Discovering Your Spiritual SHAPE

Discover how God has uniquely shaped you for ministry.
Discovering Your SHAPE

A ten-week course to discover how God has uniquely shaped you for ministry.
INTRODUCTION TO THE CLASS

This class is based upon the presupposition that each Christian is uniquely shaped by God for ministry. God uses our spiritual gifts, heart desires, special abilities, personalities, and life experiences to prepare us to serve others and thus strengthen the body of Christ and ultimately be used by God to accomplish his purpose in our generation.

This ten-week course will cover the following topics:

- Understanding the believer’s calling from God
- Understanding spiritual gifts
- Discovering your heart’s passion
- Using your skills and abilities
- Understanding your personality
- How God uses your life experiences to shape you for ministry
- Finding your place in the body of Christ

We will also discuss how you may be placed into a ministry suitable to your unique shape at Eugene Christian Fellowship.

What can you expect?

Each class will be a combination of discussion and lecture around a specific topic. We will also memorize three scriptures together, as well as have weekly reading assignments from the Bible and a weekly Bible study based upon that week’s reading. Part of the class time will be devoted to rehearsing the memory work and discussing the chapters read.

A "Ministry Profile" will be used during this course which will involve completing a spiritual gifts questionnaire, a personality profile, writing a brief history of key experiences in your life up to this point, as well as other short forms to help you discover your unique shape for ministry.

Completing Third Base

This class is "third base" in our Pathway to Spiritual Growth Track. After completing this course you will become a "base coach." In other words, it is expected that you will use your unique shape to minister to others on behalf of God. Our goal is to assist you in functioning in some ministry at ECF or community outreach which is compatible to your unique shape for ministry.
The Believer's High Call

"I always thought that I had chosen the young lady who became my wife. I found out after the wedding that she had chosen me."

Introduction

God has called us. He has apprehended us. He has invaded our life and has given us an opportunity to become a part of his family - his plan. When God calls us it comes in various ways - hearing a sermon, a verbal or silent witness from someone, reading the Bible, and numerous other ways. Having an understanding of the significance of God's call will affect our perception of our place in God's kingdom and the local church.

Please read the following Scriptures and share your insights as to what they say about our calling from God:

1 Corinthians 1:26

Ephesians 1:18

Philippians 3:14

2 Timothy 1:9

2 Peter 1:10

Ephesians 4:1

This session will examine the first sixteen verses of Ephesians, chapter four and focus on two aspects of our calling from God: our call to unity and our call to service.
Called to Unity

Ephesians 4:1-6

As a prisoner for the Lord, then, I urge you to live a life worthy of the calling you have received. Be completely humble and gentle; be patient, bearing with one another in love. Make every effort to keep the unity of the Spirit through the bond of peace. There is one body and one Spirit - just as you were called to one hope when you were called - one Lord, one faith, one baptism; one God and Father of all, who is over all and through all and in all.

In verses 2 and 3 of this chapter we discover five essential character qualities of unity. Define each one and discuss how each one may be exercised to promote unity in the church family:

<table>
<thead>
<tr>
<th>Definition</th>
<th>Application</th>
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<tr>
<td>Humility</td>
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<td>Gentleness</td>
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<td>Patience</td>
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<td>Diligence</td>
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Conflict in a church is inevitable. Someone said that whenever you have two or more people together you have the potential for conflict. Conflict is not necessarily bad, but it must be managed. The above character qualities are essential for managing conflict at home, on the job, or in the church.

In verses 4 through 6 of this chapter we discover our motive for unity? Why should we strive for unity?

2
• We are one body
• We all relate to one Spirit
• We all have one Lord
• We all have one hope
• We all have exercised the same faith
• We all have experienced one baptism
• We all have one God and Father

The reason we should strive for unity in our daily relationships is because we are unified in Christ. As far as God is concerned we are intricately and inherently linked to one another - we are one! Therefore, we should live as though we were one. We should "live a life worthy of the calling which we have received."

THE COMMAND IS TO "WALK WORTHY"
THE PRACTICE IS TO APPLY UNITY AND SERVICE

Called to Service

Not only are we called to maintain the essential unity of the body of Christ, but we are also called to serve. Verses 7 through 16 identify certain gifts which were given by Christ. It focuses on the gifts which are given, the purpose of those gifts, the duration of those gifts, and the result of those gifts.

Ephesians 4:7-11 But to each one of us grace has been given as Christ apportioned it. This is why it says: "When he ascended on high, he led captives in his train and gave gifts to men." (What does "he ascended" mean except that he also descended to the lower, earthly regions? He who descended is the very one who ascended higher than all the heavens, in order to fill the whole universe.) It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers,

What can we learn from the above verses about grace and gifts which were given by Christ?

1. ________________________________________________________________

2. ________________________________________________________________

3. ________________________________________________________________

4. ________________________________________________________________
Jesus ascended into heaven and sent the Holy Spirit to dispense grace gifts to his body - the church. This grace is in the form of the enabling and empowering of the Holy Spirit. The grace was given in proportion to God’s plan and purpose for us and how we fit into his divine plan and purpose. Some gifts are not "things," but are people (v. 11). These people are officers in the church - Apostle, Prophet, Evangelist, Pastor, Teacher. God has set governing authorities in the church so that the church might accomplish his plan and purpose.

**UNDERSTANDING GRACE**

A definition of "grace" is this: Freely bestowed favor. As we search the New Testament scriptures we can conclude the following about grace:

1. There is a grace that is from God which provides for us our salvation from sin. John 1:14, 16; Acts 14:26; Romans 3:24; 5:2; 1 Corinthians 1:4; 2 Corinthians 8:9; Ephesians 2:5, 8

2. There is a grace from God that involves an impartation of ability. Acts 4:33; Romans 12:6; 1 Corinthians 3:10; 2 Corinthians 12:9; Galatians 2:9; Ephesians 4:29; Hebrews 12:15; 2 Peter 3:18

Therefore, we have available to us a grace that provides our initial salvation and a grace that provides moment-by-moment strength and ability to live for Christ.

Regarding gifts of grace, one commentator says it this way: "Each gets the grace which Christ has to give, and each gets it in the proportion in which the Giver is pleased to bestow it; one having it in larger measure and another in smaller, but each getting it from the same hand and with the same purpose." (Expositor’s Biblical Commentator)
• We are one body
• We all relate to one Spirit
• We all have one Lord
• We all have one hope
• We all have exercised the same faith
• We all have experienced one baptism
• We all have one God and Father

The reason we should strive for unity in our daily relationships is because we are unified in Christ. As far as God is concerned we are intricately and inherently linked to one another - we are one! Therefore, we should live as though we were one. We should "live a life worthy of the calling which we have received."

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1.

2.

3.

4.
The purpose of the gifts are found in verse 12:

Ephesians 4:12 to prepare God’s people for works of service, so that the body of Christ may be built up

The grace gifts are given to prepare God’s people for works of service (to the body of Christ), so that Christ himself may be built up (receive his due honor). The apostle, prophet, evangelist, pastor, and teacher are catalysts to bring about a work in the saints - the church members. It is the responsibility of these gifted men to prepare and restore, fully train and put into their proper place the members of the body of Christ so they might function in an area of service for which they have been uniquely shaped.

GOD HAS A PLACE FOR YOU. THESE GIFTED MEN ARE GIVEN TO HELP YOU BE PLACED WHERE GOD WANTS YOU.

The duration of the gifts is given in verse 13:

Ephesians 4:13 until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.

List how long these grace gifts will be necessary and available to the body of Christ:

1. 

2. 

3. 

4. 

The result of these gifts are clarified in verses 14-16:

Ephesians 4:14-16 Then we will no longer be infants, tossed back and forth by the waves, and blown here and there by every wind of teaching and by the cunning and craftiness of men in their deceitful scheming. Instead, speaking the truth in love, we will in all things grow up into him who is the Head, that is, Christ. From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work.
One result of the body of Christ understanding and releasing these grace gifts is **stability**. "We will no longer be infants." An infant is unstable in its emotions and understanding. He is tossed hither and yon by every wind of emotion or thought. He has no discernment or insight. These grace gifts are given to the church to provide stability. This comes through teaching and training and identifying false teaching, damaging teaching, and vain philosophy.

Another result of these grace gifts will be **growth**. "we will in all things grow up into him." These men are given to help us mature in our relationship with Christ and others. A mature person is able to feed himself, dress himself, contribute to the productivity of the society and family. A mature person has discernment and stability and is able to exercise self-control.

A final result of these grace gifts is **body ministry**. "Every supporting ligament growing and building itself up in love, as each part does its work." A human body needs every joint. In order for the body to grow and function properly it needs every joint to be in proper working order. These grace gifts given to the church are to help the members of the body to function properly in their place. *This is the missing ingredient for God's plan to be completed.* Every member must find their place in the body of Christ and function in it. It is in this way that the body of Christ will be the effective instrument to reveal the Kingdom of God to a darkened society.

**Conclusion**

Every Christian has received a call from God - a call to promote unity in the body of Christ and the local church and a call to serve others. Every believer has received a gift from God. Along with the gift comes the grace to exercise that gift. God has gifted certain people in the body to prepare the believer to maturely serve God and others. These people are the apostles, prophets, evangelists, pastors, and teachers. Each church member should respond to their ministry for they are given for the body's health and maturity. Every Christian ought to be discovering, developing, and deploying his or her gift and functioning in their place in the body of Christ.

**ASSIGNMENT FOR SESSION 2:**

1. Begin memorizing Ephesians 4:1-3. Have at least verses 1-2 memorized by the next class session. Use the Bible translation of your choice.

2. Read the 25th chapter of the Book of Matthew.

3. Complete the Bible study for for Matthew 25.
Bible Study for Matthew 25

Matthew 25:1-13

1. Why were five of the virgins foolish? ____________________________

2. Why were five of the virgins prudent? ____________________________

3. Do you feel there is any significance to the fact that all ten were virgins? Explain. ____________________________

4. Do you feel there is any significance to the bridegroom coming at midnight rather than at a more convenient time? Explain. ____________________________

5. What is the lesson we can learn from this parable? ____________________________

Matthew 25:14-30

6. What were the servants supposed to do with the talents their master gave them? ____________________________

7. What do the talents represent? ____________________________
8. Why was the master disappointed with the one who had received one talent?

9. Why didn’t the servant do anything with the talent?

10. What can we learn from this parable?

Matthew 25:31-46

11. What were the ones on the Lord’s right commended for?

12. Explain verse 40 in your own words.

13. What can we learn from this passage?
Understanding Spiritual Gifts

"Nothing is more important to the church than the doctrine respecting the influences and endowments of the Holy Spirit."

Introduction

1 Corinthians 12:1

There can be and often is much disagreement about spiritual gifts. There is a disagreement as to the definitions of the gifts, the number of the gifts in existence, the identification of what is a gift, and even the existence of certain gifts. The approach taken in this course is that of letting the Scriptures speak for themselves and keeping a speculation to a minimum. Disagreement usually indicates a lack of conclusive biblical evidence upon which to resolve the question. Therefore, it is important to be tolerant and allow others to express their views without dogmatically insisting upon your particular view.

