerstone-pca.com
	Primary Praise Helper	Help Primary Praise teachers	Service, Shepherding, Teaching	Clay S claysmith@cornerstone-pca.com
	Book Club Leader	Suggest books, facilitate discussion	Knowledge, Wisdom, Leadership	Clay S claysmith@cornerstone-pca.com
Committees	Budget	Plan church ministry spending	Giving, Admin, Wisdom	Steve I stephen.iler@gmail.com
	Hospitality	Coordinate food & decor at church	Service, Admin, Evangelism	Julie O drjulia25@gmail.com
	Outreach	Strategize and energize outreach	Evangelism, Shepherding, Faith	Clay S claysmith@cornerstone-pca.com
	Missions	Contact missionaries, champion prayer	Faith, Encouragement, Admin	Jason H jjheinen@hotmail.com
Community Groups	Group Leading	Plan & lead group meetings	Shepherding, Leading, Teaching, Admin	George B georgebryan@cornerstone-pca.com
	Group Hosting	Open household to group	Service, Hospitality	George B georgebryan@cornerstone-pca.com
Media	Audio Tech	Adjust sound for mics and music	Service, Wisdom	George B georgebryan@cornerstone-pca.com
	Slides Tech	Present lyrics and liturgy	Service, Knowledge, Admin	George B georgebryan@cornerstone-pca.com
	Video Tech	Manage recording and streaming	Service, Knowledge, Admin	George B georgebryan@cornerstone-pca.com
Men's Ministry	Group Leading	Facilitate study and discussion	Leading, Discernment, Teaching, Wisdom, Admin	Clay S claysmith@cornerstone-pca.com
Mercy	Deacon	Care for needs, manage resources, grow congregation in mercy	Mercy, Service, Giving, Faith, Leadership, Exhortation	Thomas H thomas_harland@live.com
	Deacon Assistant	Assist Deacons in mercy care	Mercy, Service, Exhortation	Thomas H thomas_harland@live.com
Music	Instrumental Worship	Play music in worship	Service, Helps, Faith, Discernment	George B georgebryan@cornerstone-pca.com
	Vocal Worship	Sing in worship	Service, Helps, Faith, Discernment	George B georgebryan@cornerstone-pca.com
	Worship Leading	Lead music worship teams	Leadership, Faith, Discernment, Admin, Exhortation, Teaching	George B georgebryan@cornerstone-pca.com
Nursery	Nursery Coordinator	Care for little ones	Admin, Service, Leadership, Exhortation, Discernment	Melody S office@cornerstone-pca.com
	Nursery Helper	Assist Nursery Leaders	Service, Mercy, Exhortation	Melody S office@cornerstone-pca.com

Shepherding	Elder	Shepherd souls, cast church vision	Shepherding, Leading, Admin	Jamie M jamiemacgregor@cornerstone-
	Mentor	Assist Elders (non-ordained)	Shepherding, Leading, Admin	Jamie M pca.com
Women's Ministry	Group Leading	Facilitate study and discussion	Leading, Discernment, Teaching	Christie I christieiler@cornerstone-pca.com
	Leadership	Brainstorm, plan, lead events	Admin, Wisdom, Leading, Service	Christie I christieiler@cornerstone-pca.com
Worship	Communion Preparation	Prepare communion table elements	Administration, Service	George B georgebryan@cornerstone-pca.com
	Security Facilitation	Ensure church safety plan	Service, Discernment, Admin, Mercy	Clay S claysmith@cornerstone-pca.com
	Greeting	Greet & hand out bulletins	Encouragement, Service	Clay S claysmith@cornerstone-pca.com
	Welcoming	Seek out & engage newcomers	Encouragement, Evangelism	Clay S claysmith@cornerstone-pca.com
	Coffee Team	Prepare & serve coffee	Service, Admin	Clay S claysmith@cornerstone-pca.com
	Scripture Reading	Read Scripture in service	Faith, Service, Discernment	George B georgebryan@cornerstone-pca.com
	Aesthetics	Help make the worship space inviting	Discernment, Hospitality, Service	George B georgebryan@cornerstone-pca.com

Ideas for New Ways to Use Spiritual Gifts at Cornerstone

What if I have a vision for something new at Cornerstone? Again, there are many opportunities! Below are some ideas. Details are certainly up for discussion.

