

Triumphant 301

Discovering your Spiritual Gifts

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All Scripture New King James Version unless otherwise noted

SESSION 1: Introduction to Ministry

The Purpose for this Class:

1. Ministry is a mandate, not an option

We are **created** for ministry.

“For we are His workmanship, created in Christ Jesus for good works, which God prepared beforehand that we should walk in them.” Eph. 2:10

We are **saved** for ministry.

“...and from Jesus Christ, the faithful witness, the firstborn from the dead, and the ruler over the kings of the earth. To Him who loved us and washed us from our sins in His own blood, and has made us and priests to His God and Father, to Him be glory and dominion forever and ever. Amen.” Rev. 1:5,6

We are **gifted** for ministry.

“As each one has received a gift, minister it to one another, as good stewards of the manifold grace of God.” 1 Pet. 4:10

We are **appointed** for ministry.

“And God has appointed these in the church: first apostles, second prophets, third teachers, after that miracles, then gifts of healings, helps, administrations, varieties of tongues.” 1 Cor. 12:28

We are **empowered** for ministry.

“And being assembled together with them, He commanded them not to depart from Jerusalem, but to wait for the Promise of the Father, “which,” He said, “you have heard from Me; for John truly baptized with water, but you shall be baptized with the Holy Spirit not many days from now.” ...” But you shall receive power when the Holy Spirit has come upon you; and you shall be witnesses to Me in Jerusalem, and in all Judea and Samaria, and to the end of the earth.” Acts 1:4, 5, 8

The Focus of this Class:

Whenever rulers form a government, one of the very first tasks is to appoint ministers to help run the government. And so it is with Christ. He appoints us as ministers to help run the various functions of the church. As Jesus appoints us into ministry, notice two critical preparations He provides:

Jesus will prepare **us** for ministry.

"...for the equipping of the saints for the work of ministry, for the edifying of the body of Christ" Eph. 4:12

Jesus has already prepared **our task**.

"For we are His workmanship, created in Christ Jesus for good works, which God prepared beforehand that we should walk in them." Eph 2:10

KEY STEPS TO DISCOVER YOUR MINISTRY

Seven key steps can help us discover that task or ministry to which the Lord has appointed us at this time in our lives

1. Lean on **God** to direct you rather than on your own **understanding**.

"Trust in the Lord with all your heart, And lean not on your own understanding; In all your ways acknowledge Him, And He shall direct your paths." Prov. 3:5,6

2. Be willing to be **sent** in service for God.

"Also I heard the voice of the Lord, saying: "Whom shall I send, And who will go for Us?" Then I said, "Here am I! Send me." " Isa. 6:8

3. Believe that God wants to **reveal** His ways to you.

"Surely the Lord God does nothing, Unless He reveals His secret to His servants the prophets." Amos 3:7

"If any of you lacks wisdom, let him ask of God, who gives to all liberally and without reproach, and it will be given to him." James 1:5

4. Believe that the Lord has a **task planned** for you. Find out what His will is for you.

“Who then is Paul, and who is Apollos, but ministers through whom you believed, as the Lord gave to each one?” **1 Cor. 3:5**

“Who is the man that fears the Lord? Him shall He teach in the way He chooses.”
Ps. 25:12

5. Listen for God’s **call** to you as the spirit speaks

a word of knowledge to you calling you to service. Then answer Him when He calls.

“Now the Lord came and stood and called as at other times, “Samuel! Samuel!” And Samuel answered, “Speak, for Your servant hears.”” **1 Sam. 3:10**

“But the manifestation of the Spirit is given to each one for the profit of all: for to one is given the word of wisdom through the Spirit, to another the word of knowledge through the same Spirit,” **1 Cor 12:7,8**

6. Listen to the **counsel** of the body of Christ as

responsible persons are led by the Spirit to confirm appointments to ministries.

But don’t be **misled** in ministry by those

masquerading as **authorities**, but who are really acting

in the power of the **flesh** rather than in the power

of the Spirit.

“Then the twelve summoned the multitude of the disciples and said, “It is not desirable that we should leave the word of God and serve tables. Therefore, brethren, seek out from among you seven men of good reputation, full of the Holy Spirit and wisdom, whom we may appoint over this business; but we will give ourselves continually to prayer and to the ministry of the word.” And the saying pleased the whole multitude. And they chose Stephen, a man full of faith and the Holy Spirit, and Philip, Prochorus, Nicanor, Timon, Parmenas, and Nicolas, a proselyte from Antioch, whom they set before the apostles; and when they had prayed, they laid hands on them. Then the word of God spread, and the number of the disciples multiplied greatly in Jerusalem, and a great many of the priests were obedient to the faith. And Stephen, full of faith and power, did great wonders and signs among the people.” **Acts 6:2-8**

7. **Wait** on the Lord for His direction.

“Wait on the Lord; Be of good courage, And He shall strengthen your heart; Wait, I say, on the Lord!” Ps. 27:14

“Why do you say, O Jacob, And speak, O Israel: “My way is hidden from the Lord, And my just claim is passed over by my God”? Have you not known? Have you not heard? The everlasting God, the Lord, The Creator of the ends of the earth, Neither faints nor is weary. His understanding is unsearchable. He gives power to the weak, And to those who have no might He increases strength. Even the youths shall faint and be weary, And the young men shall utterly fall, But those who wait on the Lord Shall renew their strength; They shall mount up with wings like eagles, They shall run and not be weary, They shall walk and not faint.” Isa. 40:27-31

Four foundational truths for entering ministry:

As we move into the Body of Christ as servants, we need to consider carefully what the Bible teaches as foundational truths for entering ministry.

1. Know that if you have entered into a ministry in God’s way, God will

uphold it and provide you with

sufficient grace to accomplish the task.