Questions for discussion:

1. How many spiritual gifts are there? List as many as you can.
2. From your list, which would you say are more important?
3. Identify people whom you feel possess some of these spiritual gifts.
4. What is the difference between a spiritual gift and a talent or ability?
DEFINITION OF A SPIRITUAL GIFT

A favor one received without any merit of his own. Extraordinary powers, distinguishing certain Christians and enabling them to serve the church of Christ, the reception of which is due to the power of divine grace operating in their souls by the Holy Spirit.  
(Thayer)

Guidelines to Remember When Considering Spiritual Gifts

1. Don't over stress certain gifts as being the important ones that all should have. While some gifts are more visible than others, all gifts are important. There are no insignificant spiritual gifts. Each one is needed for the proper functioning of the body of Christ. The Holy Spirit has gifted and placed each of us according to his plan and purpose for our life and the need in the church in which he has set us.

2. Remember that gifts are for service, not as signs of spirituality. God does not wait until we are a specific level of spiritual maturity until he gives us a spiritual gift. The gift(s) come with the Holy Spirit - at the time of our new birth. The important thing to remember is that the gift needs to be developed. Spiritual maturity is necessary for the proper functioning of the spiritual gift. Spiritual gifts may be abused. The Corinthian church abounded with spiritual gifts (1 Corinthians 12:8-10), but they were also very immature and abused the gifts. Abuse of spiritual gifts bring contempt upon the church, the Lord, and the ministry of the Holy Spirit. Just because someone is functioning in a spiritual gift doesn't mean they're mature in their behavior or doctrine.

3. Remember that both gifts and fruit are vital. Neither replaces the other. Spiritual gifts can be spectacular and may draw attention to people. They may give the appearance of power in a person's life. But spiritual gifts without spiritual fruit may be harmful. It is the fruit of the Spirit that sustains the benefits of the gifts of the Spirit. (cf. 1 Corinthians 13:1-3; Galatians 5:22-23) Both spiritual gifts and spiritual fruit are necessary.

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<thead>
<tr>
<th>SPIRITUAL GIFTS</th>
<th>SPIRITUAL FRUIT</th>
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</thead>
<tbody>
<tr>
<td>Have to do with service</td>
<td>Have to do with character</td>
</tr>
<tr>
<td>Are a means to an end</td>
<td>Is the end</td>
</tr>
<tr>
<td>Are given from outside</td>
<td>Produced from within</td>
</tr>
<tr>
<td>All gifts are not possessed</td>
<td>Every variety of fruit should be displayed</td>
</tr>
<tr>
<td>Will cease</td>
<td>Are permanent</td>
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<td>------------------</td>
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</tr>
<tr>
<td>Not demanded of all believers</td>
<td>Expected of all believers</td>
</tr>
<tr>
<td>May be misused</td>
<td>Can never be misused</td>
</tr>
</tbody>
</table>

**GIFTS ARE NOT TALENTS**

There is a difference between spiritual gifts and natural talents and abilities or skills.

1. **Non-Christians have talents through "common grace."** *Common grace* is grace given by God universally for the purpose of preserving the human race. It is God’s goodness to humanity. Some people seem to have a "knack" for certain things. Music, singing, artistry, athletics, linguistics, natural charisma and others are examples of a talent or skill. People seem to be born with these abilities or tendencies and they develop them as they grow.

2. **No unbeliever has a spiritual gift.** Spiritual gifts are spiritual - they come from God and are for Christians for the purpose of building up the body of Christ. An unbeliever may entertain or genuinely help a person through natural or acquired skills or talents, but never through spiritual gifts.

3. **Talents have to do with techniques and methods.** Talents are exercised through human wisdom and ability. A person may exercise their talent or skill without relying on God’s direct assistance. *Spiritual gifts are spiritual abilities given supernaturally by God and exercised through reliance and dependence upon him.*

4. **Talents and gifts are related.** Talents may be avenues through which the Holy Spirit may use the person’s gift(s). For example, a person may have the talent of singing. God may use the gifts of exhortation, teaching, prophecy, or evangelism through this singing ability. Singing itself is not necessarily a spiritual gift, but may be the vehicle used to express a spiritual gift. Also, gifts often build on a natural foundation. A person may be one of vision. God may build upon this kind of temperament or talent by giving them the gift of faith, wisdom, or teaching. While God may build upon a natural talent, it doesn’t necessarily mean he will use it.

<table>
<thead>
<tr>
<th>TALENT</th>
<th>GIFT</th>
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<tr>
<td>Given by common grace</td>
<td>Given by special grace</td>
</tr>
<tr>
<td>Present from natural birth</td>
<td>Present from new birth</td>
</tr>
<tr>
<td>Natural ability</td>
<td>Spiritual endowment</td>
</tr>
<tr>
<td>----------------</td>
<td>-------------------</td>
</tr>
<tr>
<td>To benefit mankind</td>
<td>For spiritual growth &amp; Christian service</td>
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**Gifts Are Not Offices**

An office pertains to a person while a gift relates to the endowment given the person by the Holy Spirit. Offices in the church are given for government: The apostle, prophet, evangelist, pastor, and teacher are offices as well as gifts. The elder and deacon are offices. Officers of the church are given to oversee the government and health of the body of Christ and the local church. A person with an office should have the gift corresponding to that office, otherwise he possesses the office in name only. An apostle should have one or more of the sign gifts, the gift of leadership, and probably the gift of mercy and perhaps evangelism. An elder in the church ought to have the gift of government or leadership. A person may have a gift belonging to an office without having that office. For example, a person may have the gift of teaching, but may not be called to the office of teacher. A person may have the gift of mercy but may not be called to be a pastor. A person may have the gift of prophecy but may not be called to the office of prophet.

What can we learn about spiritual gifts from the following verses?

Romans 1:11

Romans 12:3

1 Corinthians 12:4-6

1 Corinthians 12:7

1 Corinthians 12:14-18

1 Peter 4:10

**Conclusion**

God does not want us to be ignorant of spiritual gifts. He wants us to understand what a spiritual gift is and the difference between a spiritual gift and a natural talent. The Holy Spirit may build upon a natural talent, but he is not obligated to do so. Spiritual gifts do not automatically place a person in a position in the church. Both gifts
and fruit are necessary for spiritual longevity and impact, and one should not be placed above another. All Christians have at least one spiritual gift and should be seeking to discover, develop, and deploy it for the glory of God and edification of the church.

ASSIGNMENT FOR SESSION 3:

1. Continue memorizing Ephesians 4:1-3. Have at least verse 3 memorized by the next class session. Use the Bible translation of your choice.

2. Read 1 Corinthians 12; Romans 12:1-8; Ephesians 4:11

3. After reading the above passages, list all the spiritual gifts identified.
Bible Study For 1 Corinthians 12; Romans 12:1-8; Ephesians 4:11

1. What does verses 1-3 warn us about the use of spiritual gifts?

2. What does verses 4-6 tell us about the source and variety of spiritual gifts?

3. List the nine spiritual gifts mentioned in verses 8-10:

4. What does verses 14-25 tell us about how we should perceive those who have spiritual gifts different from ours?

5. List the eight spiritual gifts mentioned in verse 28: (Circle the ones which are duplicates of those mentioned in verses 8-10.)
6. What are the pre-requisites for successfully discovering the will of God for our lives as found in Romans 12:1-2?

7. List the seven gifts mentioned in Romans 12:6-8.

8. List the five gifts/offices mentioned in Ephesians 4:11:
Defining the Spiritual Gifts, Part 1

"A spiritual gift is a manifestation of God. It is the Holy Spirit showing up on the scene."

Introduction

A first step in discovering, developing, and deploying your gift to the body of Christ is identifying the various gifts mentioned in the Scriptures and understanding how they might be used in ministry. The gifts that are mentioned in the Bible fall into three convenient categories: The "Sign Gifts", the "Leadership Gifts", and the "Support Ministry Gifts."

Please read the following passage from the Bible and share your insights and opinions:
1 Corinthians 13:8-10

1. When will these gifts pass away and cease to exist?

__________________________________________________________________________

__________________________________________________________________________

2. Why will they no longer be needed?

__________________________________________________________________________

__________________________________________________________________________

3. What is "perfection" (NIV) and when will it come?

__________________________________________________________________________

__________________________________________________________________________
THE SIGN GIFTS

The gifts listed in 1 Corinthians 12:8-10 may be referred to as the Sign Gifts. I refer to them as Sign Gifts because they are given as signs of God’s miraculous power to believers and unbelievers (Mark 16:17-18). As a manifestation of God to the world, they serve as the eyes of God, the hand of God, and the mouth of God.

DEFINING SPIRITUAL GIFTS

Nowhere in the New Testament are the spiritual gifts defined explicitly. Sometimes qualifying phrases help describe them. Some gifts are illustrated. Thus any definitions of spiritual gifts require interpretation. On some of the named gifts very little else other than word studies can be used to try to identify them. Where this is the case one cannot be as dogmatic as one would like.

The eyes of God (also called the Mind Gifts) help us to see things from God’s perspective. Keep in mind that God is omnipresent and omniscient - he’s everywhere and knows all things. God is able to see through a person’s exterior to his interior; he is able to see into a person’s future, therefore, they are a miraculous insight into the spirit world. While much is dogmatically taught about these three gifts, it’s interesting to note that each of these gifts are specifically mentioned only in this passage!

1. The Word of Wisdom. The Greek word translated "wisdom" in this verse is sophia, and means "to make clear; skillful ability to make something clear or understood. The purpose of this study is not to debate the difference between wisdom and knowledge, but I offer my definition of this gift as follows:

   The Word of Wisdom represents the capacity to know the mind of the Spirit in a given situation and to communicate clearly the situation, facts, truth, and application of facts and truth to meet the need of the situation.

This wisdom is not wisdom gained from experience or study, but a word from God that comes for that moment to being clarity to the situation. This may be seen in Acts 15:19-21 when after much debate, James, the pastor of the church in Jerusalem, rises and clarifies God’s mind for the situation. Paul’s insight in Acts 22:30-23:10 may also be an example of this gift being manifested. This gift might be manifested during a counseling situation or while praying for someone, or any time a perplexing problem exists. Two cautions should be heeded when it comes to giving or receiving a word of wisdom: Every word should be confirmed by others’ confirmation, and every word should be biblically-based.
2. **The Word of Knowledge.** The Greek word for "knowledge" in this verse is *gnosis*, and simply means to have understanding of information about something. As far as I'm concerned there's no sense in debating the difference between wisdom and knowledge. While they do have different meanings, they are nevertheless similar, and in fact are used interchangeably in the Old Testament. This knowledge is not accumulated from study or information that is gathered, but rather a gift of knowledge - information not previously known which is given by God. My definition of this gift is as follows:

*The Word of Knowledge is insight into a matter which was not derived from experience or learning, but given by God in a supernatural way.*

Examples in the Scripture show that this gift was used to reveal sin (2 Samuel 12:1-7), reveal thoughts (Matthew 9:1-7), and to provide healing (Matthew 9:1-7). This gift may be manifested in prayer or worship, while leading a meeting, or during a conversation with someone. It's assumed that information comes to your mind about someone or something. God may or may not want you to speak it to them at that time. This gift might benefit the body of Christ by providing a warning, instruction, or facilitating a healing. There are cautions which go along with this gift as well: **Professing to have a Word of Knowledge is risky - make sure it's God!** "Directive words" which may potentially affect someone's lifestyle in a major way should be confirmed by the person's spiritual oversight. Mistakes should be acknowledged!