Positions	Descriptions	Applicable Gifts	Contact
Creative/Arts Ministry	Develop arts partnerships and ministries	Wisdom, Knowledge, Shepherding	Clay S claysmith@cornerstone-pca.com
Giving Campaign Coordinator	Lead efforts to raise money for specific needs	Giving, Faith, Admin, Leadership	Jamie M jamiemacgregor@cornerstone-pca.com
Mentoring	Discipleship for all ages	Exhortation, Discernment, Teaching	Jamie M jamiemacgregor@cornerstone-pca.com
Ministry Champion	Advocate a ministry, curate its exhibit, solicit partnership	Faith, Leadership, Exhortation	Jamie M jamiemacgregor@cornerstone-pca.com
Nursing Home / Elderly Care	Visitation and care for shut-ins	Mercy, Exhortation, Service, Service, Admin	Thomas H thomas_harland@live.com
Parking Assistant	Extend greeting ministry to parking lot, direct traffic		Bill M b_jmeekma@hotmail.com
Prayer Leader	Support prayer group, pray after service with others	Faith, Encouragement	George B georgebryan@cornerstone-pca.com
Singles Ministry	Provide teaching and fellowship for singles	Leadership, Wisdom, Exhortation	Clay S claysmith@cornerstone-pca.com
Special Needs Ministry	Welcome & care for families with special needs	Knowledge, Shepherding, Service	Jamie M jamiemacgregor@cornerstone-pca.com
Sports/Rec Ministry	Manage church sports group, chaplain partnerships	Knowledge, Shepherding, Service	Jamie M jamiemacgregor@cornerstone-pca.com
Support Group Ministry	Launch & facilitate a particular group (addiction, etc.)	Leadership, Shepherding, Knowledge	Jamie M jamiemacgregor@cornerstone-pca.com
VBS / Youth Camp Helper	Facilitate, teach lessons, play games, chaperone	Service, Faith, Shepherding	Clay S claysmith@cornerstone-pca.com
VBS / Youth Camp Director	Plan, manage volunteers, direct resources	Leadership, Shepherding, Faith, Admin	Clay S claysmith@cornerstone-pca.com

APPENDIX B: Study on Spiritual Gifts

PROPHETIC GIFTS

Prophetic gifts are abilities based on understanding and articulating truth. They represent God to others and are marked by boldness and clarity. (Listings are alphabetical.)

Discernment (or Distinguishing of Spirits)

Word Study	διακρίσις: act of judgments, a clear discrimination, to separate; judging whether spirits are evil or of God.
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Definition of Gift

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

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

Markers of Gift:

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

How to Develop Gift

Read the Bible and solid biblical theology. The more saturated in Scripture you are, the more useful this gift will be. This gift is dependent upon your spiritual growth and maturity. Many immature believers claim this gift, but it takes growth and practice to not express your views as a critical spirit and instead as helping another see truth. ◇

Ministry of Gift

Useful in decision-making groups as well as in personal guidance and counseling. Good supplement to any kind of "people work." Possible places to serve in the church: one-on-one discipling, counseling and encouragement, serving on a ministry team (Christian education, outreach, worship, etc.), teaching.

Evangelism

Word Study	ευαγγελισμος from ευ, "good," and αγγελος, "messenger" to announce glad tidings; ευαγγελιον means good news, the gospel; an evangelist is a preacher of good news.
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Definition of Gift

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

References: Acts 21:8; Acts 8:1-4, 26-40; Romans 10:1-17 (especially vv.14-15)

Markers of Gift

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

How to Develop Gift

Receive general training in how to witness. Become a part of an "Outreach Team" or similar ministry. Become very clear on the essentials of salvation. Study the plan of salvation and practice explaining it simply. And pray for the Spirit to work through you and in the hearts of your listeners!

Ministry of Gift

Extensive, virtually everywhere: in the workplace, one-on-one or in large groups, formal team type work or spontaneous, in the church. Many have this gift but do not develop or use it. The evangelist lays a foundation of salvation in the person's life. The teachers build upon it. Possible places to serve in the church: outreach team, hospitality team – particularly greeter, home hospitality, evangelistic bible studies, intentionally meeting new people after a worship service.