“The steps of a good man are ordered by the Lord, And He delights in his way. Though he fall, he shall not be utterly cast down; For the Lord upholds him with His hand.” Ps. 37:23, 24

“And lest I should be exalted above measure by the abundance of the revelations, a thorn in the flesh was given to me, a messenger of Satan to buffet me, lest I be exalted above measure. Concerning this thing I pleaded with the Lord three times that it might depart from me. And He said to me, “My grace is sufficient for you, for My strength is made perfect in weakness.” Therefore most gladly I will rather boast in my infirmities, that the power of Christ may rest upon me. Therefore I take pleasure in infirmities, in reproaches, in needs, in persecutions, in distresses, for Christ's sake. For when I am weak, then I am strong.” 2 Cor 12:7-10

2. Know that if you have not entered into a ministry in God’s way and He is not

behind your ministry, it is in **vain** no matter how

good of work it is.

“A Song of Ascents. Of Solomon. Unless the Lord builds the house, They labor in vain who build it; Unless the Lord guards the city, The watchman stays awake in vain.” Ps. 127:1

3. Keep your **priorities** in order. Your home is your first area of ministry. Make sure your home is in order first. As you go out in ministry, your priorities should be to serve those closest to you first – your Jerusalem, followed by Judea, then Samaria, and finally the ends of the earth.

“...one who rules his own house well, having his children in submission with all reverence (for if a man does not know how to rule his own house, how will he take care of the church of God?)” 1 Tim. 3:4-5

“But you shall receive power when the Holy Spirit has come upon you; and you shall be witnesses to in Jerusalem, and in all Judea and Samaria, and to the end of the earth.” Acts 1:8

4. Remember who the real source of power is for your ministry – the

Holy Spirit, not your own effort.

“So he answered and said to me: “This is the word of the Lord to Zerubbabel: ‘Not by might nor by power, but by My Spirit,’ Says the Lord of hosts.” Zech. 4:6

“But you shall receive power when the Holy Spirit has come upon you; and you shall be witnesses to in Jerusalem, and in all Judea and Samaria, and to the end of the earth.” Acts 1:8

WHAT AM I TO DO?

Ephesians 2:10 tells us that God designed our ministry before He ever appointed us to it! Psalm 139:13-16 tells us an even more amazing fact about our preparation:

1. God **designed** us formed us, we were shaped for a **purpose**.
2. We are **unique**
3. We are wonderfully **complex**

Five things to consider about how God created you:

1. Spiritual Gifts: What am I **gifted** to do?
2. Heart and Passion: What do I **love** to do?
3. Abilities and Talents: What skills do I have?
4. Personality: Where does my personality **best suits** me to **serve**?
5. Experience and Training: What have I done or can I do to **prepare** myself?

No two people are “wired” exactly the same, we are all uniquely created, gifted, and experienced.

OVERVIEW OF SPIRITUAL GIFTS

“Now concerning spiritual gifts, brethren, I do not want you to be ignorant:”
1 Cor. 12:1

1. Spiritual gifts can properly be understood and used only by **Spirit filled people.**

“But the natural man does not receive the things of the Spirit of God, for they are foolishness to him; nor can he know them, because they are spiritually discerned.” **1 Cor. 2:14**

2. Every Christian has a **spirit gift.**

“For I wish that all men were even as I myself. But each one has his own gift from God, one in this manner and another in that.” **1 Cor. 7**

“But to each one of us grace was given according to the measure of Christ's gift”
Eph 4:7

3. The context and purpose of spiritual gifts is **service.**

“As each one has received a gift, minister it to one another, as good stewards of the manifold grace of God.” **1 Pet. 4:10**

4. God's gifts to you are **irrevocable**.

"For the gifts and the calling of God are irrevocable." **Rom. 11:29**

"There are diversities of gifts, but the same Spirit. There are differences of ministries, but the same Lord. And there are diversities of activities, but it is the same God who works all in all." **1Cor. 12:4-6**

BIBLICAL LISTS OF SPIRITUAL GIFTS

1. Romans 12: 6-10 lists seven different gifts that we receive according to the **grace** given us by God . The context suggest that these gifts **motivate** us from within to **serve** in a particular way. It also suggests that these are tied to the gifts outlined in 1 Cor. 12:4.
2. Ephesians 4:11,12 lists five **ministries** that are given by Jesus to prepare his people. Three ministries from this list are repeated in 1 Cor. 12:28 as appointments of God, and to these three are reiterated these five areas of ministries. These are all **ministries** that best function in the understanding of **ministries** as outlined in 1 Cor. 12:5.
3. 1 Corinthians 12:7-11 lists nine manifestations given by the Holy Spirit for the common good to each person just as the Spirit determines. These manifestations result from the **workings** of the Holy Spirit in us and are consistent with the **workings** outlined in 1 Cor. 12:6.

THE TRINITY AND SPIRITUAL GIFTS

1. Motivations from the Father:

“For I say, through the grace given to me, to everyone who is among you, not to think of himself more highly than he ought to think, but to think soberly, as God has dealt to each one a measure of faith. For as we have many members in one body, but all the members do not have the same function, so we, being many, are one body in Christ, and individually members of one another. Having then gifts differing according to the grace that is given to us, let us use them: if prophecy, let us prophesy in proportion to our faith; or ministry, let us use it in our ministering; he who teaches, in teaching; he who exhorts, in exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness. 9 Let love be without hypocrisy. Abhor what is evil. Cling to what is good.” Rom 12:3-9

- a. Prophecy
- b. Serving
- c. Teaching
- d. Encouraging
- e. Giving
- f. Governing
- g. Mercy

What motivates us.