3. **Discerning of Spirits.** The Greek word translated "discerning" is *diakrisis*, which is associated with the family of words translated "judge, or judgement." It means to make a distinction; the act of severing something. This discerning is not that which comes from experience or accumulated knowledge, but it is the supernatural gift and ability to discern between something that is right and wrong or is from the Lord or from another spirit (1 John 2:20; 4:1). My definition of this gift is as follows:

*Discerning of spirits is the supernatural capacity to judge from a spiritual insight the source of an activity.*

A possible example of this gift at work is when Jesus discerned that a woman's physical ailment was the result of a spirit, rather than for some other cause. Another possible example is when Paul discerned that the woman who had been following him around in Philippi was demon-possessed. This gift may be manifest in a variety of circumstances: during counseling, a small group meeting, public evangelism, or during any personal ministry time. As with the previous gifts, a warning needs to be heeded here: **Telling someone they are being influenced by a spirit may do great harm!** It could cause them to try to solve
the problem using the wrong methods and scar them for life if they believe they are demon-possessed when they actually aren't!

All of these gifts have potentially powerful and liberating results when ministered. But all also have a great potential for wrecking havoc in a person's life. Use them with caution and under supervision. In the mouth of two or three witnesses shall every word be established!

The hand of God are an exhibition of God's dynamite power. They are an invasion from heaven into the realm of the mortal. That invasion transcends natural laws and establishes the will of God in a given situation.

4. The Gift of Faith. This word means to have assurance, confidence, and trust. There are three aspects of faith: 1) a body of truth which is called "the faith", cf. Ephesians 4:13, 2) faith in the work of Christ which brings salvation, John 3:16, and 3) mountain-moving faith which brings powerful, supernatural results, cf. Acts 3:1-8. This is the gift to trust God in an unusual way. A possible example is when Peter and John had confidence that a person was going to be healed - and he was! When Elijah confronted the prophets of Baal is another possible example. My definition of this gift is as follows:

A surge of confidence giving one a supernatural certainty and assurance that God is about to act through a word or action. The ability to trust God in an unusual way.

This gift might function in conjunction with a word of knowledge, the gifts of healing, or the working of a miracle. It might be manifest in a crisis situation or in regards to financial needs, salvation needs, or endeavors that will bring glory to God. One should always make sure their faith aligns with the Word of God. We should also be cautious about mixing our desires with God's gift of faith - they don't mix! One would think this kind of faith would be unwavering.

NOTE:

All of these gifts can be highly subjective, meaning they often the result of a "feeling." Feelings can be wrong. Therefore, we should be cautious in doing something in the name of the Lord. That is why it is important to submit these gifts to your spiritual oversight when you first begin to practice them.

5. The Gifts of Healing. The Greek word translated "heal" is iāma, and it means to have the ability to cure and make well - we assume it includes physical, spiritual, and emotional healing. Keep in mind this is a gift from the Lord and is generally demonstrated with clear results.
The gifts of healing refer to the supernatural ability to heal people of physical disease in response to a laying on of hands, praying, or commanding to be healed or some combination of them by a person possessing the gifts.

It seems that this gift is a supernatural ability to see people healed rather than the ability to cure people through medicine, doctors, or herbs. The Bible is full of examples of this gift being exercised (Acts 3:2-8; 28:8; Matthew 8:14-18). Dr. T.J. McCrossan in his book Bodily Healing and the Atonement, published by Kenneth Hagin's Faith Library, cites many instances of healing after the time of the apostles. These citations come from the writings of church fathers such as Justin Martyr, Irenaeus, Origen, and Clement. The following thoughts ought to be taken into consideration when it comes to sickness and healing:

- Sickness and aging came into the human race as a result of sin - they will continue until sin is eradicated.
- One is not necessarily sick because of a personal sin.
- Jesus bore our infirmities on the cross, Isaiah 53:5-7
- God promises healing, Genesis 15:25
- God doesn't always heal, John 5:1-9
- Sometimes faith is needed by the sick person. At other times the healing seemed to have nothing to do with the recipient but depended solely upon the person with the gift, and at other times neither!

6. The Effecting of Miracles. "Effecting of miracles" is dunamis in the Greek. It means power; works of supernatural origin and character such as could not be produced by natural agents and means. Examples of miracles include when the shadow moved back ten steps (opposite of what it would naturally do) as found in 2 Kings 20:8-11; when Jesus caused a storm to be stilled (Mark 4:35-41; when Peter’s shadow fell on people and they were healed (Acts 5:12-16); when Paul’s handkerchief was taken to people and they were healed (Acts 19:11-12). My definition of this gift is:

   A gift in which the person exercising it invokes the miraculous intervention of God to a given situation with the result that God received recognition for the supernatural intervention.

This gift might be manifest to authenticate the servant of God (2 Corinthians 12:12), to confirm God’s word to unbelievers, or to aid in accomplishing God’s will in a certain situation.
A THOUGHT:

While there is no doubt that these gifts are in existence and are given to the body of Christ for its up-building, perhaps they are not as common as some Pentecostals and Charismatics believe.

The mouth of God (speech gifts) are a direct communication from God to mankind through human vessels. All three of the following gifts seem to be used in the arena of the congregational meeting, and all three come under the scrutiny of the mature Christians.

7. The Gift of Prophecy. This word means "to speak forth." While some believe that with the completion of the canon of Scripture this gift ceased to exist, but as we saw in 1 Corinthians 13 and Ephesians 4 the gift of prophecy and the office of prophet exist until the body of Christ is spiritually mature and complete - that won’t come until Jesus returns. This gift may be defined in the following way:

An inspired declaration of God for the purpose of strengthening, encouraging, and consoling. Speaking forth under the influence of the Holy Spirit.

Prophecy may be fore-telling (telling the future), or forth-telling (speaking directly to a situation, but not necessarily having any reference to future events). There are also four realms of prophecy:

- **The prophecy of Scripture** (2 Peter 1:20-21). This is the only infallible and totally reliable prophecy which judges all other forms.
- **The spirit of prophecy** (Revelation 19:10). While this is not really clear in the Scriptures, there seems to be a time in a worship service for example, when the atmosphere is such that anyone could prophecy, even though they may not have the gift.
- **The gift of prophecy** (1 Corinthians 12:10; Romans 12:6). This is what this lesson focuses on.
- **The office of a prophet** (Ephesians 2:19-20; 4:11). This is a governmental gift given to the world-wide church and is readily recognized by others and the accuracy of his prophecies.

Again, cautions are in order:

- We prophesy in part (1 Corinthians 13:9). Therefore, there is the possibility for error or incomplete prophecies.
- Just because you prophesy doesn’t mean you are a prophet.
- Prophecy should be judged by other (1 Corinthians 14:29).
• Prophecy must be judged by the written word of God.
• Prophecy must be submitted to the leadership of the church.
• A prophetic word can be held in check until a more appropriate time (1 Corinthians 14:32).
• A person may prophesy out of their own spirit.
• A person may have a valid gift of prophecy but exercise the gift in an immature or abuse way.
• A person should not feel bound by a prophecy given them.

8. **Kinds of Tongues.** This may also be translated "species of languages." The Greek word is *glossa*, which simply means "tongue" and is used figuratively of language.

> Tongues is Spirit-inspired speaking in which the language is unlearned by the speaker. The object is to communicate a message from God to the hearers.

Examples of the use of this gift are on the Day of Pentecost (Acts 2:4, 11) when those present spoke in unlearned languages, but they were known by those listening; when Cornelius received the baptism in the Holy Spirit (Acts 10:46); and when Paul prayed for some believers in Corinth (Acts 19:6). It seems that this gift would primarily be used when God wants to speak something to a congregation of believers. The term "species of tongues" seems to indicate a variety of languages available, perhaps some known and some unknown. There also seems to be a distinction between the tongues listed in 1 Corinthians 12 and manifested in Acts 2 as compared to the gift addressed in 1 Corinthians 14. One is used to communicate a message from God to the congregation, and one is used for the believer to communicate with God in his prayer time. (See my booklet *Baptism of the Holy Spirit* for more details on this subject.)

9. **Interpretation of Tongues.** This is the ability to interpret the message given in tongues and communicate that message to the congregation. There are no examples of this in Scripture. Keep in mind, that this gift is for interpretation, not transliteration. When one interprets, they do their best to give the sense of what is being said, not necessarily a word-for-word translation.

As important as these gifts are, each one is commonly abused and misunderstood. It’s important to exercise these gifts cautiously, keeping in mind that we are accountable for how we use them. Also, as we shall see, there are 12 more gifts which are equally valid and perhaps even more readily available to the body of Christ which should be recognized, understood, and exercised as well.
ASSIGNMENT FOR SESSION 4:

1. Begin memorizing 1 Peter 4:10-11. Use the Bible of your choice.

2. Read the lesson on The Leadership Gifts.

3. After reading the lesson on Leadership Gifts answer the questions on the corresponding study guide.
The Leadership Gifts

"Leaders of all strata are often envied, but as any manager or leader will tell you - leadership is work."

Introduction

Read 1 Corinthians 12:4-7, 22-23, 27-31; Romans 12:3-4

All members of the body of Christ are equal in value, but not all have the same function. All have received gifts for the edification of the church, but some gifts serve in a more public or authoritative fashion. There is a distinction in the function of spiritual gifts.

God has so constructed the church that certain gifts function in a leadership capacity and others are more of a supportive role. There is an obvious difference between governmental gifts and congregational gifts. The two have a difference in function and in authority. The gifts differ in regard to function, but have equal importance in regard to their necessity and significance in the church.

THE ROLE AND FUNCTION OF LEADERSHIP IN THE CHURCH

1. Leaders are to serve the body of Christ. (Mark 10:35-45) Sometimes those in leadership as well as those who aren't get a wrong perception of leading. The distorted view says leaders receive more prominence and benefits and work less than those not in leadership. This is a secular perception of management which may or may not be accurate, but is certainly not to be the case in the church. Jesus clearly taught that those in leadership should see themselves as the servants of others - that is they ask the question, "What can I do to make you succeed?" Leadership is other-centered rather than self-centered. It's clear that Jesus expects leaders in the church to sacrifice for the welfare of others.
2. **Leaders give oversight and direction to the church.** (Acts 15; 1 Peter 5:1-3; 1 Timothy 5:17) The church needs someone to guide it - this is what leaders are for. God has given leadership to consider the course the church ought to take - based upon the Scriptures, the community, and the current need. While it's imperative for leaders to keep in touch with non-leaders to maintain a pulse on the local church, they nevertheless often are giving more thought to the overall church or ministry needs than those not in leadership. Responsibility of necessity makes one give more thought to a matter or ministry than someone who does not have that responsibility. For example, someone who is overseeing the 2-year olds ministry in the church probably is giving more thought to how things are going and what will make them better than someone who is not involved in its leadership. God has given leaders in various capacities to oversee various parts of the church - both the world-wide and the local church.

3. **Leaders equip the saints and oversee ministries.** (Ephesians 4:11-12; Titus 1:5) The very nature of being a leader infers that the person has certain skills, gifts, or qualities that they can offer to others. Mature Christians have something to offer new Christians. Someone skilled in teaching has something to offer someone interested in teaching but lacking the skills. Someone with the ability to coordinate and oversee a project has something to offer someone without those skills. This is the beauty of the body. God has given certain members certain gifts and they should be using those gifts to minister to others and train those with similar gifts.

4. **Some leaders serve the body as elders.** (Acts 14:14; Philippians 1:1) An elder is a governmental office in the body which assists the senior pastor in overseeing the spiritual health of the church. Qualifications for elders are found in 1 Timothy, chapter 3, and the Book of Titus.