Knowledge (Word of Knowledge)

Word Study	λογος γνωσεως: from λογος, “word” or “thought,” and γνωσις, “knowledge” = word of knowledge; contrasts with επιγνωσις which indicates true, full knowledge.
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Definition of Gift

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

References: 2 Peter Colossians 2:3; 1 Cor 8:1; Proverbs 15; Hosea 4:6; Hosea 6:6

Discussion

Some believe that these gifts are situational communications given by the Spirit for a particular moment; i.e., a word which comes from God as knowledge or wisdom for a certain specific situation. (Problem: use of the word γνωσις instead of ρημα which indicates spoken word only.)

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

Markers of Gift

- ◇ You easily get "the big picture" when studying an area of knowledge. You can summarize and outline a book or lecture so that it is clearer than when it was first delivered.
- ◇ You can take in, retain and recall large amounts of information.
- ◇ You are an eager learner, you love to discuss and think about ideas. You enjoy the academic world. You are patient in research.
- ◇ You are often more idea-oriented than people-oriented. You are bored with small talk and gossip.
- ◇ This gift is often coupled with the teaching gift (but not always).

How to Develop Gift

Sharpen your study habits. Read a lot and write. Outline and organize on paper. Try to teach to see if you have knowledge mixed with teaching. Write blogs, magazine articles, books, commentaries, teaching materials, work in church library, Seminary and Bible college professors.

Ministry of Gift

Possible places to serve in the church: Sunday School teacher, serving on a ministry team (Christian education, outreach, worship, etc.), counselor, seminary and Bible college professor. Caution against being “self-righteous” or “knowing more than others.”

Teaching

Word Study	διδάχη, διδασκαλία: instruction, doctrine, those who give instruction, mentoring.
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Definition of Gift

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

References (Christ's teaching): John 3:2; Matt 4:23; Matt 13:54; Mark 6:34; Luke 4:31; Luke 5:3; John 8:2; Mark 1:22; Matt 5:17-20, John 14:10; Luke 24:25-27; Matt 12:38-42; Matt 19:4-6; Matt 28:19-20; Luke 17:26-32.

References (Epistles): 1 Tim. 6:3-5; Col 1:28; Col 2:6-8; Titus 1:7-11; Rev 2:14,20; 2 Tim 2:24-26; 2 Tim 3:15-17; 2 Tim 4:2,3

Discussion

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

Judgment will be greater on false teachers (see: 2 Peter 2:1)

Markers of Gift

- ◇ People consistently understand truth as a result of what you say.
- ◇ You have a tremendous drive within to understand truth and to see ways to explain it to others.
- ◇ You have a thirst for study of God's Word and discipline yourself toward it.
- ◇ You will find yourself overly concerned about meaning and will not be satisfied with unclear explanations.
- ◇ You have a great desire for clarity and spend much time organizing material.
- ◇ You have the ability to put yourself in the shoes of the students in order to illustrate the truth clearly. Clarity is the key.
- ◇ You are patient and usually not threatened by questions.
- ◇ You are able to present truth in a logical, systematic way.
- ◇ You enjoy word studies, love to do research and to study.
- ◇ You become very upset when Scripture is used out of context.
- ◇ You prefer teaching believers rather than engaging in evangelism.
- ◇ You feel that Bible study is foundational to the operation of all the gifts, and you are grieved when you see apathy among Christians to in-depth study of the Word.
- ◇ You have strong convictions and opinions based on investigation of facts.
- ◇ You are more objective than subjective.
- ◇ (possible problem) You may tend to neglect the practical application of truth and become overly involved in the theoretical.

- ◇ (possible problem) You may develop pride in intellectual ability.
- ◇ (possible problem) You tend to be dogmatic and legalistic and slow to accept the viewpoints of others

How to Develop Gift

Practice! Study how to know and study the Bible. Seek a mentor or senior teacher and start with “smaller” teaching assignments such as an individual Sunday school class. Co-teach with a Sunday school teacher or community group leader.

Ministry of Gift

Possible places to serve in the church: everywhere! Need to realize the wide span of use of this gift: Sunday school, community groups, large groups, various ages, discussion leader or platform teacher, writing, etc.

PRIESTLY GIFTS

Priestly gifts are abilities based on understanding and supplying basic needs. They represent others to God and the world and are marked by sympathy and sacrifice.

Exhortation (or Encouragement)

Word Study	παρακλησις: a calling to one's side and thus to his aide. Root word παρακλητος is the word for the Holy Spirit.
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Definition of Gift

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

This is the major counseling gift.