2. Ministries from the Son:

“And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers, for the equipping of the saints for the work of ministry, for the edifying of the body of Christ, till we all come to the unity of the faith and of the knowledge of the Son of God, to a perfect man, to the measure of the stature of the fullness of Christ;” Eph. 4:11-13

“And God has appointed these in the church: first apostles, second prophets, third teachers, after that miracles, then gifts of healings, helps, administrations, varieties of tongues.” 1 Cor. 12:28

- a. Apostles
- b. Prophet
- c. Evangelist
- d. Pastor
- e. Teacher
- f. Miracle worker
- g. Healer
- h. Helper
- i. Administrator
- j. Speaker of tongues

Not an office or

position but a function

3. Manifestations of the Spirit:

“But the manifestation of the Spirit is given to each one for the profit of all: 8 for to one is given the word of wisdom through the Spirit, to another the word of knowledge through the same Spirit, to another faith by the same Spirit, to another gifts of healings by the same Spirit, to another the working of miracles, to another prophecy, to another discerning of spirits, to another different kinds of tongues, to another the interpretation of tongues. But one and the same Spirit works all these things, distributing to each one individually as He wills.” 1 Cor. 12:7-11

- a. Word of Wisdom
- b. Word of Knowledge
- c. Faith
- d. Gifts of Healing
- e. Miraculous Powers

- f. Prophecy
- g. Discernment of spirits
- h. Speaking in kinds of tongues
- i. Interpretations of tongues

Something you deliver for another.

SESSION 2: Overview of Motivational Gifts

The Categories of the gifts of the Trinity

1. Father (Motivations)

- The motivational gifts are placed in us as gifts of the Father in His original design of us in our mother's womb.

When you were **formed in the womb**, God formed motivational gifts within you.

“For You formed my inward parts; You covered me in my mother's womb. I will praise You, for I am fearfully and wonderfully made; Marvelous are Your works, And that my soul knows very well. My frame was not hidden from You, When I was made in secret, and skillfully wrought in the lowest parts of the earth. Your eyes saw my substance, being yet unformed. And in Your book they all were written, The days fashioned for me, When as yet there were none of them.”

Ps. 139: 13-16

At the point of your salvation , you were **sealed by the Spirit**.

“In Him you also trusted, after you heard the word of truth, the gospel of your salvation; in whom also, having believed, you were sealed with the Holy Spirit of promise, who is the guarantee of our inheritance until the redemption of the purchased possession, to the praise of His glory.” **Eph 1:13, 14**

The Holy Spirit's presence in your life gives **fullness & life**.

to those motivational gifts formed in you originally by God.

“For as we have many members in one body, but all the members do not have the same function, so we, being many, are one body in Christ, and individually members of one another. Having then gifts differing according to the grace that is given to us, let us use them: if prophecy, let us prophesy in proportion to our faith; or ministry, let us use it in our ministering; he who teaches, in teaching; he who exhorts, in exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness.” **Rom. 12:4-8**

2. **Son (Ministries)**

- The ministry gifts are appointed to us as gifts of Jesus as He leads His Body – the Church.

Jesus then directs you into **loving service** where you can

best utilize the gifts He has given you.

“As each one has received a gift, minister it to one another, as good stewards of the manifold grace of God.” 1 Pet 4:10

3. **Spirit (Manifestations)**

- The manifestation gifts are miraculously produced in us as gifts of the Holy Spirit to empower our service in the Body of Christ.

As you enter into a God directed ministry, the Holy Spirit becomes

the power that drives the ministry, through His manifestations and

empowerment.

“But you shall receive power when the Holy Spirit has come upon you; and you shall be witnesses to in Jerusalem, and in all Judea and Samaria, and to the end of the earth.” Acts 1:8

“So he answered and said to me: ‘This is the word of the Lord to Zerubbabel: ‘Not by might nor by power, but by My Spirit,’ Says the Lord of hosts.” Zech. 4:6

We live in a society that gives a lot more emphasis to conformity than to uniqueness. One look at education and you will realize this.

The goal of education should be to help people discover and develop their uniqueness to its fullest potential in whatever direction it goes. But instead, our educational systems are more like assembly lines turning out a product that's just like all the others.

Unfortunately, churches tend to follow this same pattern but this is not God's plan. He created us as unique individuals and gave us unique spiritual gifts to motivate us, each in a different way.

From the three categories of spiritual gifts identified in Section 1 (Motivation, Ministry and Manifestation) we will focus in particular on the seven motivational gifts of Romans 12: 6-8 – prophesying, serving, teaching, encouraging, giving, governing and mercy. A singular focus on the motivational gifts reduces the confusion in understanding how to identify gifting.

Your motivational gifts are the most meaningful predictors of potential satisfaction in interpersonal relationships, ministry and vocation!

Introduction: The following questions contain spiritual motivations that may or may not apply to you. These can be helpful in aiding you to determine which spiritual motivations listed in Romans 12:6-8 the Father has created in you. All of the gifts and their associated motivations are important, but not all of them will apply to you. This evaluation in no way reflects the depth of your spirituality. It just means that you are created uniquely by God.

Directions: For each of the following questions, circle the number on scale to the right that corresponds to the level at which you believe the questions apply to you.

Do not answer as you think it should apply to you or as you wish it applied to you.

Do answer, as you realistically believe it is happening right now in your life.

MOTIVATIONAL GIFT ASSESSMENT

		Never								Always	
1a	How often are you clearly motivated to publicly speak out about your inward convictions?	1	2	3	4	5	6	7	8	9	10
1b	How often are you clearly motivated to discern what is right and wrong in people, ideas, and/or situations?	1	2	3	4	5	6	7	8	9	10
2a	How often are you clearly motivated to detect legitimate needs others have?	1	2	3	4	5	6	7	8	9	10
2b	How often are you clearly motivated to find practical ways to provide for detected legitimate needs others have?	1	2	3	4	5	6	7	8	9	10
3a	How often are you clearly motivated to research truth?	1	2	3	4	5	6	7	8	9	10
3b	How often are you clearly motivated to clearly present truth to others in such a way that it will be easy to learn?	1	2	3	4	5	6	7	8	9	10
4a	How often are you clearly motivated to encourage others through counsel?	1	2	3	4	5	6	7	8	9	10
4b	How often are you clearly motivated to outline practical steps of actions others should take to overcome problems?	1	2	3	4	5	6	7	8	9	10
5a	How often are you clearly motivated to financially invest in or support other worthwhile projects?	1	2	3	4	5	6	7	8	9	10

		Never								Always	
5b	How often are you clearly motivated to wisely use and invest money to provide for support of worthwhile projects?	1	2	3	4	5	6	7	8	9	10
6a	How often are you clearly motivated to organize and coordinate the activities and efforts of others?	1	2	3	4	5	6	7	8	9	10
6b	How often are you clearly motivated to set goals for others to meet in their activities and efforts?	1	2	3	4	5	6	7	8	9	10
7a	How often are you clearly motivated to provide comfort to those who are in emotional distress?	1	2	3	4	5	6	7	8	9	10
7b	How often are you clearly motivated to identify with the emotions of others?	1	2	3	4	5	6	7	8	9	10

In the chart below, enter the “a” and “b” numbers corresponding to the above questions. Add the numbers together and multiply by 5.