5. **Some leaders serve the body as deacons.** (Acts 6:1-4; Philippians 1:1) A deacon is a servant or helper in the church. A deacon is not a governmental office, but an office dedicated to serving the church and insuring that the desires of the Holy Spirit and elders are carried out. An example of a deacon may be a Care Group leader, a department head, or someone overseeing a specific area of ministry. It's our understanding that the office of deacon may be temporary. In other words, when the ministry is completed the position is no longer necessary.

6. **Leaders grow in their gift like anyone else.** (2 Timothy 1:6; Acts 13:7, 13) As mentioned in an earlier lesson, a person doesn't have to be completely mature in order to function in his or her gift. Often a person is recognized as having a leadership gift and is mentored until their gift matures.
LEADERSHIP GIFTS DESCRIBED

There are seven leadership gifts listed in the New Testament. As with the previous gifts examined, many of these gifts have little or no description, therefore we may deduce specifics about them by examining the definition of the word and looking for examples in the Scripture.

1. **The gift of Apostle.** (Ephesians 4:11; 1 Corinthians 12:28-29; Acts 13:1-3) The word *apostolos* in the original Greek means one who is sent away. It was used of a naval expedition, a cargo ship sent on a mission, or that commander of that ship. An apostle is one who is commissioned and authorized to represent another. There are four orders of apostles:

   - **Jesus Christ, the apostle.** (Hebrews 3:1) Jesus was the Sent One from God to bear the message of the Gospel and establish the New Covenant.
   - **The Twelve Apostles.** (Revelation 21:14; Luke 6:12-13; 1 Corinthians 15:5). These apostles hold a special place in the church which no other may occupy. They laid the doctrinal foundation of the church; they opened the doors of salvation to the Jew and Gentile; they formed the link between the Old and New Covenants; and they were all Jews.
   - **Paul.** (1 Corinthians 15:5, 8; 2 Corinthians 11:15) While not one of the 12 apostles (Matthias took Judas’ place, Acts 2:14), Paul holds a unique place as an apostle of Jesus Christ.
   - **"Body-building" or "Post-Ascension" Apostles.** There are at least 10 others mentioned in the New Testament as having an apostolic ministry. These are men who did not compare to Paul or the 12, but nevertheless had apostolic oversight of churches. God gifted them with the ability to establish and bring to maturity new churches, to ordain and appoint ministries, to prepare new ministers, to bring wisdom and insight into difficult situations, and to minister to the world-wide body of Christ. Many missionaries may fall into the category of being apostles. Therefore, an apostle may be defined as follows:

     > An apostle is specifically gifted to pioneer new local churches
     > and/or works and to guide them in their foundational stages.

2. **The gift of Prophet.** (Ephesians 2:0; 4:11-12; 1 Corinthians 12:28-29; Acts 11:27) We discussed in our previous lesson the gift of prophecy and briefly the office of a prophet. There were many Old Testament prophets to preached to Israel, Judah, and the nations, and often made predictions about their future. It’s interesting to note that much of the prophets preaching was based on the nations
violation of the written word of God. New Testament prophets such as Agabus (Acts 11:27-30) are able to predict future events. New Testament prophets such as Judas and Silas (Acts 15:32) exhort, admonish, and encourage churches. New Testament prophets were used to confirm the word of the Lord to people (Acts 13:1-4). While the office of a prophet is still in existence today, they are not the stature of New or Old Testament prophets. Many of the prophets of the Bible were writing prophets and inscripturated their prophecies. No man or woman serving the body as a prophet or prophetess can inscripturate their prophecies and make them equal to the word of God we have in our biblical canon. In fact, one who holds the office of a prophet is not infallible (see 1 Corinthians 13:9; Galatians 2:9-14). They may make errors in judgment or accuracy. That is why every prophecy must be judged and every prophet should be accountable for his ministry to a local church. We should not take the words of a so-called prophet with the same authority as we take the Bible. All prophecies of prophets must be subject to the Bible. My definition of the gift of the office of a prophet is as follows:

A prophet is one specifically gifted to receive and communicate God's word for the local and world-wide church with a view to building up the body of Christ and equipping the saints. A prophet is a "foundational" ministry to the body of Christ.

3. The gift of Evangelist. (Ephesians 4:11; Acts 21:8; 2 Timothy 4:5) There is only one evangelist that is mentioned in the New Testament and nothing is really said about him - Philip, the Evangelist (Acts 21:8). The idea common among many churches of a travelling minister, his wife, and children coming to sing, hold a series of meetings, then move on may not be the biblical definition of an evangelist. The word evangelist means a preacher or messenger of good news. It is used only three times in the New Testament. To preach or bring good news is a call to all of us - all are called to share their faith. Since the gift/office of evangelist is listed with the Ascension-Gift Ministries of Ephesians 4:11 it is defined as someone who equips the saints. Therefore, we may assume that while an evangelist is busy sharing his faith with others, he is also equipping the church to share their faith. Therefore, the evangelist is someone who must be characterized by being evangelistic in his lifestyle, and possessing the motivation and ability to equip others to do the same. My definition of the office/gift of evangelist is:

An evangelist is a gift given to the body of Christ to bring them to a state of maturity. It seems his ministry is to equip the body in the area of evangelism - to communicate the message of the gospel of Christ. It would also seem that he himself would have a lifestyle displaying the fruit of sharing the gospel.
NOTE: There is not gift of evangelism. Evangelism (sharing the gospel with others) is the responsibility of all. Evangelism is an opportunity and responsibility, not a gift!

4. **The gift of Pastor.** (Ephesians 4:11; Hebrews 13:20; 1 Peter 5:2) A pastor (Greek = poimen) is defined as a shepherd; one who feeds and tends to a flock. We can look at the historical and cultural responsibilities of a shepherd from passages like Ezekiel 33 and 34, Psalm 23, John 10, and other places and see that a shepherd is one who gives guidance to a specific flock (congregation) of people. He is responsible to be an example to them, to know them intimately, to serve them and guard them, and correct and shear them when necessary. It seems the pastor oversees a local congregation, leading them toward maturity, both as a corporate body and individually. Does the pastor have the gift of pastoring? Is there a gift of pastoring? Like the apostle, prophet, and evangelist, the gift of pastor is a leadership gift and office. Perhaps the gift of pastor (the man) has other gifts such as teaching, mercy, administration, ruling, or exhortation, and there is actually not a gift of pastoring. A pastor may be defined in the following way:

   *A pastor is one who is specifically gifted to exercise oversight toward a group of people, guiding and instructing them as he leads them toward maturity, both corporately and individually.*

5. **The gift of Teacher.** (Ephesians 4:11; 1 Corinthians 12:28-29; Acts 13:1-4; 2 Timothy 2:2) The Greek word rendered "teacher" is didasko and means to instruct. It is therefore assumed that the teacher is involved in instructing others. Like the apostle, prophet, and evangelist, the teacher is an office as well as a gift (Ephesians 4:11). His gift is to be used to equip the saints and bring them to maturity. There's a difference between a teacher and one who stands up and talks. Talking is not the same as teaching. Commenting on the Bible is not the same as teaching. Teaching is instructing. A person will be recognized as a teacher because those whom they teach are taught - they understand and their lives are affected. My definition of a teacher is:

   *A teacher is one who possesses the gift of teaching and uses it to instruct and equip the body of Christ by skillfully imparting knowledge and spiritual life through his communication.*

NOTE: There is a gift of teacher and also a gift of teaching (1 Corinthians 12:28-29; Romans 12:7). Someone may have the gift of teaching but not be called to the leadership gift/office of teacher.

6. **The gift of Administrations.** (1 Corinthians 12:28; Acts 27:11; Revelation 18:17) This word is mentioned only a few times in the New Testament with little explanation. The definition of kubernesis is to pilot, direct, or guide. Therefore the
gift of administration may be defined in the following way:

The person possessing the gift of administration is gifted with the ability to organize and guide a group or ministry to achieve a desired goal.

The person possessing the leadership gift of administration may be anyone who directs an area of ministry in the church. God gifts these people to be able to organize, administrate, and guide a group or ministry and accomplish the intended goal. Some of the previously mentioned gifts - apostle, prophet, evangelist, pastor, teacher - may possess this gift as well as others in the church. On the other hand, one who possesses this gift is not automatically qualified to be an elder in the church or an apostle, prophet, etc. A person may possess this gift and not be in a primary leadership role, but leading and administrating in a supportive role. This person may serve a primary leader who doesn't possess this gift. I imagine that this gift comes in varying degrees, with some who oversee smaller projects and others overseeing larger projects. One who possesses this gift ought make himself or herself available to the eldership of the church to help run and organize events, programs, and ministries of the church.

7. The gift of Ruling. (Romans 12:8; 1 Thessalonians 5:12; 1 Timothy 3:4-5, 12; 5:17; Titus 3:8, 14) You'll notice that this word/gift is mentioned several times in the pastoral letters of the Bible which were written to pastors and leaders of the church. The word proistemi means to stand before, to lead, to attend to (indicating caring and diligence), to preside over. Therefore, one who possesses the gift of ruling is one who stands before others, goes before them, and presides over a group of people or project. It involves taking care of people or things and achieving a result. It seems that the previously mentioned leaders would possess his gift or a measure of it. Paul mentions that the elders that rule well ought to be worthy of double financial remuneration, especially those who labor hard at preaching and teaching (1 Timothy 5:17). This seems to indicate that some elders may have the gift to rule and teach while others may not. This gift of ruling seems to be similar to that of administration, but according to my Greek reference scholars, this word carries with it the idea of caring. It seems that the gift of ruling may have its predominant expression in one's relationship with people, while administration may involve projects or ministries. This gift may be defined in the following way:

The gift of ruling is exercised by one who stands before others, goes before, directs, or presides over a group of people or project. It involves taking care of the people or project and achieving a desired result.
CHARACTER AND CHARISMA

One may possess wonderful gifts which gives him great potential to be used in the church and the kingdom of God, but charisma must be balanced with character. Gifting does no guarantee success. Success is determined by character. If a person has one of the leadership gifts mentioned in this lesson or one of the other gifts we’ve studied, but has weak character or an undisciplined spirit, his character will eventually affect his gift. One only need to think of some of the well-known Christian ministers who had world-wide ministries and have fallen prey to weak character. We can learn the following from this:

1. Don’t focus solely on your gift - continue working on your character.

2. Don’t expect to be recognized and used by the church leadership or the Lord if they detect a weakness in character which may affect your ministry.

3. Expect your character to be test. Don’t trivialize the test, it is preparing you for ministry.

4. Don’t be deceived by someone who has great charisma but little character. Check out their personal life before you embrace their ministry.

SUMMARY

Certain gifts in the church are given to steer, guide, and develop other ministries in the church. Along with the dispensing of the leadership gifts comes a greater accountability (James 3:1; Luke 12:48). Those who have received leadership gifts are not superior to those with other gifts. As each member of the body exercises his appropriate gift, showing respect for the other gifts, the body will progress toward maturity.
Study For *The Leadership Gifts*

1. How would you describe the difference between the leadership gifts and the other gifts we have studied thus far?

2. Read Mark 10:35-45. Summarize the attitude Jesus expects of a leader in the church. Give an example of how this might be seen in a church leader’s life.

3. How do the five gifts of Ephesians 4:11 differ from other gifts to the church?

4. Give three examples of how someone possessing the gift of administration might exercise their gift in the local church.
5. Give three examples of how someone possessing the gift of ruling might exercise their gift in the local church.