References (example of Barnabas): Acts 4:36-37; Acts 9:23-27; Acts 15:35-39; 2Tim 4:11

References: Acts 2:40; Rom 8:26-27; 1 Cor 14:3; 1 Tim 4:13, 6:2; 2 Tim 4:2; 1 Thes 2:3-12; 2 Thes 3:12

Markers of Gift

- ◇ People frequently confide in you their innermost problems because they sense in you an empathetic ear.
- ◇ People like to be around you because you cheer them up simply by your attitude and demeanor.
- ◇ You love to share with anyone a truth from a verse of Scripture which has meant much to you.
- ◇ You are "person centered." You enjoy being with people and have the ability to put each person at ease.
- ◇ You are a good listener.

- ◇ You are able to rebuke when necessary.
- ◇ You are able to listen to problems without becoming extremely weighed down or depressed yourself.
- ◇ You are not detached but are a sympathetic person who "gets inside" and understands people's feelings.
- ◇ You become very frustrated with teaching that is not very practical in its application.
- ◇ When you teach, you want a visible response (interaction in the group).
- ◇ You prefer to apply truth rather than research it. You tend to find truth in experience, then validate it with Scripture.
- ◇ You accept people as they are without judging them.
- ◇ You are loved because of your positive attitude.
- ◇ You want to clear up problems with others quickly, you dislike strained relationships.
- ◇ You tend to make decisions easily.
- ◇ (potential danger) You may be too eager to give your opinion or advice.
- ◇ (potential danger) You may use Scripture out of context in order to make a point.
- ◇ (potential danger) You may give pat answers.
- ◇ (potential danger) You may be outspokenly opinionated.

How to Develop Gift

Study regularly the passages of Scripture which are heavy on application, such as the Psalms and Proverbs. Study Job to note how and how not to empathize with those who are suffering. Study Ecclesiastes to see areas in which humanity seeks satisfaction. Memorize verses which will prove helpful to you as you use your gift. Study or even take a course in Christian counseling.

Ministry of Gift

Possible places to serve in the church: very extensive as every ministry needs exhorters! Specifically, lay counseling, leading community groups or small discussion groups, one-on-one discipling of new Christians. Often mixed with teaching and prophecy (in the sense of articulating God's truth) for a very effective speaking mix. Wonderful when mixed with mercy in jail ministry, nursing home ministry, shut-ins, hospital ministry. Also, note that this gift may be developed if one becomes less socially engaged due to infirmity—for example, a shut-in may consider a ministry of writing notes to those who need encouragement or may schedule times for people to visit and use that time to listen and build others up.

Giving (or Sharing)

Word Study	μεταδιδομαι: from δίδομαι, "to give," and μετα, an intensifier; to give, whether time, talent, money, resources; involves all your being and implies sharing, sacrificial nature.
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Definition of Gift

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

References: Acts 4:34-37; 1 Tim 6:17-18; 2 Cor 8:1-5; 2 Cor 9:1-15; Phil 4:17-19

Discussion

There needs to be some distinction between regular (or obedient) giving and gifted giving. Every believer is to be a regular or obedient giver (e.g. the Old Testament tithe, the New Testament Sunday offering). Obedient giving reflects honor and worship to God for his provision in your life. On the other hand, gifted giving seems to include and go beyond obedient giving, and involves forward and crisis giving. For these people, money is constantly coming in (earnings) and going out (sharing). Giving is done with a singleness of mind, a natural joy and delight, with simplicity and no pretense or agendas. When emergency needs arise, it is usually the people with the gift of giving that respond.

Markers of Gift

- ◇ You are quick to recognize material needs of others and to assume some burden to meet those needs.
- ◇ You are careful in the handling of your financial matters and you have a bent toward obtaining only those things which you need.
- ◇ You have a conviction that all of what you have belongs to God and you as a steward want to be a channel for God to use what He has given you.
- ◇ You have no desire for acclaim and expression of gratitude, and you prefer to give anonymously.
- ◇ It gives you great joy to give. You are able to give large proportions of your wealth without great effort of will. 10% of income is a very small amount for you to tithe.
- ◇ Someone has said "A person with this gift does not ask 'How much must I give?' but 'How much must I keep?'"
- ◇ You are able to meet needs in ways that bring spiritual benefit to the recipients.
- ◇ You are skillful in making and managing money (not necessarily, but often true).
- ◇ You are often willing to sacrifice personal desires to give to God's work.
- ◇ When presented with a physical or spiritual need, you tend to respond on your own initiative to try to meet it, especially through material or monetary generosity.