MOTIVATIONAL GIFT	a	b	Sum a + b	Sum * 5
1. PROPHECYING: The Proclaimer / Revealer				
2. SERVING: the Helper / Provider				
3. TEACHING: The Researcher / Instructor				
4. ENCOURAGING: The Exhorter / Advisor				
5. GIVING: The Supporter / Investor				
6. GOVERNING: The Manager / Organizer				
7. MERCY: The Comforter / Empathizer				

Using the scores from the table above, enter the name of the gift which had the highest score and its corresponding score on line 1. Repeat this for the name of the second highest, third highest etc... from the highest to lowest.

1. _____ Score _____
2. _____ Score _____
3. _____ Score _____
4. _____ Score _____
5. _____ Score _____
6. _____ Score _____
7. _____ Score _____

MOTIVATIONAL GIFT EXPLANATIONS

The seven gifts used in this evaluation are based on the seven spiritual gifts of motivation listed in Romans 12:6-8 that guide and compel us in our relationship with others. Each gift is listed below with a two word equivalent descriptor. A bird describing is used to illustrate people with that primary gift. A definition and profile for that gift is also provided. (This material is condensed from "When The Spirit Comes, copyright 1990, 1991 Bill Millard.)

1. **PROPHESYING: PROCLAIMER / REVEALER**

Eagles fly high above the land always on the lookout to spot danger with their keen vision. When they spot danger, they let out a loud cry to warn all other birds.

Definition: The inward motivation to publicly speak out concerning what is perceived as God's truth and to reveal what is right and wrong.

Profile: Prophesiers are willing to publicly proclaim God's message in a frank and persuasive manner. They readily discern the moral character and motives in others. They vigorously defend what they believe is truth. They are on the lookout for right and wrong. They base their authority strictly on the Bible. They have strong feelings concerning wrong actions in others and are insistent in their desire to see outward actions accompany inward convictions.

2. SERVING: *HELPER / PROVIDER*

Woodpeckers work constantly and tirelessly to provide for practical needs. They always seem to be aware of where physical resources are.

Definition: The inward motivation to detect legitimate needs others have and to find practical ways to provide for these needs.

Profile: Servers are on the lookout to find and meet practical physical needs as quickly as possible. They are untiring in their efforts. They will cut corners to avoid delays. They often find themselves over-extended from an inability to say “no” to request for help. They tend to focus on short-range goals. They become frustrated with time limits. They are willing to give extra service beyond what was expected.

3. TEACHING: *RESEARCHER / INSTRUCTOR*

Owls are the symbol of wisdom and learning. They are also steady birds which act with forethought and purpose.

Definition: the inward motivation to carefully research truth and to clearly present truth to others in such way that it will be easy to learn.

Profile: Teachers believe teaching is the most basic of gifts. They are careful students of truth. They are concerned with accuracy and appropriateness of words. They test and validate knowledge taught by others before accepting it. They have a strong aversion to Scriptural illustrations out of context. They are able to systematically instruct others in a way that makes it clear and easy to learn.

4. ENCOURAGING: *EXHORTER / ADVISOR*

Ravens are friendly and sociable birds that prefer flocks to being alone. They often stir up the other birds with their insistent voices.

Definition: The inward motivation to encourage others through counsel and to outline practical steps of actions others should take to overcome problems.

Profile: Encouragers desire to visualize specific achievement and prescribe steps of actions. They avoid impractical teaching. They look for unspoken thoughts in others. They use human experience illustrations to amplify Scriptural teaching. They enjoy working with individuals as much as with groups. They concentrate on the positive. They are impatient to see results.

5. **GIVING: *SUPPORTER / FINANCIER***

Robins are constantly searching for provision. When they find a worm, they rarely keep it for themselves, instead they take it back to give to their young.

Definition: The inward motivation to provide financial support for other worthwhile people, projects and organizations and to wisely use and invest money to provide for such support.

Profile: Givers desire to quietly invest in or support worthwhile projects of ministries. They would rather support a project than actively take part in its operations. They know how to make wise purchases and investments. They use resources given them by God to build up His kingdom without taking portions for themselves first. They are alert to find valid needs others might overlook. They give best without being pressured. They give the highest quality they can. They desire to feel a part of any project they support.

6. **GOVERNING: *MANAGER / ORGANIZER***

Ducks are among the most orderly of birds. They keep their young swimming together in an organized group. They fly in migratory flocks in a systematic and orderly formation.

Definition: The inward motivation to organize and coordinate the activities and efforts of others and to set goals for them to meet in these activities and efforts.

Profile: Governors are able to see the overall picture and clarify long-range goals. They are skilled at organizing a task or group knowing what responsibilities can be delegated. They are readily aware of resources available to complete a task. They usually assume leadership in situations where none exists. They are willing to endure negative reaction from workers in order to accomplish a task. They find great satisfaction in seeing all the parts of a project come together. They desire to quickly move on to the next challenge when one is completed.

7. MERCY: COMFORTER / EMPATHIZER

Doves are gentle birds that symbolize peace. They are emotionally sensitive and protective.

Definition: The inward motivation to identify with the emotions of others and to provide comfort to those who are in emotional distress.

Profile: People with the gift of mercy are able to feel joy or distress in an individual or group. They have strong empathy for people who are in distress, desiring to remove hurts and bring healing. They are more concerned with emotional distress than physical distress. They usually avoid firmness unless they clearly see how it will benefit a situation. They decidedly avoid words or actions that will hurt others. They have a strong sense of the level of sincerity in others and tend to close their spirits to those who are insincere and insensitive.

