

UNWRAPPING MY GIFTS

The Bible does not lock us into tight restrictions as to the number of spiritual gifts, or even their definitions. The four major lists of gifts are found in Romans 12:8, 1 Cor. 12:1-11, 27-31, and Eph. 4:11-12, 1 Peter 4:9-11 but there are other passages that mention or illustrate gifts not included in these lists.

All gifts are given to help the church fulfill its purposes. So we've categorized this list of gifts according to **various purposes**.

As you read through this list, check off your initial impression concerning yourself. Remember you can have many gifts.

GIFTS THAT COMMUNICATE GOD'S WORD

(to both unbelievers and believers)

PREACHING ("Prophecy") 1 Cor. 14:3

The ability to publicly communicate God's word in an inspired way that convinces unbeliever and both challenges and comforts believers. The ability to persuasively declare God's will.

EVANGELISM Acts 8:26-40

The ability to communicate the Good News of Jesus Christ to unbelievers in a positive, non-threatening way. The ability to sense opportunities to share Christ and lead people to respond with faith.

MISSIONS 1 Cor. 9:19-23, Acts 13:2-3

The ability to adapt to a different culture in order to reach unbelievers and help believers from that culture.

APOSTLE Rom. 15:20

The ability to start new churches and oversee their development.

GIFTS THAT EDUCATE GOD'S PEOPLE

TEACHING Eph. 4:12-13

The ability to educate God's people by clearly explaining and applying the Bible in a way that causes them to learn. The ability to equip and train other believers for ministry.

ENCOURAGEMENT ("Exhortation")

Acts 14:22

The ability to motivate God's people to apply and **act on** Biblical principles, especially when they are discouraged or wavering in their faith. The ability to bring out the best in others and challenge them to develop their potential.

WISDOM 1 Cor. 2:1, 6-16

The ability to understand God's perspective on life situations and share those insights in a simple, understandable way. The ability to explain what to do and how to do it.

DISCERNMENT 1 John 4:1-6

The ability to distinguish right from wrong, truth from error, and to give an immediate evaluation based on God's Word. The ability to discern whether the source of an experience is Satan, self, or God's Spirit

KNOWLEDGE Daniel 1:17

The ability to discover, collect, analyze, and organize information that is vital to individual believers or the entire church family. The ability to comprehend a large amount of information and provide it when needed for effective decision-making.

GIFTS THAT DEMONSTRATE GOD'S LOVE

SERVICE Acts 6:1-7

The ability to recognize unmet needs in the church family, and take the initiative to provide practical assistance quickly, cheerfully, and without a need for recognition.

MERCY Luke 10:30-37

The ability to detect hurt and empathize with those who are suffering in the church family. The ability to provide compassionate and cheerful support to those experiencing distress, crisis, or pain.

HOSPITALITY 1 Peter 4:9-10

The ability to make others, especially strangers, feel warmly welcomed, accepted, and comfortable in the church family. The ability to coordinate factors that promote fellowship

PASTORING ("Shepherding") 1 Peter 5:2-4

The ability to care for the spiritual needs of a group of believers and equip them for ministry. The ability to nurture a small group in spiritual growth and assume responsibility for their welfare.

GIVING 2 Cor. 8:1-7

The ability to generously contribute material resources and/or money beyond the 10% tithe so that the Body may grow and be strengthened. The ability to earn and manage money so it may be given to support the ministry of others.

GIFTS THAT CELEBRATE GOD'S PRESENCE - (Worship or prayer-related)

MUSIC Psalm 150

The ability to celebrate God's presence through music, either vocal or instrumental, and to led the church family in worship.

ARTS & CRAFTS Exodus 31:3-11

The ability to build, maintain, or beautify the place of worship for God's glory. The ability to express worship through a variety of art forms.

4 Prayer-related gifts

INTERCESSION Col. 1:9-12

The ability to pray for the needs of others in the church family over extended periods of time on a regular basis. The ability to persist in prayer and not be discouraged until the answer arrives.

HEALING James 5:14-16

The ability to pray in faith specifically for people who need physical, emotional, or spiritual healing and see God answer. The ability to sense when God is prompting you to pray this kind of prayer.

MIRACLES Mark 11:23-24

The ability to pray in faith specifically for God's supernatural intervention into an impossible situation and see God answer. The ability to sense when God is prompting you to pray this kind of prayer.