How to Develop Gift

Learn good financial management. Study Biblical passages dealing with giving. Step out in faith. Practice generosity!

Ministry of Gift

Possible places to serve in the church: finance team, deacon assistant, responding to financial needs as they arise, working with the Deacons as they are charged to develop liberality in our congregation. Note that some people are gifted at earning money and as such they perhaps are called to consider the gift of sharing that money for the work of God's Kingdom (church planting, mercy ministries, other ministry startups).

Helps / Service

Word Study	αντιληψις: from αντι, "before" or "in place of" and λαμβονομαι, "to take." A laying hold of, an exchange, to take so as to support. διακονια: ministry, service, root word for office of deacon.
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Definition of Gift

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

References: Philippians 2:25 (Epaphroditus); Romans 16:1 (Phoebe); Philemon 10 (Onesimus); Mark 10:40-45; 1 Tim 3; Matt 20:20-28; Acts 6:1-6; 2 Tim 1:16-18 (Onesiphorus)

Discussion

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

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

"Service" often refers to one with a specific ministry – much like a specific organ to the body. This person may not be able to see and meet needs on a wide scale, but rather he performs a consistent, faithful service in one area. For example, one with the gift of service faithfully serves coffee and cleans up the church kitchen week after week.

Markers of Gift

- ♦ You have an unselfish nature which likes to do tasks, menial or otherwise, as long as they help others.
- ♦ You have the ability to see the temporal needs of others.
- ♦ You do not need to be asked to help; you just see a need and address it.

- ◇ You tend to be an advocate for good causes.
- ◇ Your intercessory prayer life is very strong.
- ◇ You love to do thoughtful things (remember birthdays, etc.)
- ◇ (possible problem) You are very vulnerable and easily hurt by others.
- ◇ (possible problem) You are sometimes prone to take up another person's offense.

How to Develop Gift

Jump in and help! Ask how you may help and volunteer. Volunteer for hospital service jobs, institutions, nursing homes. Serve on committees who work with the elderly, prisoners, widows, orphans, and those with disabilities and special challenges. One-on-one ministry to any you meet.

Ministry of Gift

Possible places to serve in the church: endless! Consider helping with the nursery, Primary Praise, youth group, building and grounds committee, becoming a deacon assistant. Also consider volunteering with service opportunities outside the church: crisis pregnancy centers, respite relief, assisting single parent families, etc.

Mercy

Word Study	ελεαω: to have pity, compassion; the outward manifestation of pity. Assumes need on the part of him who receives it and resources adequate to meet the need on the part of him who shows it.
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Definition of Gift

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

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

References: Micah 6:18; Heb 2:17-18; Matt 9:36; 1 John 3:17; Luke 10:30-37; James 2:15-16; Colossians 3:12-15

Markers of Gift

- ◇ You tolerate being in the presence of persons or situations that others avoid due to unpleasantness. You are not repulsed.
- ◇ You are extremely patient, so as to be able to sit at a bedside or put up with helpless or irksome behavior in people.
- ◇ You are very tender-hearted and are deeply moved by a display of any suffering and distress.
- ◇ You are comfortable in institutions (prisons, nursing homes, hospitals), places that others would rather avoid.

- ◇ People in need like to have you around because you cheer them up.
- ◇ You respond to the need without considering whether or not the person deserves, or has earned, any help.
- ◇ You take care with words and actions to avoid hurting others.
- ◇ You tend to be ruled by your heart rather than your head.
- ◇ You have a bent toward enjoying practical service more than theoretical service of a conceptual nature.
- ◇ You have a willingness to do little jobs without any credit just for the joy of doing them and knowing they are a help to someone.
- ◇ You possess a lot of energy and physical stamina.
- ◇ You possess a lot of practical skills and enjoy working with your hands.
- ◇ You have no desire to be "up front." Yours is a quiet, behind the scenes gift.
- ◇ You may have difficulty saying "no" and find yourself overwhelmed with many errands and demands on your time and energy.
- ◇ You prefer working on immediate goals rather than long-range ones.
- ◇ You tend to do more than asked to do.
- ◇ You prefer doing a job to delegating it.
- ◇ (possible danger) You may become critical of others who do not help out with obvious needs.
- ◇ (possible danger) You may neglect your own family's needs to help out with others.
- ◇ (possible danger) You may become pushy or interfering in your eagerness to help.
- ◇ (possible danger) You may find it hard to accept being served by others.