- Your motivation gifting affects your relationships with other people. Some gifts are more motivationally compatible with one style of interaction while others are more compatible with another style. Knowing how God has “wired” you can help you to understand friendships, family relationship, career possibilities and many other relationships.

MOTIVATIONAL GIFT APPLICATIONS

Forty two ministries are listed below. For each ministry, the seven motivational gifts are rated on the basis of potential for motivational satisfaction and compatibility (which is a strong indicator of potential success).

Look down the columns under your strongest motivational gifts. Observe the ministries which have the highest compatibility (indicated by at least three asterisks). Highlight the ministries that interest you most and see how they compare with your motivational wiring.

MINISTRY	MOTIVATIONAL GIFT						
	PRO	SER	TEA	ENC	GIV	GOV	MER
Adult Discipleship Coordinator	***	**	****	****	**	****	**
Adult Discipleship Teacher	****	*	****	****		**	***
Answer church office phones	*	****		**	***	***	***
Choir Member	**	***	*	***	**		****
Church Board Member	****	*	**	****	*	****	*
Clean Church facilities		****		**	***		**
Community Issues Team	****	**	**	****	*	****	
Evangelism Team	****	**	***	***	*	**	***
General Church office Secretary/worker	**	****		**	***	***	**
Graphics layout / publications	*	****	*	**	**	***	****
Men's Ministries Coordinator	**	**	***	****	**	****	**
Men's Ministries Helper	**	***	**	***	**	**	***
Missions Team (Short & Long term)	****	***	***	****	**	**	****
New Members Class Teacher	***	**	***	****	*	*	***
Nursery Care Coordinator	*	**	*	****	**	****	***
Nursery Care Provider	*	****	*	****	**		****
Media Team	*	****			****	***	**
Prayer Ministry Coordinator	****	**	**	****	*	****	****
Prayer Ministry Team	****	***	***	****			****
Prepare/Deliver Meals to people in need	**	****		****	****		****
Singles Ministry Coordinator	***	*	**	****		****	***
Singles Ministry Helper	**	****		****	**	*	****
Small Fellowship Group Leader	***	*	**	****		****	***
Social Activities Coordinator	**	**	*	****	*	****	**
Social Activities Helper	*	****		**	**	**	***
Sound System Operator	*	****		**	*	*	**
Sr. youth Activities Coordinator	****	**	**	****	*	***	****
Sr. Youth Activities Helper	**	****	**	****	**	**	****
Sr. Youth Teacher	***	**	***	****	*	*	**
Sunday School Coordinator (Preshcool)	*	**		****	**	****	***
Sunday School Helper (Preshcool)	*	****		***	**		****
Sunday School Coordinator (Grades 1-4)	**	**		****	**	****	***
Sunday School Teacher (Grades 1-4)	***	**	***	****	*	*	**
Sunday School Helper (Grades 1-4)	**	****		***	**		***
Sunday School Coordinator (Grades 5&6)	***	**	**	****	*	****	***
Sunday School Teacher (Grades 5&6)	****	**	***	****	*	**	***
Sunday School Coordinator (Jr High)	***	**	**	****	*	****	***

Sunday School Teacher (Jr High)	****	**	***	****	*	**	***
Usher	**	****		***	**	**	**
Visitation Ministry	****	***	***	****			****
Chruch Greeter	**	****		****			****
Women's Ministries Coordinator	**	**	***	****	**	****	**
Women's Ministries Helper	**	***	**	***	**	**	***
Worship Instrumentalist	**	***	***	***	***	*	***
Worship Singer	***	**	*	***	**		****

**** = Excellent

*** = Good

** = Average

* = Fair

Blank = Poor

PRO = Prophesying

SER = Serving

TEA = Teacher

ENC = Encouraging

GIV = Giving

GOV = Governing

MER = Mercy

Four Good Sources to Confirm Your Gifts:

1. The **Bible**. Study what it says about Spiritual Gifts.
2. **The inner Holy Spirit**. Listen to His inner voice of confirmation.
3. **Other Spirit filled Christians**. Listen to what they say about your gifts.
4. **Experience**. Evaluate how you use your risks.

Seven Hindrances That Can Keep You From Discovering Your Spiritual Gifts:

1. You are not **saved**.

“But you are not in the flesh but in the Spirit, if indeed the Spirit of God dwells in you. Now if anyone does not have the Spirit of Christ, he is not His.” Rom. 8:9

“But God has revealed them to us through His Spirit. For the Spirit searches all things, yes, the deep things of God. 11 For what man knows the things of a man except the spirit of the man which is in him? Even so no one knows the things of God except the Spirit of God. 12 Now we have received, not the spirit of the world, but the Spirit who is from God, that we might know the things that have been freely given to us by God. 13 These things we also speak, not in words which man's wisdom teaches but which the Spirit teaches, comparing spiritual things with spiritual. 14 But the natural man does not receive the things of the Spirit of God, for they are foolishness to him; nor can he know them, because they are spiritually discerned.” 1 Cor. 2: 10-14

2. You have **unresolved bitterness, unforgiveness, or guilt**.

“Therefore if you bring your gift to the altar, and there remember that your brother has something against you, 24 leave your gift there before the altar, and go your way. First be reconciled to your brother, and then come and offer your gift.” Matt. 5:23, 24

“O God, You know my foolishness; And my sins are not hidden from You.” Ps. 69:5

3. You are looking at yourself and your gifts from a **worldly point of view**.

“Therefore, from now on, we regard no one according to the flesh. Even though we have known Christ according to the flesh, yet now we know Him thus no longer.” 2 Cor. 5:16

4. You are unwilling to **use** your gifts in **service**.

“As each one has received a gift, minister it to one another, as good stewards of the manifold grace of God. 11 If anyone speaks, let him speak as the oracles of God. If anyone ministers, let him do it as with the ability which God supplies, that in all things God may be glorified through Jesus Christ, to whom belong the glory and the dominion forever and ever. Amen.” 1 Pet. 4:10,11