6. Make a statement about character and charisma.
Defining the Spiritual Gifts, Part 2

"Great men with great accomplishments always had a great supporting cast."

Introduction

As we saw in our previous lesson, the Holy Spirit gives some gifts to the church to serve in a leadership capacity. These gifts are given to serve the body by giving direction and oversight. The gifts which will be examined in this lesson may be categorized as "support ministry" gifts. These gifts are in no way inferior to the leadership gifts, but they serve the body in more of a supportive role.

SUPPORT MINISTRY DEFINED:

Support ministries are team players who recognize and fulfill their role of support by carrying on what may be considered less visible, but equally important ministries in the church. Support ministries are the skeleton that holds the body together and on which the more visible parts of the body rely.

Questions for Discussion:

1. What may be learned about support ministry from 1 Corinthians 12:15-18?
2. Read Exodus 17:8-12 and share the necessity of support ministry in this instance.

3. What attitude is shown by John the Baptizer which should be held by support ministry? (cf. John 3:26-31)

4. What other attitudes do you feel those possessing support ministry gifts ought to possess?

In Romans 16, 1 Corinthians 16, and Colossians 4 we see a whole cast of men and women who related to the Paul but are mentioned only once or twice in the Scriptures. These men and women have gone virtually un-noticed by us, with Paul receiving most of the attention, but no doubt their ministry was vital to Paul’s. They functioned in their supportive roles which released Paul to do what God had called him to do. Their names are recorded in heaven’s chronicles just as Paul’s is!

THE CONFESSION OF SUPPORT MINISTRY

I am valuable
I am needed
I am committed to excellence
I am content
I am flexible
I am here to support the vision of the church

DEFINING SUPPORT MINISTRY GIFTS

1. The gift of Helps. (1 Corinthians 12:28; Hebrews 4:16; Acts 20:35; Romans 12:8) This word is literally translated “relief.” Weymouth renders it “rendering loving
services." The gift of helps refers to the capacity to unselfishly meet the needs of others through practical service. Where there are groups of people there are always practical needs. God has provided people who are specially gifted to serve the body in this manner - they are like the under-girding of a ship. The gift of helps frees up others to function in their gifts and helps others reach their full potential. Normally one would fail to see that the gift of helps would require any special capacity since the nature of the Christian walk is to help others. However, it is included as a grace gift of the Holy Spirit in 1 Corinthians 12:28. The New Testament is full of examples of this gift in action: Luke 10:40; Acts 6:2; 13:5; Romans 16:1-2; 1 Corinthians 16:15; Philippians 2:25.

What are some ways a person possessing the gift of helps may exercise that gift?

2. **The gift of Exhortation.** (Romans 12:8; Acts 4:36; 11:23; 14:21-22) The word "exhort" is parakaleo, which means "to call along side." This gift comes to the aid of people to help, strengthen the weak, reassure the wavering, buttress the buffeted, steady the faltering, console the troubled, and encourage the halting. It is exemplified in the New Testament by Barnabas, who name means "Son of Encouragement." Barnabas' name was changed to match his gifting. He had a willing heart. He sought a need and made himself available. He encouraged the new church at Antioch, encouraged others in their ministries, was willing to take a risk on an outcast (Paul) and was willing to take a risk on a reject (John Mark). Barnabas and others who possess this gift are the encouragers who are motivated to lift up others, stir them to continue on, and figuratively "light a fire under them." This gift may be manifested in a variety of ways.

What are some ministries a person possessing this gift may be involved in?

3. **The gift of Giving.** (Acts 4:34-37; 2 Corinthians 8:2; 1 Chronicles 29:1-5; Romans 12:8) While every believer is expected to give financially to God's work, giving actually is a gift (Romans 12:8)! There are some people who are joyously compelled to give quite a bit over and above tithes and offerings. Some are in a

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financial position to support churches and ministries because God has blessed them, although this gift is not limited to only the wealthy. The gift of giving is the desire and ability to give liberally to meet the needs of others, without any ulterior motives. It should go without saying that the absence of the gift does not excuse failure to obey the command of scripture to give.

4. **The gift of mercy.** (Romans 12:8; Acts 9:36; James 2:15-16; Matthew 25:31-46) This word, *eleeo*, means to be compassionate by word or deed. Those who are endowed with the gift of mercy are compelled to reach out and help those in need, feeling sympathy and compassion for them, and translating that compassion into tangible acts. You can see that the gift of mercy may go along with other gifts, such as exhortation, pastor, giving, etc. While all Christians ought to sense compassion and show mercy toward people, nevertheless, there are some who are specially gifted.

What ministries might a person be involved in who possesses this gift?

5. **The gift of Teaching.** (Romans 12:7; 1 Corinthians 12:28; Matthew 28:20; Acts 19:10; 20:20) As mentioned in a previous lesson, the gift of teaching and that of teacher are similar; one must have the gift of teaching to be a teacher, but one may have the gift of teaching and not be called to the office of teacher in the sense of an equipping ministry of Ephesians 4:11. There seems to be different levels of the use of this gift. Some people are able to teach large groups, while others seem to be best effective teaching in smaller groups. Some with this gift may express it in one-on-one settings.

How may a person with this gift find expression of it?
OTHER SUPPORTIVE GIFTS

There are other spiritual gifts which seem to double in more than one category (keep in mind that these categories are man-made!).

The Word of Knowledge, the Word of Wisdom, the gift of Tongues and Interpretations of Tongues, the gift of Faith, and the gifts of Healing

These gifts fit in the Sign Gift category, but may also serve the body in a support gift capacity.

SUMMARY

Every gift in the body of Christ is essential for the growth and maturity of the body. Every person is a soldier in the army, a stone in the house, a significant member of the body. Some exercise their gifts in a leadership capacity while other function in a supportive role. The important thing is for you to discover your gift, find your place of service, and exercise your gift at your post!

ASSIGNMENT FOR SESSION 5:

1. Continue memorizing 1 Peter 4:10-11. Use the Bible of your choice.

2. Read and complete the Spiritual Gifts Questionnaire.
OTHER SUPPORTIVE CHTS

There are other categories that may be considered in a home care setting.

SUMMARY

ASSIGNMENT FOR SESSION


2. Keep your complete patient chart up-to-date.
SPIRITUAL GIFTS QUESTIONNAIRE

Instructions

1. Go through the list of 105 statements in the questionnaire on the following pages. For each one mark to what extent the statement is true of you: Much, some, little, not at all.

Warning: Do not score according to what you think should be true or what you hope might be true in the future. Be honest and score on the basis of past experience.

2. When you are finished score the questionnaire by totalling the numerical value given to each answer using the page entitled "Scoring the Spiritual Gifts Questionnaire."

3. The spiritual gifts which have the highest numbers are the ones you scored high on. Transfer the top six (6) to the "Ministry Profile Summary" page.

After completing the Spiritual Gifts Questionnaire, go on to the next section of the Ministry Profile, which is the section on "Discovering Your Heart Motivation."
SPiritual Gifts Questionnaire

For each statement, mark to what extent it is true of your life: Much, Some, Little, or None at all.