How to Develop Gift

Serve! Gain experience through becoming a teacher's aide, community group co-leader, a deacon assistant.

Ministry of Gift

Everywhere! Without this gift, the body of Christ could not exist. Possible places to serve in the church: deacons, deacon assistants, administrative assistants, teacher's aides.

Pastor-Teacher

Word Study	ποιμην: a shepherd, involves tender care and vigilant superintendence or διδασκαλος: an instructor, a teacher of truth.
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Definition of Gift

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

References: John 10:1-16; 1 Peter 5:1-4; 1 Tim 3:1-7 (overseers); Jeremiah 17:16; Jeremiah 2:8; Jeremiah 3:15; Ezekiel 34; Acts 20:18 ff (Ephesian elders)

Discussion

There is some debate as to whether "pastor-teacher" is one gift or two separate gifts. Most agree that it speaks of a singular gift. The conjunction is the Greek word και. Often και has the meaning "that is" or "in particular" and indicates that the "shepherds" and "teachers" are viewed as one common group, such as "teaching shepherds."

Markers of Gift

- ◊ You are person-oriented. You are not a loner.
- ◊ You are gifted in bringing out the best in people. You instinctively know where their strengths lie, in what situations they thrive, and what nourishes and delights them.
- ◊ You are sensitive to people. You are a careful listener who can spot others' needs.
- ◊ You have the gift of long-term discipling (differs in exhortation in that one with that gift can help in an immediate situation, whereas a pastor is more of a caretaker who watches over one's long-term growth).
- ◊ You have a great sense of responsibility for the welfare of others.
- ◊ You are never afraid to get "involved" with people.
- ◊ It is important for you to know, keep in touch, and be known by those Christians for whom you are responsible.
- ◊ You have a strong desire to give yourself to struggling or straying Christians so that they are encouraged and brought back into the group.
- ◊ People who have wandered from Christ or from the church body seem to respond well to your concern and are often brought back.

How to Develop Gift

Be disciplined and mentored by someone with this gift. Seek opportunities to assist in teaching and shepherding in the church (e.g. community groups, counseling, discipleship). Master the Scriptures and practice leading Bible studies with simplicity and practicality.

Ministry of Gift

Possible places to serve in the church: elder and pastor, small group leader, counselor, letter-writing ministry, one-on-one discipleship, youth ministry. Outside the church: nursing home ministry, helping lead a local non-profit ministry.

KINGLY GIFTS

Kingly gifts are abilities based on understanding direction and group needs. They represent Christ's vision to others and are marked by wisdom and practicality.

Administration (or Governing)

Word Study	
	κυβερνησις: to steer, to guide, to pilot, to direct.

Definition of Gift

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

References: Acts 27:11; Exodus 18:13:26

Discussion

There are differences between the gift of leadership and the gift of administration. The leader is the captain of the ship; the administrator is the pilot. The leader sees the broader picture; the administrator sees the details. The leader has the vision; the administrator sets up goals to achieve vision. The leader aspires; the administrator carries out. The leader is the motivator, the administrator is the implementer. The leader says, "Follow me!" The administrator says, "I'll show you how to get there."

Markers of Gift

- ◇ You prefer to be "second in command." You will do the organizing, though you may not wish to persuade and motivate people to goals.
- ◇ You are an organizer, and you tend to be organized personally.
- ◇ You hate inefficient use of time, energy and money.
- ◇ You not only enjoy planning a good course of action, you don't mind the scheduling, phone calling, letter writing, etc. You like to get things done.
- ◇ You are constantly making lists and writing notes to yourself and others.
- ◇ You are able to identify concrete ways to achieve abstract goals.
- ◇ You do not enjoy specifically being told everything to do (helps); rather, you need to be given a general direction and then the freedom to operate as you think best.
- ◇ You think of details.
- ◇ This gift is often grouped with leadership.

How to Develop Gift

Read and be trained in management skills. Volunteer for administrative positions. Deacons often are administrators, as are church ministry chairpersons.

Ministry of Gift

A behind-the-scenes gift that is absolutely vital for nearly all that the church does. Virtually every ministry within the church needs those who have administrative skills to plan and get the job done. Possible places to serve in the church: deacons, ministry coordinators (e.g. nursery), coordinators of events (e.g. potluck meal, outreach event, missions conference).