5. You are trying to **imitate** another's gifts or **use** gifts you weren't given.

“As each one has received a gift, minister it to one another, as good stewards of the manifold grace of God.” **1 Pet. 4:10**

“As each one has received a gift, minister it to one another, as good stewards of the manifold grace of God.” **1 Cor. 12:12**

“For as we have many members in one body, but all the members do not have the same function, so we, being many, are one body in Christ, and individually members of one another. Having then gifts differing according to the grace that is given to us, let us use them: if prophecy, let us prophesy in proportion to our faith;” **Rom 12:4-6a**

6. You are **confusing** categories of gifts.

“There are diversities of gifts, but the same Spirit. There are differences of ministries, but the same Lord. And there are diversities of activities, but it is the same God who works all in all.” **1 Cor. 12:4-6**

7. You are not **using/exercising** the gifts given to you.

“Do not neglect the gift that is in you, which was given to you by prophecy with the laying on of the hands of the eldership.” **1 Tim. 4:14**

SESSION 3: THE REST OF THE STORY

PASSION

Your heart represents your emotions, feelings and desires. What activities, things are you passionate about? These passions often indicate what things you should be doing.

Five fundamentals concerning your passions (your heart)

1. Your heart is the **well spring** of your life.

“Keep your heart with all diligence, For out of it spring the issues of life.”

Prov. 4:23

“And you, even yourself, Shall let go of your heritage which I gave you; And I will cause you to serve your enemies In the land which you do not know; For you have kindled a fire in My anger which shall burn forever.” **Jer. 17:4**

2. Your heart is the basis of your **value system**.

“For where your treasure is, there your heart will be also.” **Matt. 6:21**

3. The desires of your heart need to be submitted to the surgery of the Word.

“For the word of God is living and powerful, and sharper than any two-edged sword, piercing even to the division of soul and spirit, and of joints and marrow, and is a discerner of the thoughts and intents of the heart.” **Heb. 4:12**

4. You will not find God unless you search for Him with **all your heart**.

“And you will seek Me and find Me, when you search for Me with all your heart.”

Jer. 29:13

5. God will give you the desires of your heart when you are:

- **Trusting in Him**
- **Delighting in Him**
- **Committed in Him**

ABILITIES & TALENTS

Everyone has abilities and talents. Your abilities are also good indicators of the things you should be doing.

There are two main ways you gain abilities:

1. **Inheritance**
2. **Discipline**

Personality is best defined as the organization of character traits, temperaments, attitudes and habits that occur in a person that are greatly responsible for making each person unique.

There are three main sources that influence the formation of personalities:

1. **God's inner wiring**
2. **Inheritance/DNA from parents**
3. **Environmental/Society molding Right/Wrong**

There are three concepts concerning our view of other personalities:

1. We naturally view others and the world through the filter of **our own personality**.
2. We naturally tend to characterize the differences of others in **negative terms**.
3. Another person's personality is as **natural** to them as mine is to me. My personality is as **perplexing** to others as theirs are to me.

EXPERIENCE

There are two important areas of involvement by God in our experiences:

1. God has **known about** and **ordained** our experiences before they **took place (happened)**.

“Your eyes saw my substance, being yet unformed. And in Your book they all were written, The days fashioned for me, When as yet there were none of them.” Ps. 139:16

2. All of our experiences should be **directed by the word**.

“Direct my steps by Your word, And let no iniquity have dominion over me.” Ps. 119:133

No matter what your gifts, passions, abilities, and personality; if you don't have experience or training, some things you just won't be able to do.

We should not consider our experiences as being apart from God.

God uses experience to shape the good work He desires to accomplish in us.

“And we know that all things work together for good to those who love God, to those who are the called according to His purpose.” Rom. 8:28

There are three ways the Holy Spirit guides our Experiences in Ministry:

1. **He tells us what to do.**

“Then the Spirit said to Philip, “Go near and overtake this chariot.”” Acts 8:29

2. **He tells what not to do.**

“Now when they had gone through Phrygia and the region of Galatia, they were forbidden by the Holy Spirit to preach the word in Asia. After they had come to Mysia, they tried to go into Bithynia, but the Spirit did not permit them.” Acts 16:6,7

3. **Through the Holy Spirit He allows us to learn thru experiences.**

“And they were all filled with the Holy Spirit and began to speak with other tongues, as the Spirit gave them utterance.” Acts 2:4

God uses training to shape the good works He desires to accomplish through us.

“All Scripture is given by inspiration of God, and is profitable for doctrine, for reproof, for correction, for instruction in righteousness, that the man of God may be complete, thoroughly equipped for every good work.” 2Tim. 3:16,17

Paul’s gives examples of three good ways to Train for Ministry:

1. **Formal training (Polity Course).**

“I am indeed a Jew, born in Tarsus of Cilicia, but brought up in this city at the feet of Gamaliel, taught according to the strictness of our fathers' law, and was zealous toward God as you all are today.” Acts 22:3

2. **Mentoring (Coaching).**

“But Barnabas took him and brought him to the apostles. And he declared to them how he had seen the Lord on the road, and that He had spoken to him, and how he had preached boldly at Damascus in the name of Jesus.” Acts 9:27

3. **Learn from experiences.**

“Not that I speak in regard to need, for I have learned in whatever state I am, to be content: I know how to be abased, and I know how to abound. Everywhere and in all things I have learned both to be full and to be hungry, both to abound and to suffer need.” Phil. 4:11,12

In assessing your experience and training, especially in relationship to ministry, it is important to recognize three broad categories of such training:

- **Direct experience (by doing).**
- **Related experience.**
- **Transferable experience.**

MOTIVATIONAL GIFT SUMMARY

1. **Prophecy:** The gift of prophecy is the special ability that God gives to certain members of the body of Christ to receive and communicate an immediate message of God to his people through a divinely-anointed utterance.