<table>
<thead>
<tr>
<th></th>
<th>(3) MUCH</th>
<th>(2) SOME</th>
<th>(1) LITTLE</th>
<th>(0) NONE</th>
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<tbody>
<tr>
<td>1.</td>
<td>I sometimes have an urge to speak what I feel is a message from God which will strengthen and encourage others.</td>
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<td>2.</td>
<td>I have enjoyed relating to a certain group of people over a long period of time, sharing personally in their successes and their failures.</td>
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<td>3.</td>
<td>People have told me I have helped them learn biblical truth in a meaningful way.</td>
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<td>4.</td>
<td>I seem to have the ability to speak into a situation biblical insights which seem to effectively help people.</td>
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<td>5.</td>
<td>I've been told that when I pray for people I pray about something they're currently experiencing, yet I had no prior knowledge of the situation.</td>
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<td>6.</td>
<td>I have verbally encouraged those wavering, the troubled, and the discouraged.</td>
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<td>7.</td>
<td>Others in the church have noted that I was able to see through phoniness before it was evident to other people.</td>
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<td>8.</td>
<td>I find I manage money well in order to give liberally to the Lord's work.</td>
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<td>9.</td>
<td>I have assisted Christian leaders to relieve them for their essential duties.</td>
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<td>10.</td>
<td>I have a desire to work with those who have physical or mental problems, to alleviate their suffering.</td>
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<td>11.</td>
<td>I have a vision for seeing churches planted in other areas, and being a key leader in the establishing of those churches.</td>
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<td>12.</td>
<td>I have lead others to a decision for salvation through faith in Christ.</td>
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<td>13.</td>
<td>My home is always open to people passing through who need a place to stay.</td>
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<td>14.</td>
<td>When in a group, I am the one others often look to for vision and direction.</td>
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<td>15.</td>
<td>When I speak, people seem to listen and agree.</td>
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<td>16.</td>
<td>When a group I am in is lacking organization, I tend to step in and fill the gap.</td>
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<td>17. Others can point to specific instances where my prayers have resulted in visible miracles.</td>
<td>(3) MUCH</td>
<td>(2) SOME</td>
<td>(1) LITTLE</td>
<td>(0) NONE</td>
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<td>18. I have been used by God in curing diseases instantaneously.</td>
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<td>19. I have spoken in tongues.</td>
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<td>20. Sometimes when a person speaks in tongues, I get an idea of what God is saying.</td>
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<td>21. God seems to give me an insight into current events which I have been able to share with Christian leaders and they confirm my insights.</td>
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<td>22. I have stood before a congregation of Christians and have shared what I feel is a message from God for that congregation, and the leadership of the church confirms my words.</td>
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<td>23. I have enjoyed assuming the responsibility for the spiritual well-being of a particular group of Christians.</td>
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<td>24. I feel I can explain the Bible in a systematic way that people can directly apply to their lives.</td>
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<td>25. I can intuitively arrive at solutions to fairly complicated problems.</td>
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<td>26. I intuitively know things about people that I've shared with them which has helped them.</td>
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<td>27. People seem to get motivated to action when I share with them.</td>
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<td>28. I can accurately detect when an evil spirit is present.</td>
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<td>29. My giving records show that I give considerably more than 10% of my income to the Lord's work.</td>
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<td>30. Other people have told me I have been a real help to them by taking care of the &quot;little things.&quot;</td>
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<td>31. I have cared for others who have physical or material needs.</td>
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<td>32. I've had the opportunity to travel to other churches and help them with their problems.</td>
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<td>33. I regularly share how I became a Christian to non-believers.</td>
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<td>34. I enjoy taking charge of church suppers and social events.</td>
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<td>35. I have believed God for the impossible and have seen it happen in a tangible way.</td>
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<td>36. Others have followed my leadership because they have believed in me.</td>
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<td>37. I enjoy organizing the details of people and projects.</td>
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<td>38.</td>
<td>God has used me personally to perform supernatural signs and wonders.</td>
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<td>39.</td>
<td>I enjoy praying for the sick because I know that many of them will be healed as a result.</td>
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<td>40.</td>
<td>I have spoken an immediate message from God to his people in a language I have never learned.</td>
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<td>41.</td>
<td>I have interpreted a message in tongues with the result that the Body of Christ was encouraged and comforted.</td>
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<td>42.</td>
<td>I've successfully predicted what will take place in the future.</td>
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<td>43.</td>
<td>People have told me that I have communicated timely and urgent messages which must have come directly from the Lord.</td>
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<td>44.</td>
<td>I feel unafraid of giving spiritual guidance and direction in a group of Christians.</td>
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<td>45.</td>
<td>I devote considerable time to learning new biblical truths in order to better share them with God's people.</td>
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<td>46.</td>
<td>When a person has a problem, I've been used by God to guide them to the best biblical solution.</td>
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<td>47.</td>
<td>I am able to discern what a problem is and speak effectively to that problem.</td>
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<td>48.</td>
<td>People have come to me in their afflictions or suffering and told me that they have been relieved and helped.</td>
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<td>49.</td>
<td>I can tell with a fairly high degree of assurance when a person is afflicted by an evil spirit.</td>
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<td>50.</td>
<td>When I am moved by an appeal to give to a need, I can usually find the money to give to it.</td>
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<td>51.</td>
<td>I have enjoyed doing routine tasks that led to more effective ministry by others.</td>
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<td>52.</td>
<td>I enjoy visiting hospitals and retirement centers or other places where people with needs are, and seem to be effective in comforting them.</td>
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<td>53.</td>
<td>Church leaders often call on me to counsel them about their church needs or problems.</td>
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<td>54.</td>
<td>I've been able to inspire and train others to share their faith in Christ with unbelievers.</td>
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<td>55.</td>
<td>When people come to our home, they indicate that they &quot;feel at home&quot; with us.</td>
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<td>56.</td>
<td>Other people have told me that I had faith to accomplish what seemed to be impossible to them.</td>
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<td>57.</td>
<td>When I set goals, others seem to accept them readily.</td>
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<td>58.</td>
<td>I have been able to make effective and efficient plans for accomplishing the goals of a group.</td>
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<td>59.</td>
<td>God regularly seems to do impossible things through my life.</td>
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<td>60.</td>
<td>Others have told me that God healed them after I had prayed for them.</td>
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<td>61.</td>
<td>I can speak to God in a language I have never learned.</td>
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<td>62.</td>
<td>I have prayed that I may interpret when someone begins speaking in tongues.</td>
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<td>63.</td>
<td>I have been invited to churches to speak to them about what God may want to say to them as a congregation.</td>
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<td>64.</td>
<td>I sometimes have a strong sense of what God wants to say to people in response to a particular situation.</td>
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<td>65.</td>
<td>I enjoy spending time in small group discussions, talking and looking to the Scriptures for God’s answers to various problems.</td>
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<td>66.</td>
<td>I have been able to speak biblical truth to others and see resulting changes in knowledge, attitudes, values, and/or conduct.</td>
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<td>67.</td>
<td>Some people indicate that I have perceived and applied biblical truth to the specific needs of fellow believers.</td>
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<td>68.</td>
<td>I have been used in giving insight into a matter which was not derived from experience or learning.</td>
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<td>69.</td>
<td>I have a desire to effectively counsel and encourage the perplexed, discouraged, and needy.</td>
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<td>70.</td>
<td>I can recognize whether a person’s teaching is from God, Satan, or human origin.</td>
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<td>71.</td>
<td>I am so confident that God will meet my needs that I give to him sacrificially and consistently.</td>
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<td>72.</td>
<td>When I do things behind the scenes and others are helped, I am joyful.</td>
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<td>73.</td>
<td>People call on me to help those who are less fortunate.</td>
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<td>74.</td>
<td>I enjoy travelling to various countries preaching Christ and helping Christian leaders and churches.</td>
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<td>75.</td>
<td>I get frustrated when others don’t seem to share their faith with unbelievers as much as I do.</td>
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<td></td>
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<td>(3) MUCH</td>
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<td>76.</td>
<td>Others have mentioned to me that I am a very hospitable person.</td>
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<td>77.</td>
<td>I've had a supernatural surge of confidence that God is about to act in a unique way, and I've proved to be correct.</td>
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<td>78.</td>
<td>When I join a group others frequently seek my opinion.</td>
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<td>79.</td>
<td>I am able to give direction to others which prove to be efficient and effective in accomplishing a task.</td>
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<td>80.</td>
<td>People have told me that I was God's instrument which brought about supernatural changes in lives or circumstances.</td>
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<td>81.</td>
<td>I have prayed for others and physical healing has actually occurred.</td>
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<td>82.</td>
<td>When I give a public message in tongues, I expect it to be interpreted.</td>
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<td>83.</td>
<td>I have interpreted a message in tongues which seems to have been a blessing to others.</td>
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<td>84.</td>
<td>I have been used by God to receive and communicate God's word for the local and universal church.</td>
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<td>85.</td>
<td>I sometimes feel that I know exactly what God wants to do in ministry at a specific point in time.</td>
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<td>86.</td>
<td>I enjoy spending time with people in groups or individually and helping them move toward maturity in Christ.</td>
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<td>87.</td>
<td>Studying the Bible and sharing my insights with people is very satisfying for me.</td>
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<td>88.</td>
<td>I seem to be able to pass on words of wisdom when important decisions are to be made.</td>
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<td>89.</td>
<td>God gives me information about people or circumstances in a supernatural way.</td>
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<td>90.</td>
<td>People have said I inspire them to move forward in their Christian walk.</td>
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<td>91.</td>
<td>I can tell whether a person is genuine or fake.</td>
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<td>92.</td>
<td>I have been able to maintain a lower standard of living in order to benefit God's work or help others financially.</td>
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<td>93.</td>
<td>When I serve the Lord I really don't care who gets the credit.</td>
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<td>94.</td>
<td>When I see or hear of a need, I feel a compassion and usually reach out to help in some way.</td>
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<td>95.</td>
<td>I spend a lot of time in prayer for world-wide evangelism and read a lot on the subject.</td>
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<td></td>
<td>(3) MUCH</td>
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<td>96.</td>
<td>I have no fear in sharing Christ with unbelievers and with others would be more bold.</td>
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<td>97.</td>
<td>I have desired to make my home available to those in the Lord's service whenever needed.</td>
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<td>98.</td>
<td>Others have told me that I am a person of unusual vision, and I agree.</td>
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<td>99.</td>
<td>When I am in charge things seem to run smoothly.</td>
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<td>100.</td>
<td>I have enjoyed being responsible for organizing certain tasks in my church.</td>
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<td>101.</td>
<td>I've seen supernatural occurrences as a result of my word or prayer.</td>
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<td>102.</td>
<td>I have a strong confidence that God can and does heal through prayer or a direct command.</td>
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<td>103.</td>
<td>When I speak in tongues I believe it is encouraging to the church.</td>
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<td>104.</td>
<td>I have interpreted tongues in such a way that others have told me it must have been directly from God.</td>
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<td>105.</td>
<td>I've spoken as a “mouth-piece of God” to prominent people giving and accurate understanding of God's view on a matter.</td>
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</table>
SCORING THE SPIRITUAL GIFTS QUESTIONNAIRE

In the grid below enter the numerical value of each of your responses next to the number of the corresponding statement. For example, if you answered statement number one by marking "Much," then you should write the number 3 next to the number 1 in the grid below. Each of the answers you’ve given receives a numerical value: MUCH = 3   SOME = 2   LITTLE = 1   NONE = 0

Then add up the five numbers you have recorded in each row and place the sum in the "Total" column. The higher the number the more likely you are to have that spiritual gift. Write you six highest numbers in the space provided in the Ministry Profile Summary section of this Ministry Profile.

<table>
<thead>
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<th>1</th>
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<th>TOTAL</th>
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<th>SPIRITUAL GIFT</th>
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<td>22</td>
<td>43</td>
<td>64</td>
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<td>91</td>
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SUMMARY OF SPIRITUAL GIFTS

1. The Word of Wisdom

The word of Wisdom represents the capacity to know the mind of the Spirit in a given situation and to communicate clearly the situation, facts, truth, and application of facts and truth to meet the need of the situation.
1 Kings 3:16-28; Acts 15:5-27; Genesis 41:14-45

2. The Word of Knowledge

The word of knowledge is insight into a matter which was not derived from experience or learning, but given by God in a supernatural way. Examples in Scripture show us it is used to reveal sin (2 Samuel 12:1-7), reveal thoughts (Matthew 9:1-7), and to provide healing (Matthew 9:1-7).
Acts 5:3; 20:25; 27:22-26

3. The Discerning of Spirits

Discerning of Spirits is the supernatural capacity to judge from a spiritual insight the source of an activity.

4. Faith

A surge of confidence giving one a supernatural certainty and assurance that God is about to act through a word or action. The ability to trust God in a unusual way.
1 Kings 18:1-46; Acts 5:1-11; Romans 4:20; Matthew 17:20

5. Gifts of Healing

The gifts of healing refers to the supernatural ability to heal people of physical disease in response to a laying on of hands, praying, or commanding to be healed or some combination of them by the person possessing the gifts.
Acts 3:2-8; 14:8-10; 28:8

6. Effecting of Miracles

The working of miracles is a gift in which the person exercising the gift invokes the miraculous intervention of God to a given situation with the result that God receives recognition for the supernatural intervention.
2 Kings 20:8-11; Mark 4:35-41; Acts 5:12-16; 19:11-12

7. Prophecy

An inspired declaration of God for the purpose of strengthening, encouraging, and consoling.
8. Kinds of Tongues

Tongues is Spirit-inspired speaking in which the language is unlearned by the speaker. The object is to communicate a message from God to the listeners.

9. Interpretation of Tongues

Interpretation of tongues is a gift which enables the believer to interpret, distinguish, and communicate if necessary a message in tongues.
1 Corinthians 14:26-27

10. The gift of Apostle

An apostle is one specifically gifted to pioneer new local churches and/or works and to guide them in their foundational stages.

11. The gift of Prophet

A prophet is one specifically gifted to receive and communicate God’s word for the local and universal Church with a view to building up the Body of Christ and equipping the saints.
A prophet is a “foundational” ministry to the Body of Christ.
Ephesians 2:20; 4:11-12; 1 Corinthians 12:28-29; Acts 11:27

12. The gift of Evangelist

An evangelist is also a gift given to the Body of Christ to bring the saints to maturity. It seems his ministry is to equip the Body in the area of evangelism - to communicate the message of the Gospel of Christ. It would also seem that he himself would have a lifestyle displaying the fruit of the evangelistic gift.
Ephesians 4:11; Acts 21:8; 2 Timothy 4:5

13. The gift of Pastor

A pastor is one who is specifically gifted to exercise oversight toward a group of people, guiding and instructing them as he leads them toward maturity, both corporately and individually.
Ephesians 4:11; Hebrews 13:20; 1 Peter 5:2

14. The gift of Teacher

A teacher is one who possesses the gift of teaching and uses it to instruct and equip the Body of Christ by skillfully imparting knowledge and spiritual life through his communication.
Ephesians 4:11; 1 Corinthians 12:28-29; Acts 13:1-4; 2 Timothy 2:2

15. The gift of Administrations

One possessing the gift of administration (KJV = governments) is gifted with the ability to organize and guide a group or ministry to achieve its desired goals.
1 Corinthians 12:28; Acts 27:11; Revelation 18:17
16. The gift of Ruling

The one possessing the leadership gift of ruling is one who stands before others, goes before, directs, or presides over a group of people or project. It involves taking care of the people or project and achieving a desired result.
Romans 12:8; 1 Thessalonians 5:12; 1 Timothy 3:4-5, 12; 5:17

17. The gift of Helps

The gift of helps refers to the capacity to unselfishly meet the needs of others through practical service. Where there are groups of people, there are always practical needs. God has provided people who are specially gifted to serve the body in this manner.
1 Corinthians 12:28; Hebrews 4:16; Acts 6:2; 13:5; 20:35; Luke 10:40; Romans 16:1-2; 1 Corinthians 16:15; Philippians 2:25

18. The gift of Exhortation

The ability imparted by the Holy Spirit to come alongside to help, strengthen the weak, reassure the wavering, buttress the buffeted, steady the faltering, console the troubled, and encourage the halting.
Romans 12:8; Acts 4:36; 11:23; 14:21-22;

19. The gift of Giving

The desire and ability to give liberally to meet the needs of others, and yet doing it without ulterior motives. The gift is not limited to the wealthy only.
Acts 4:34-37; 2 Corinthians 8:2; 1 Chronicles 29:1-5

20. The gift of Mercy

Those who are endowed to reach out and help those in need, feeling sympathy and compassion for them, and translating that compassion into tangible acts.
Romans 12:8; Acts 9:36

21. The gift of Teaching

The ability given by God to communicate truth in a manner that can be easily understood and applied.
Discovering Your Heart’s Passion

"It is not what a person does that determines whether his work is sacred or secular, it is why he does it. The motive is everything."