Faith

Word Study	πιστις: firm persuasion, a conviction based upon hearing; same root word for "believe."
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Definition of Gift

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

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

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

1 Cor 12:9 "to another faith by the same Spirit, and to another gifts of healing. . ."

(indicates these are gifts not given to everyone, something beyond the faith we receive to believe upon God).

1 Cor 13:2 "And if I have the gift of prophecy, and know all mysteries and all knowledge; and if I have all faith, so as to remove mountains. . ." Paul is talking about spiritual gifts here, and the spiritual gift of faith seems to be associated with "mountain moving faith." This gift enables the Christian to believe God for great things.

Markers of Gift:

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

How to Develop Gift

The gift of faith is developed and strengthened as the Bible says: obedience to promises and hearing the Word of God. Develop a strong prayer life. Keep a prayer notebook. Read biographies of Christians with this gift (Amy Carmichael, George Muller, Francis Schaeffer).

Ministry of Gift

This gift should be present in many planning or goal-setting bodies in a church. Every committee (mercy, missions, etc) needs someone with this gift. This gift is a kind of

"magnifier" of any other gifts a person may have. It increases boldness and perseverance in any ministry. Possible places to serve in the church: prayer ministry (corporate and private), ministry chairperson, elders and deacons, worship leading & serving.

Leadership (or Ruling)

Word Study	προιστημι: to put before, to stand before, to set over, to manage, to have charge over, to rule.
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Definition of Gift

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

References: Moses leadership in Exodus and Deuteronomy; Nehemiah; 1 Timothy 3; Titus 3.

Discussion

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

Markers of Gift:

- ◇ People look to you when something needs to be done.
- ◇ You may not be an accomplished public speaker, but you are generally at ease before a group of people.
- ◇ You are a "goal oriented" person, decisive and clear in visualizing where you want to go.
- ◇ You do not do everything yourself. Delegation is instinctive for you, and you are effective in seeing that people do their jobs.
- ◇ You are able to foresee problems and begin ahead of time to provide ways to circumvent them.
- ◇ You have a concern for the good of the whole group.
- ◇ You are not afraid of responsibility, yet you are not hungry for power, either.
- ◇ You will wait to have authority given to you.
- ◇ You take your responsibility seriously, and you accomplish your tasks "with diligence." You recognize that leadership is a high accountability gift.
- ◇ You are able to endure criticism.

How to Develop Gift

Study the life of Moses and the book of Nehemiah. Consider how the Apostle Paul leads through his Pastoral epistles. Ask to be mentored. Do not hesitate to accept leadership responsibilities. Take courses on management. Develop a clear understanding of the nature of the church: purpose, function, vision, and growth process.

Ministry of Gift

Leaders are needed at all levels in the Body of Christ. Possible places to serve in the church: all Sunday School classes, teaching fellowships, committees, boards, and ministries need leaders who can put people at ease and move them toward goals.

Wisdom (Word of Wisdom)

Word Study	λογος σοφιας: from λογος, "word" or "thought," and σοφια, "wisdom" or "insight" word of wisdom; speaking insightfully and wisely into another's life.
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Definition of Gift

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

References: Job 28 26; Proverbs 1:7; 15:33; Colossians 2:3, Colossians 1:9-12; James 3:13-18; Jeremiah 9:23-24; 1 Cor 1:18-25

Markers of Gift:

- ◇ "Insight" is the key word here. You possess this quality as you sift through what is often conflicting and confusing. You are able to communicate this insight to others.
- ◇ You are able to take what is technical and make it practical and applicable.
- ◇ You are a problem solver. You can quickly size up all the elements of a situation.
- ◇ Wisdom differs from discernment in that it is not person-centered but rather problem-centered.
- ◇ Wisdom may be communicated either verbally or in written form.
- ◇ When a group discussion becomes confused and entangled, you are able to clarify, offer a suggestion which is insightful, and harmony results.
- ◇ This gift is sometimes blended with other gift mixes in the body of Christ. For example, it is found in conjunction with teaching and/or speaking gifts.

How to Develop Gift

Get into decision-making bodies, areas where you are a "trouble-shooter." Study the Word, and look closely at Proverbs and James. Realize the gift grows stronger with experience and deeper prayer life.

Ministry of Gift

Possible places to serve in the church: useful in counseling situations. Often necessary for working alongside other gifting.