“to another the working of miracles, to another prophecy, to another discerning of spirits, to another different kinds of tongues, to another the interpretation of tongues””And God has appointed these in the church: first apostles, second prophets, third teachers, after that miracles, then gifts of healings, helps, administrations, varieties of tongues.” Cor. 12:10,28

“And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers, for the equipping of the saints for the work of ministry, for the edifying of the body of Christ, till we all come to the unity of the faith and of the knowledge of the Son of God, to a perfect man, to the measure of the stature of the fullness of Christ; that we should no longer be children, tossed to and fro and carried about with every wind of doctrine, by the trickery of men, in the cunning craftiness of deceitful plotting,” Eph. 4:11-14

“Having then gifts differing according to the grace that is given to us, let us use them: if prophecy, let us prophesy in proportion to our faith;” Rom. 12:6

“But what did you go out to see? A prophet? Yes, I say to you, and more than a prophet.” Luke 7:26

“Now Judas and Silas, themselves being prophets also, exhorted and strengthened the brethren with many words.” Acts 15:32

“Now this man had four virgin daughters who prophesied. And as we stayed many days, a certain prophet named Agabus came down from Judea. When he had come to us, he took Paul's belt, bound his own hands and feet, and said, "Thus says the Holy Spirit, 'So shall the Jews at Jerusalem bind the man who owns this belt, and deliver him into the hands of the Gentiles.'”” Acts 21:9-11

2. **Serving:** The gift of serving is the special ability that God gives to certain members of the body of Christ to invest the talents they have in the life and ministry of the other members of the body. This gift when exercised enables others to increase the effectiveness of their own spiritual gifts.

“And God has appointed these in the church: first apostles, second prophets, third teachers, after that miracles, then gifts of healings, helps, administrations, varieties of tongues.” 1 Cor. 12:28

“I commend to you Phoebe our sister, who is a servant of the church in Cenchrea, that you may receive her in the Lord in a manner worthy of the saints, and assist her in whatever business she has need of you; for indeed she has been a helper of many and of myself also.” Rom. 16:1-2

“At Joppa there was a certain disciple named Tabitha, which is translated Dorcas. This woman was full of good works and charitable deeds which she did.” Acts 9:36

“...and certain women who had been healed of evil spirits and infirmities--Mary called Magdalene, out of whom had come seven demons, and Joanna the wife of Chuza, Herod's steward, and Susanna, and many others who provided for Him from their substance.” Luke 8:2-3

“There were also women looking on from afar, among whom were Mary Magdalene, Mary the mother of James the Less and of Joses, and Salome, who also followed Him and ministered to Him when He was in Galilee, and many other women who came up with Him to Jerusalem.” Mark 15:40-41

3. **Teaching:** The gift of teaching is the special ability that God gives to certain members of the body of Christ to communicate information relevant to the health and ministry of the body and its members in such a way that others will learn.

“And God has appointed these in the church: first apostles, second prophets, third teachers, after that miracles, then gifts of healings, helps, administrations, varieties of tongues.” 1 Cor. 12:28

“And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers, 12 for the equipping of the saints for the work of ministry, for the edifying of the body of Christ, 13 till we all come to the unity of the faith and of the knowledge of the Son of God, to a perfect man, to the measure of the stature of the fullness of Christ; 14 that we should no longer be children, tossed to and fro and carried about with every wind of doctrine, by the trickery of men, in the cunning craftiness of deceitful plotting,” Eph. 4:11-14

“Having then gifts differing according to the grace that is given to us, let us use them: if prophecy, let us prophesy in proportion to our faith; ...or ministry, let us use it in our ministering; he who teaches, in teaching;” Rom. 12:6,7

“Now a certain Jew named Apollos, born at Alexandria, an eloquent man and mighty in the Scriptures, came to Ephesus. 25 This man had been instructed in the way of the Lord; and being fervent in spirit, he spoke and taught accurately the things of the Lord, though he knew only the baptism of John. 26 So he began to speak boldly in the synagogue. When Aquila and Priscilla heard him, they took him aside and explained to him the way of God more accurately. 27 And when he desired to cross to Achaia, the brethren wrote, exhorting the disciples to receive him; and when he arrived, he greatly helped those who had believed through grace; 28 for he vigorously refuted the Jews publicly, showing from the Scriptures that Jesus is the Christ.” Acts 18:24-28

“...how I kept back nothing that was helpful, but proclaimed it to you, and taught you publicly and from house to house, 21 testifying to Jews, and also to Greeks, repentance toward God and faith toward our Lord Jesus Christ.” Acts 20:20-21

4. **Encouraging:** The gift of encouragement is the special ability that God gives to certain members of the body of Christ to minister words of comfort, consolation, encouragement, and counsel to other members of the body in such a way that they feel helped and healed.

“...he who exhorts, in exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness.” Rom. 12:8

“Till I come, give attention to reading, to exhortation, to doctrine.” 1 Tim. 4:13

“...not forsaking the assembling of ourselves together, as is the manner of some, but exhorting one another, and so much the more as you see the Day approaching.” Heb. 10:25

“...strengthening the souls of the disciples, exhorting them to continue in the faith, and saying, “We must through many tribulations enter the kingdom of God.”” Acts 14:22

5. **Giving:** The gift of giving is the special ability that God gives to certain members of the body of Christ to contribute their material resources to the work of the Lord with liberality and cheerfulness.

“...he who exhorts, in exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness.” Rom. 12:8

*“Moreover, brethren, we make known to you the grace of God bestowed on the churches of Macedonia:2 that in a great trial of affliction the abundance of their joy and their deep poverty abounded in the riches of their liberality. For I bear witness that according to their ability, yes, and beyond their ability, they were freely willing, imploring us with much urgency that we would receive the gift and the fellowship of the ministering to the saints. And not only as we had hoped, but they first gave themselves to the Lord, and then to us by the will of God. So we urged Titus, that as he had begun, so he would also complete this grace in you as well. But as you abound in everything--in faith, in speech, in knowledge, in all diligence, and in your love for us--see that you abound in this grace also.”
2 Cor. 8:1-7*

“...for I know your willingness, about which I boast of you to the Macedonians, that Achaia was ready a year ago; and your zeal has stirred up the majority. Yet I have sent the brethren, lest our boasting of you should be in vain in this respect, that, as I said, you may be ready; lest if some Macedonians come with me and find you unprepared, we (not to mention you!) should be ashamed of this confident boasting. Therefore I thought it necessary to exhort the brethren to go to you ahead of time, and prepare your generous gift beforehand, which you had previously promised, that it may be ready as a matter of generosity and not as a grudging obligation. But this I say: He who sows sparingly will also reap sparingly, and he who sows bountifully will also reap bountifully. So let each one give as he purposes in his heart, not grudgingly or of necessity; for God loves a cheerful giver. And God is able to make all grace abound toward you, that you,

always having all sufficiency in all things, may have an abundance for every good work."