Introduction

Why do you work at the job you currently have? If money were not an obstacle, what one thing would you like to do with the rest of your life? Why?

The answers to the above questions vary with each individual, but they reveal an inner motivation, drive, and desire that is in each of us. God has given each of us an emotional "heartbeat" that races when we encounter activities, subjects, or circumstances that interest us. For some, it’s hearing the news of an injustice that stirs us to speak out. For others its a particular challenge to overcome, an opportunity to serve or organize, or a particular topic being presented. We instinctively feel deeply about some things and not about others. For some the opportunity to attend a seminar on cooking stirs their emotions and interest, while others it’s the invitation to tutor a young boy or girl who have learning difficulties. This God-given motivation serves as an internal guidance system for our lives. It determines our interests, priorities and investments, as well as what brings us the most satisfaction and fulfillment.

The focus for this lesson may be stated in the following way:

Different people enjoy doing different things. Sometimes these "passions" or heart desires are given to us by the Lord for the purpose of leading us into his will for our lives.
SUBSTANTIATION FROM BIBLE VERSES

The idea that God sometimes directs us through our inner desires may be substantiated from the following verses:

Psalm 21:1-2  God granted David the desires of his heart.
Psalm 37:4  The condition is that if we delight ourselves in the Lord, then he will give us the desires of our heart.
Psalm 145:19  The condition is that if we fear the Lord he will fulfill our desire.
Matthew 7:7-11  The promise of answered prayer in these verses are based upon a desire in the person’s heart.
Philippians 2:12-13  These verses tell us that it is God who is "energizing" us to have a desire to do his will.

The underlying assumption with all of these verses is that our desire coincides with the Scriptures and is aligned with God’s will for our lives. God is not obligated to fulfill our desires if they are wrong desires.

Read James 4:3.

A person must have the proper motive in order for God to fulfill his heart’s desire.

Another factor is timing. We must wait on God’s timing to fulfill our desires. He may place the seed desire in our heart, but it may be years before the circumstances are right or our character is such that our desires come to fruition. Can you think of any examples?
SUBSTANTIATION FROM BIBLICAL CHARACTERS

There are several biblical examples which illustrate this truth. Some of them are as follows:

Caleb comes to mind because he had a desire to capture and settle in Hebron (Joshua 14:1-13). This desire had been in his heart for 45 years and was based on a word from the Lord that came to him while in the wilderness with Moses. God honored his desire, faith, and perseverance and gave him the hill country of Hebron.

Hannah, the mother of the prophet Samuel, is another person who comes to mind. Hannah desired a child and promised to dedicate him to the Lord if God gave her one. God honored her desire and used it to bring the great prophet Samuel into the world. (1 Samuel 1-2)

David is another example of God using the desire and motivation of a person to accomplish his will. David was motivated to build a temple for the Lord. While David wasn’t able to fulfill his desire, God nevertheless used this heart motivation to use David to prepare for the building of God’s temple by Solomon. God may use our desire and motivation to prepare for something else he may be doing. We may be a link in the chain!

Solomon had a desire for wisdom. This was acceptable to God and as a result we have the wonderful Book of Proverbs!

Nehemiah heard of the need in Jerusalem and was moved in his heart to aid them. He approached the Lord, then asked for a leave of absence from his employer and was released to lead the remnant in Jerusalem in rebuilding the city wall. God honored his heart’s desire and probably even put it there to begin with. (Nehemiah 1-2)

Elisha had a desire to have a double portion of Elijah’s anointing, and even asked Elijah about it. He was motivated to do the work of a prophet. Apparently this was in line with God’s will for Elisha, for Elisha’s heart’s desire was fulfilled. (2 Kings 2:1-11)

These individuals are just a small sampling of examples of God using a person’s heart desire and motivation to accomplish his will for their life and his kingdom. God is looking for people who are motivated to do something for him. As mentioned earlier this of course is based upon God’s timing and will for that individual.

What is your passion? What is your interest? What are you motivated toward? The following exercise will help you discover your heart’s desire and how God may use that to accomplish his will for you and extend the kingdom of God.
Sue is a homemaker. She loves to busy herself around the house and especially gives herself to her children. She home schools her children and reads all the literature she can get on parenting. Sue, being a home-body and focusing primarily on the upbringing of her children doesn't feel the Lord can use her in any significant way. What would you say Sue's heart desire might be and how might the Lord use her?

Bob works on an assembly line. He doesn't see himself with any special skills, but he enjoys hunting, fishing, and outdoor activities. He subscribes to several magazines on the subjects and enjoys spending time in his garden. How might the Lord use Bob's heart desires?

Vince sells cellular phones and is into computers and electronic gadgets. His business and spare time involves tinkering with these things. How might the Lord use Vince's heart desire and motivations?
The above examples are given to illustrate that what we may deem as insignificant or secular may be used by the Lord in some way. The hurdle to overcome is two-fold:

1. Realize and believe that God can actually use this aspect of our life,

2. Get off our duff and get to work!

ASSIGNMENT FOR SESSION 6:

1. Come prepared to quote the two memory verses you have learned.

2. Complete the "Discovering Your Heart’s Passion" form.
DISCOVERING YOUR HEART’S PASSION

God has given each of us an 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 our interests are and what will bring us the most satisfaction and fulfillment.

To help you in determining your "heart" complete the following steps:

1. **List and describe your accomplishments since childhood.**
   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

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

**BAD EXAMPLE:** Had a great vacation in Canada in 1988.
**GOOD EXAMPLE:** Took some stunning photos during my vacation in Canada.

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### IN COLLEGE OR EARLY 20's

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### IN MY "THIRTYSOMETHING" YEARS

1. ...
2. ...
3. ...
4. ...
2. Examine your achievements for a common motivational thread. If you find one or more, list them in the following space.

COMMON MOTIVATIONAL THREAD

1.

2.

3.
3. Review the following "heartbeats" to see if any of them fit you.

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

**PIONEER** - I love to test and try out 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 something that is already organized.

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

**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 attitudes and behavior of others.

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

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

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

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62
4. If you could do anything you wanted to during your spare time, what would that be? (Example: Read, be with people, join a club, write, create, etc.)

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<th>MY INTERESTS FOR MY SPARE TIME</th>
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What you've just completed is intended to help you "search your heart." What do you have a passion for? What interests or activities do you seem to lean toward? Transfer the necessary information to the Ministry Profile Summary part of this Ministry Profile.
Discovering and Using Your Skills and Abilities

"The church could benefit from many a hidden skill or ability if we could only recognize its value and offer it to be used."

Introduction

Through the course of one’s life each person acquires different and various skills and abilities. The skills or abilities are developed to varying degrees. For instance, if you wanted me to come over to your house and build a storage shed for you, I’d be able to do it; but if you wanted it to be solid, square, and last a few years you might want to have someone who has developed their carpentry skill more than me! Nevertheless, I know a little bit and can use those skills for certain projects. These abilities may be the result of years of formal schooling, apprenticeship, or learned through trial and error or a self-teaching method. Can God use your abilities in his kingdom? You better believe it!

BIBLICAL PRECEDENT

A classic example is the musicians under King David’s reign. Music played a very important role under David. Men and women put music to David’s songs and sang them in front of the Tabernacle of David in celebratory worship to God (1 Chronicles 16:4-6). These people had the ability to skillfully play the lyre, cymbals, and trumpets. If were not for their skill David would not have been able to fulfill his vision.

Another example is those who had the ability to construct the great Temple of Solomon. This magnificent edifice was the glory of its day. What kind of learned ability do you think it took to construct it? Someone had to know how to draw up plans, read them, and instruct others. Others had to oversee work crews, provide food, sew curtains, work in sculpture, metals, cabinet-making, and dozens of other mechanical and
artistic areas. All of this took people who had learned and developed special abilities. Without these people Solomon would never have been able to fulfill his father’s wishes and God’s commands to construct this house of worship.

It’s sort of a negative person to use, but Judas Iscariot must have been good with numbers - mathematics - because he was the treasurer for Jesus’ band of disciples. During the early church offerings were taken and accounting done. It’s likely someone with accounting skills carried this responsibility.

Paul was a tent-maker by trade. When finances were low he spent his time making tents in order to generate some income for himself and those traveling with him. This ability which for which he has received training came in real handy at times.

THE NEED IN THE CHURCH

There are a multitude of ways a person’s skills may be used in the local church: carpenters, painters, artists, teachers, landscape specialists, automobile mechanics, secretaries, and many more can find an area to use their abilities to benefit the Kingdom of God.

What are some talents you have which you have used or may use to help the local church?

On the following pages is a listing of various occupational skills and abilities. Read through them and mark the ones which you possess and with what degree you possess them. Use a scale of 1 to 10 to rate the degree to which you are competent with this ability, with 1 being moderately competent and 10 being fully trained and proficient.

Please note that this list is not comprehensive. In other words we haven’t attempted to cover every skill and ability that exists! There is a place at the end of this lesson for you to add anything which wasn’t listed.
LISTING OF ABILITIES

Artistic

○ Painting
○ Graphic Design
○ Drafting
○ Computer Graphics
○ Flower arrangements
○ Lettering
○ Calligraphy
○ Illustration
○ Interior decoration
○ Wood design
○ Sewing
○ Sculpture
○ Ceramics
○ Craft-making

Other:

Business

○ Office administration
○ Computers
○ Accounting
○ Filing
○ Letter-writing
○ Sales/Marketing
○ Computer Programming
○ Dictation
○ Financial Counseling
○ Mail room clerk
○ Typing
○ Research
○ Transcription
○ Small Business Management

Other:

Family and Health

○ Nursing
○ First aid/CPR
○ Daycare/Childcare
○ Teaching
○ Dental
○ Parenting Instruction
○ Geriatric Care
○ Physical Therapy
○ Nutritionist
○ Aerobics
○ Coaching
○ Cooking/Baking

Other:
### Industrial/Mechanical Technology

- Landscape
- Construction
- Agriculture
- Appliance repair
- Plumbing
- Gardening
- Cabinet-making
- Automotive repair
- Electrician
- Welding
- House painting
- Small engine repair

**Other:**

### Media Arts and Technology

- Radio Broadcasting
- Journalism
- Lighting
- Printing Press operator
- Photography
- TV Broadcasting
- Video production
- Publication Design
- Bindery
- Slide presentation
- Storytelling
- Sound Technician
- Typesetting
- Multi-media

**Other:**

### Performing Arts

- Drama/Acting
- Musician
- Lighting
- Dance/Ballet
- Mime
- Composing
- Audio recording
- Singing
- Stage preparation

**Other:**

### Social Science

- Community service
- Counseling
- Juvenile counseling
- English teacher
- Political science
- Sociology
- Chemical dependency
- Foreign Language
- Psychology
- Law
- Enforcement

**68**
1. List the jobs which you have had since your youth and the skills you developed to be competent:

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2. What college training have you had? (Include adult education classes completed and seminars or workshops you may have taken.)