PRAYING WITH MY SPIRIT ("Tongues/Interpretation") 1 Cor. 14:13-15

The ability to pray in a language understood only by God or one who is given the gift of interpretation at that time.

WHY WE DO NOT ALLOW THIS GIFT IN OUR SERVICES

1. It is for personal edification, not for the whole church.

"He who speaks in a tongue edifies himself, but he who preaches edifies the church." 1 Cor. 14:4

2. We are to focus on building up others, not ourselves.

"Unless you speak intelligible words... you will just be speaking into the air... try to excel in the gifts that build up the church." 1 Cor. 14:9 & 12

3. It confuses unbelievers in the service.

"... if some unbelievers come in, will they not say you are out of your mind?" 1 Cor. 14:23

4. Ideally, it is not meant to be used in the worship service.

"In the church, I would rather speak five intelligible words to instruct others than ten thousands words in

a tongue. Brothers, stop thinking like children!" 1 Cor. 14:19-20

"The gift of speaking God's message should be under the speaker's control, because God does not want us to be in disorder, but in harmony and peace." 1 Cor. 14:32-33

MONITORING MY HEARTBEAT

Definition: "HEART"

- a. "The organ that pumps your blood"
- b. "Your emotional constitution or disposition"
- c. "The vital force or driving impulse"

The Bible uses the term "heart" to represent the center of your motivation, desires, and inclinations.

"Delight yourself in the Lord and he will give you the desires of your heart." (Ps. 37:4 etc.)

My heart determines...

*** Why I say the things I do**

"The mouth speaks what the heart is full of" Matt. 12:34 (GN)

*** Why I feel the way I do**

"The Word of God... examines the thoughts and motives of the heart." Heb. 4:12 (Ph)

*** Why I act the way I do**

"Guard your heart, for it is the wellspring of life." Pr. 4:23

MY HEART IS THE REAL ME!

Physiologically, each of us has a unique heartbeat. Each person has a slightly different pattern. Likewise, God has given each of us a unique emotional "heartbeat" that races when we encounter activities, subjects, or circumstances that interest us. We instinctively feel deeply about some

things and not about others.

This God-given motivation serves as an internal guidance system for our lives. It determines what your interests are, and what will bring you the most satisfaction and fulfillment. It also motivates you to pursue certain activities, subjects, and environments.

WHY HAS GOD GIVEN EACH PERSON A UNIQUE "HEARTBEAT"?

"God has put it into their hearts to accomplish his purpose..." Rev. 17:17

God had a purpose in giving you your inborn interests. In fact, your emotional heartbeat reveals a very important key to understanding God's design and intention for your life.

The Bible makes very clear that your heart was designed by God, but you make the choice to use it for good or evil, for selfish purposes or for service.

You may have...

"... selfish ambition in your heart..." James 3:14

Or you may...

"... Serve the Lord with all your heart." 1 Sam. 12:20

"... Do the will of God from your heart." Eph. 6:6

How can I do God's will and serve God's purpose?

By letting my heartbeat motivate me for *ministry!*

"It is quite true to say that a man who sets his heart on becoming a church leader has a laudable ambition." 1 Tim. 3:1 (Ph)

TAKING A SPIRITUAL EKG

If you are like most people, you have never taken time to sort out and identify the things you are good at and motivated to accomplish. As a result, it is unlikely that you use these talents as completely or effectively as you could. The key to understanding your heartbeat is to look at your past accomplishments.

This exercise is adapted from the book Finding A Job You Can Love by Ralph Mattson & Arthur Miller (Nelson, 1982). *We highly recommend* that you read this book!

STEP 1: LIST AND DESCRIBE YOUR ACCOMPLISHMENTS SINCE CHILDHOOD

- * "I put on plays for the neighborhood kids with costumes, props, etc. We transformed the shed in the back of our house into a fairyland with lighting effects, decorations and princesses."
- * "I started a kool-aid stand in the fourth grade and expanded it into three different stands. It was fun and I made money!"
- * "I had a job as a printer's assistant and developed a method of cutting stereotypes which was faster and more accurate."
- * "I ran for president and won sometimes when I was in school."
- * "I have always liked to build things. Before I got married, I completely rebuilt the little apartment I was living in."
- * "I successfully led protest marches against toxic wastes in my hometown and got local TV coverage."
- * "I set a goal to read fifteen books over the summer and I did."