2 Cor. 9:2-8

"Now Jesus sat opposite the treasury and saw how the people put money into the treasury. And many who were rich put in much. Then one poor widow came and threw in two mites, which make a quadrans. So He called His disciples to Himself and said to them, "Assuredly, I say to you that this poor widow has put in more than all those who have given to the treasury; for they all put in out of their abundance, but she out of her poverty put in all that she had, her whole livelihood."" **Mark 12:41-44**

6. **Governing:** The gift of governing is the special ability that God gives to certain members of the body of Christ to set goals in accordance with God's purpose for the future and to communicate these goals to others. This gift operates in such a way that other voluntarily and harmoniously work together to accomplish those goals for the glory of God.

"Let the elders who rule well be counted worthy of double honor, especially those who labor in the word and doctrine." **1 Tim 5:17**

"...and delivered him out of all his troubles, and gave him favor and wisdom in the presence of Pharaoh, king of Egypt; and he made him governor over Egypt and all his house." **Acts 7:10**

"And when there had been much dispute, Peter rose up and said to them: "Men and brethren, you know that a good while ago God chose among us, that by my mouth the Gentiles should hear the word of the gospel and believe. So God, who knows the heart, acknowledged them by giving them the Holy Spirit, just as He did to us, and made no distinction between us and them, purifying their hearts by faith. Now therefore, why do you test God by putting a yoke on the neck of the disciples which neither our fathers nor we were able to bear? But we believe that through the grace of the Lord Jesus Christ we shall be saved in the same manner as they."" **Acts 15:7-11**

"...he who exhorts, in exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness." **Rom. 12:8**

"Obey those who rule over you, and be submissive, for they watch out for your souls, as those who must give account. Let them do so with joy and not with grief, for that would be unprofitable for you." **Heb. 13:17**

"Now it came to pass, when the time had come for Him to be received up, that He steadfastly set His face to go to Jerusalem," **Luke 9:51**

7. **Mercy:** The gift of mercy is the special ability that God gives to certain members of the body of Christ to feel genuine empathy and compassion for individuals (both Christian and non-Christian) who suffer distressing physical, mental, or emotional problems. This gift translates that compassion into cheerfully done deeds which reflect Christ's love and alleviate the suffering.

"...he who exhorts, in exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness." **Rom. 12:8**

"For whoever gives you a cup of water to drink in My name, because you belong to Christ, assuredly, I say to you, he will by no means lose his reward."

Mark 9:41

"And he took them the same hour of the night and washed their stripes. And immediately he and all his family were baptized. Now when he had brought them into his house, he set food before them; and he rejoiced, having believed in God with all his household." **Acts 16:33-34**

*"But a certain Samaritan, as he journeyed, came where he was. And when he saw him, he had compassion. So he went to him and bandaged his wounds, pouring on oil and wine; and he set him on his own animal, brought him to an inn, and took care of him. On the next day, when he departed, he took out two denarii, gave them to the innkeeper, and said to him, 'Take care of him; and whatever more you spend, when I come again, I will repay you.'" **Luke 10:33-35***

"Now as they went out of Jericho, a great multitude followed Him. And behold, two blind men sitting by the road, when they heard that Jesus was passing by, cried out, saying, 'Have mercy on us, O Lord, Son of David!' Then the multitude warned them that they should be quiet; but they cried out all the more, saying, 'Have mercy on us, O Lord, Son of David!' So Jesus stood still and called them, and said, 'What do you want Me to do for you?' They said to Him, 'Lord, that our eyes may be opened.'" So Jesus had compassion and touched their eyes. And immediately their eyes received sight, and they followed Him." **Matt. 20:29-34**

*"Then the King will say to those on His right hand, 'Come, you blessed of My Father, inherit the kingdom prepared for you from the foundation of the world: for I was hungry and you gave Me food; I was thirsty and you gave Me drink; I was a stranger and you took Me in; I was naked and you clothed Me; I was sick and you visited Me; I was in prison and you came to Me.' Then the righteous will answer Him, saying, 'Lord, when did we see You hungry and feed You, or thirsty and give You drink? When did we see You a stranger and take You in, or naked and clothe You? Or when did we see You sick, or in prison, and come to You?' And the King will answer and say to them, 'Assuredly, I say to you, inasmuch as you did it to one of the least of these My brethren, you did it to Me.'" **Matt. 25:34-40***

“Then one of them, named Agabus, stood up and showed by the Spirit that there was going to be a great famine throughout all the world, which also happened in the days of Claudius Caesar. Then the disciples, each according to his ability, determined to send relief to the brethren dwelling in Judea. This they also did, and sent it to the elders by the hands of Barnabas and Saul.” **Acts 11:28-30**

MINISTRY INTERESTS

LAS CRUCES FOURSQUARE CHURCH

As one who has completed Triumphant 301, I am interested in learning how I can serve others in my church, community and world.

Having taken this course and self evaluating my Motivational Spiritual gifting, I will:

1. Ask the Holy Spirit to show me more about what gifts God has given me
2. Seek confirmation from church leadership as to my potential gifts
3. Give myself to be taught, learn and grow in my Spiritual Gifts

I am interested in knowing more about how I can use the following gifts at Las Cruces Foursquare Church in the following areas of ministry:

Name (Please print carefully)

Signature

Date