What to Include:

- * Accomplishments at home, school, work, etc.
- * Things you **enjoyed** doing.
- * Things you believe you **did well**.
- * Give specific details about what you did.
- * Forget what other people think about it.

1. Remember, you're recalling things you *enjoyed doing* and *did well* (accomplishments), not simply pleasant experiences

BAD EXAMPLE: Had a great vacation in Canada

GOOD: Took some stunning photos during my vacation

2. You do not have to cover every year of your life. Just focus on what **you feel** are the highlights of things you've done.

MY HIGHLIGHTS OF THINGS I DID WELL AND ENJOYED DOING DURING MY GRADE SCHOOL YEARS

1.

2.

AS A TEENAGER

1.

2.

IN COLLEGE OR EARLY 20'S

1.

2.

IN MY "THIRTYSOMETHING" YEARS

1.

2.

COMPLETE UP TO YOUR PRESENT:

The more you can list the better. Get another sheet of paper!

STEP 2: DISCOVER THE MOTIVATED DIRECTION OF YOUR HEART

Examine your achievements for a common motivational thread. You might find a key phrase repeated. See if you can match one of the "heartbeats" listed below as samples.

Remember these are ALL God-given motivations. They are only sinful when used selfishly. Every one of these can be used in effective ministry. Don't be embarrassed to identify a basic heartbeat that doesn't *seem* spiritual! Almost every one of these can be identified in the ministry of one of the twelve Apostles!

I LOVE TO ...

DESIGN AND DEVELOP -- I love to make something out of nothing. I enjoy getting something started from scratch.

PIONEER -- I love to test out and try new concepts. I am not afraid to risk failure.

ORGANIZE -- I love to bring order out of chaos. I enjoy organizing something that is already started.

OPERATE/MAINTAIN -- I love to efficiently maintain some things that is already organized.

SERVE OR HELP -- I love to assist others in their responsibility. I enjoy helping others succeed.

ACQUIRE AND POSSESS -- I love to shop, collect, or obtain things. I enjoy getting the highest quality for the best price.

EXCEL -- I love to be the best and make my team the best. I enjoy setting and attaining the highest standard.

INFLUENCE -- I love to convert people to my way of thinking. I enjoy shaping the attitudes and behaviors of others.

PERFORM -- I love to be on stage and receive the attention of others. I enjoy being in the limelight.

IMPROVE -- I love to make things better. I enjoy taking something that someone else has designed or started and improve it.

REPAIR -- I love to fix what is broken or change what is out of date.

LEAD AND BE IN CHARGE -- I love to lead the way, oversee and supervise. I enjoy determining how things will be done.

PERSEVERE -- I love to see things to completion. I enjoy persisting at something until it is finished.

FOLLOW THE RULES -- I love to operate by policies and procedures. I enjoy meeting the expectations of an organization or boss.

PREVAIL -- I love to fight for what is right and oppose what is wrong. I enjoy overcoming injustice.

You should be able to support your choice with examples from your achievements.
EXAMPLE:

I feel the basic motivation God put in my heart is to "ACQUIRE/POSSESS": My history demonstrates this:

- * I purchased my first car at age 16.
- * I've collected a collection of rare stamps.
- * I've built up a large cash reserve
- * I've acquired options on three properties.

DID YOU FIND THE BASIC MOTIVATIONAL DIRECTION OF YOUR HEART IN THIS LIST? WRITE IT ON YOUR PERSONAL PROFILE.

APPLYING MY ABILITIES

"There are different abilities to perform service." 1 Cor. 12:6

"I (God)... have given him skill, ability, and knowledge in all kinds of crafts..." Exodus 31:3

One of the most common excuses people give for not getting involved in ministry is, "I just don't have any abilities to offer." Nothing could be further from the truth. The key is *matching* your abilities with the right ministry!

FIVE MISCONCEPTIONS ABOUT ABILITIES

(Skills and Talents)

1. MYTH: People aren't born with skills. All skills must be learned by

experience. This simply is not true. There are a number of skills which seem to be inborn and develop very early in infancy. When people say, "He just seems to have a natural talent for it", it's probably true.

2. MYTH: Those skills which must be learned, are earned primarily in the classroom. Actually some of your most basic skills were learned at home, "in the street", or somewhere outside the classroom.

3. MYTH: If you have certain abilities, you will be very aware that you have them. Again, that is not true. You're probably using a number of talents or skills that you are not even aware of. You need some process of skill identification.

4. MYTH: Skills that I use at work are only usable in that environment. I couldn't use them in ministry.

Hopefully, by the end of this class, you'll see the fallacy of that idea. Be creative.

5. MYTH: Most people only have a few abilities. The truth is that many national studies have proven that the average person possesses from five hundred to seven hundred different skills.

HOW TO DISCOVER YOUR MOTIVATED ABILITIES

Look over your list of accomplishments again. Circle all verbs that denote actions performed while you were doing each achievement.

Now compare those verbs to the list below and check those abilities you feel you have.

26 SPECIALIZED ABILITIES

Entertaining ability: to perform, act, dance, speak, magic

Recruiting ability: to enlist and motive people to get involved

Interview ability: to discover what others are really like

Researching ability: to read, gather information, collect data

Artistic ability: to conceptualize, picture, draw, paint, photograph, or make renderings

Graphics ability: to lay out, design, create visual displays or banners

Evaluating ability: to analyze data and draw conclusions

Planning ability: to strategize, design and organize programs and events

Managing ability: to supervise people to accomplish a task or event and coordinate the details involved

Counseling ability: to listen, encourage and guide with sensitivity

Teaching ability: to explain, train, demonstrate, tutor

Writing ability: to write articles, letters, books

Editing ability: to proofread or rewrite

Promoting ability: to advertise or promote events and activities

Repairing ability: to fix, restore, maintain

Feeding ability: to create meals for large or small groups

Recall ability: to remember or recall names and faces

Mechanical operating ability: to operate equipment, tools or machinery

Resourceful ability: to search out and find inexpensive materials or resources needed

Counting ability: to work with numbers, data or money

Classifying ability: to systematize and file books, data, records and materials so they can be retrieved easily

Public Relations ability: to handle complaints and unhappy customers with care and courtesy

Welcoming ability: to convey warmth, develop rapport, making others feel comfortable

Composing ability: to write music or lyrics

Landscaping ability: to do gardening and work with plants

Decorating ability: to beautify a setting for a special event

List your specialized abilities on your
PERSONAL PROFILE

PLUGGING-IN YOUR PERSONALITY

In the space below, write your name:

Now write your name with your opposite hand:

WHAT HAPPENED?

When you tried to do something that was not *natural* to you...

1. You felt uncomfortable.
2. It took extra time and effort.
3. You still did a lousy job at it!

The same things are true when we try to minister in areas that are not suited to our personality. God has wired your temperament in a unique way. This factor is very important in matching you to the right ministry.

It's obvious that God has not used a cookie cutter to stamp out people in a process of uniformity. He loves variety -- just look around! And there is no "right" or "wrong" temperament. We need opposites to balance the church.

Although there are many fine (and extremely detailed!) personality assessments available, for the purpose of your **MINISTRY PROFILE**, we want you to consider just five aspects:

EXAMINING MY EXPERIENCES

"And we know that in ALL things God works for the good of those who love him, who have been called according to his purpose."
Rom. 8:27-8

"Now I want you to know, brothers, that what has happened to me has really served to advance the gospel" Phil. 1:12

One of the most overlooked factors in determining the ministry God has for me is my past experience, particularly my hurts and problems I've overcome with God's help. Since our greatest life messages come out of our weaknesses, not our strengths, we should pay close attention to what we've learned in the "school of hard knocks".

GOD NEVER WASTES A HURT!

HE WANTS YOU TO BE OPEN TO MINISTERING TO PEOPLE WHO ARE GOING THROUGH WHAT YOU'VE ALREADY BEEN THROUGH!

"(God)... Wonderfully comforts and strengthens us in our hardships and trials. And why does he do this? So when others are troubled, needing our sympathy and encouragement, we can pass on to them the same help and comfort God has given us!" 2 Cor. 1:3-4 (LB)

ON YOUR MINISTRY PROFILE RECORD THESE EXPERIENCES:

- * Your spiritual Experiences
Meaningful decisions/times with God
- * Your Painful Experiences
Problems, hurts, trials-that have taught you
- * Your Educational Experiences
What were your favorite subjects in school
- * Your Ministry Experiences
How have you served in the past

RECORD THESE ON YOUR PERSONAL PROFILE