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3. What other skills or abilities do you possess which may have not be covered on this worksheet?

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69
ASSIGNMENT FOR SESSION 7:

1. Complete the worksheet on pages 67-69.
Understanding Your Personality

"Whether it is given from God or something acquired and developed during childhood, we nevertheless each have a unique personality and temperament."

Introduction

A couple was discussing their wallpaper which had just been hung. The husband was annoyed at the wife’s indifference to what he felt was a poor job. "The problem is that I’m a perfectionist and you’re not," he finally said to her. "Exactly?" she replied. "That’s why you married me and I married you!"

People are different. Some are what we label as extroverts, while others are introverts. Some are loud and talkative while others are quiet and reserved.

Share some examples of different personality types which you have observed.

When it comes to discovering our unique shape for ministry it is important to understand the place our personality plays in the ministry the Lord has for us. Some people may have a gift to really minister in a certain area, but their personality may make them like a bull in a china closet. Others may have wonderful potential, but are too shy or introvertish to follow through.

The worksheets on the following pages will help you examine your particular personality in a general way by categorizing you between two extremes - the extrovert and the introvert. Most people have strengths and weaknesses of both and are a mixture, although they tend to be dominant in one category or another.

Answer the questions honestly and don’t be afraid of being categorized!
In each of the following rows of four words across, place an X in front of the one word that *most often* applies to you. If there are two words that both clearly describe you, then mark them both, but select no more than two. If you reach a row that does not seem to apply to you at all, then skip that row. If you would like a further explanation of the word(s) refer to the dictionary on page 29.

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<th>Analytical</th>
<th>Adaptable</th>
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<td>Strong-willed</td>
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Now transfer all your X’s to the Personality Scoring Sheet on the next page and add up your totals.
<table>
<thead>
<tr>
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Now combine the totals from this page and the previous one:
Each personality has strengths and weaknesses. Our goal should be to allow the Holy Spirit to accentuate our strengths and help us overcome our weaknesses. Look through the emotional, vocational, and relational strengths of and weaknesses of each personality type. Make a mark by the ones that may apply to you.

**THE SANGUINE**  
(The Talker)

<table>
<thead>
<tr>
<th>Emotional Strengths</th>
<th>Emotional Weaknesses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Appealing personality</td>
<td>Compulsive Talker</td>
</tr>
<tr>
<td>Talkative, storyteller</td>
<td>Exaggerates and elaborates</td>
</tr>
<tr>
<td>Life-of-the-party</td>
<td>Dwells on trivia</td>
</tr>
<tr>
<td>Good sense of humor</td>
<td>Can’t remember names</td>
</tr>
<tr>
<td>Memory for color</td>
<td>Scares others off</td>
</tr>
<tr>
<td>Physically holds onto listener</td>
<td>Too happy for some</td>
</tr>
<tr>
<td>Emotional and demonstrative</td>
<td>Has restless energy</td>
</tr>
<tr>
<td>Enthusiastic and expressive</td>
<td>Egotistical</td>
</tr>
<tr>
<td>Cheerful and bubbling over</td>
<td>Blusters and complains</td>
</tr>
<tr>
<td>Curious</td>
<td>Naive, gets taken in</td>
</tr>
<tr>
<td>Good on stage</td>
<td>Has loud voice and laugh</td>
</tr>
<tr>
<td>Wide-eyed and innocent</td>
<td>Controlled by circumstances</td>
</tr>
<tr>
<td>Lives in the present</td>
<td>Gets angry easily</td>
</tr>
<tr>
<td>Changeable disposition</td>
<td>Seems phony to some</td>
</tr>
<tr>
<td>Sincere at heart</td>
<td>Never grows up</td>
</tr>
<tr>
<td>Always a child</td>
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<table>
<thead>
<tr>
<th>Vocational Strengths</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Volunteers for jobs</td>
<td>Would rather talk</td>
</tr>
<tr>
<td>Thinks up new activities</td>
<td>Forgets obligations</td>
</tr>
<tr>
<td>Looks great on the surface</td>
<td>Doesn’t follow through</td>
</tr>
<tr>
<td>Creative and colorful</td>
<td>Confidence fades fast</td>
</tr>
<tr>
<td>Has energy and enthusiasm</td>
<td>Undisciplined</td>
</tr>
<tr>
<td>Starts in a flashy way</td>
<td>Priorities out of order</td>
</tr>
<tr>
<td>Inspires others to join</td>
<td>Decides by feelings</td>
</tr>
<tr>
<td>Charms others to work</td>
<td>Easily distracted</td>
</tr>
<tr>
<td></td>
<td>Wastes time talking</td>
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</tbody>
</table>
Relational Strengths

Makes friends easily
Loves people
Thrives on compliments
Seems exciting
Envied by others
Doesn’t hold grudges
Apologizes quickly
Prevents dull moments
Likes spontaneous activities

Relational Weaknesses

Hates to be alone
Needs to be center stage
Wants to be popular
Looks for credit
Dominates conversations
Interrupts and doesn’t listen
Answers for others
Fickle and forgetful
Makes excuses
Repeats stories

CHOLERIC
(The Worker)

Emotional Strengths

Born leader
Dynamic and active
Compulsive need for change
Must correct wrongs
Strong-willed and decisive
Unemotional
Not easily discouraged
Independent and self-sufficient
Exudes confidence
Can run anything

Emotional Weaknesses

Bossy
Impatient
Quick-tempered
Can’t relax
Too impetuous
Enjoys controversy and arguments
Won’t give up when losing
Comes on too strong
Inflexible
Is not complimentary
Dislikes tears and emotions
Is unsympathetic

Vocational Strengths

Goal-oriented
Sees the whole picture
Organizes well
Seeks practical solutions
Moves quickly to action
Delegates work
Insists on production
Makes the goal
Stimulates activity

Vocational Weaknesses

Little tolerance for mistakes
Doesn’t analyze details
Bored by trivia
May make rash decisions
May be rude or tactless
Manipulates people
Demanding of others
End justifies the means
Work may become his god
Thrives on opposition

Relational Strengths

Has little need for friends
Will work for group activity
Will lead and organize
Is usually right
Excels in emergencies

Demands loyalty in the ranks

Relational Weaknesses

Tends to use people
Dominates others
Decides for others
Knows everything
Can do everything better
Is too independent
Possessive of friends and mate
Can’t say, “I’m sorry”
May be right, but unpopular

MELANCHOLY
(The Thinker)

Emotional Strengths

Deep and thoughtful
Analytical
Serious and purposeful
Talented and creative
Artistic or musical
Philosophical and poetic
Appreciative of beauty
Sensitive to others
Self-sacrificing
Conscientious
Idealistic

Emotional Weaknesses

Remembers the negatives
Moody and depressed
Enjoys being hurt
Has false humility
Off in another world
Low self-image
Has selective hearing
Self-centered
Too introspective
Guilt feelings
Persecution complex
Tends to hypochondria

Vocational Strengths

Schedule-oriented
Perfectionist, high standards
Detail-conscious
Persistent and thorough
Orderly and organized
Neat and tidy
Economical
Sees the problems
Finds creative solutions

Vocational Weaknesses

Not people-oriented
Depressed over imperfections
Chooses difficult work
Hesitant to start projects
Spends too much time planning
Prefers analysis to work
Self-deprecating
Hard to please
 Standards often too high
Needs to finish what he starts
Likes charts, graphs, figures, lists
**Relational Strengths**

Makes friends cautiously
Content to stay in background
Avoids causing attention
Faithful and devoted
Will listen to complaints
Can solve others’ problems
Deep concern for other people
Moved to tears with compassion
Seeks ideal mate

Deep need for approval

**Relational Weaknesses**

Lives through others
Insecure socially
Withdrawn and remote
Critical of others
Holds back affection
Dislikes those in opposition
Suspicious of people
Antagonistic and vengeful
Unforgiving
Full of contradictions
Skeptical of compliments

**PHLEGMATIC**
(The Watcher)

**Emotional Strengths**

Low-key personality
Easygoing and relaxed
Calm, cool, and collected
Patient, well-balanced
Consistent life
Quiet, but witty
Sympathetic and kind
Keeps emotions hidden
Happily reconciled to life
All-purpose person

**Emotional Weaknesses**

Unenthusiastic
Fearful and worried
Indecisive
Avoids responsibility
Quiet will of iron
Selfish
Too shy and reticent
Too compromising
Self-righteous

**Vocational Strengths**

Competent and steady
Peaceful and agreeable
Has administrative ability
Mediates problems
Avoids conflicts
Good under pressure
Finds the easy way

**Vocational Weaknesses**

Not goal-oriented
Lacks self-motivation
Hard to get moving
Resents being pushed
Lazy and careless
Discourages others
Would rather watch
Relational Strengths

Easy to get along with
Pleasant and enjoyable
Inoffensive
Good listener
Dry sense of humor
Enjoys watching people
Has many friends
Has compassion and concern

Relational Weaknesses

Dampens enthusiasm
Stays uninvolved
Is not exciting
Indifferent to plans
Judges others
Sarcastic and teasing
Resists change

PERSONALITY TEST WORD DEFINITIONS

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*Personality Patterns*
by Lana Bateman

1. ANIMATED
   -Full of life, lively use of hand, arm, and face gestures.
ADVENTUROUS
   -One who will take on new and daring enterprises with a need to
     master them.
ANALYTICAL
   -One who is constantly in the process of analyzing people, places,
     or things.
ADAPTABLE
   -One who easily adapts to any situation.

2. PERSISTENT
   -Refusing to let go, insistently repetitive or continuous, can’t drop
     it.
PLAYFUL
   -Full of fun and good humor.
PERSUASIVE
   -One who persuades through logic and fact rather than charm.
PEACEFUL
   -One who seems undisturbed and tranquil and who retreats from
     any form of strife.

3. SUBMISSIVE
   -One who easily submits to any other’s point of view or desire.
   This person has little need to assert his own view or opinion.
SELF-SACRIFICING
   -One who constantly sacrifices his/her own personal well being for
     the sake of or to meet the needs of others.
SOCIABLE
   -This sociable refers to one who sees being with others as an
     opportunity to be cute and entertaining. If you are one who enjoys
social gatherings as a challenge or business opportunity then do not check this word.

**STRONG-WILLED** - One who is determined to have his/her own way.

4.
**CONSIDERATE** - Having regard for the needs and feelings of others.
**CONTROLLED** - One who has emotional feelings but doesn’t display them.
**COMPETITIVE** - One who turns every situation, happening, or game into an arena for competition. This person always plays to win!
**CONVINCING** - This person can convince you of anything through the sheer charm of his/her personality. Facts are unimportant.

5.
**REFRESHING** - One who renews and stimulates or pleasantly lifts spirits.
**RESPECTFUL** - One who treats others with deference, honor, and esteem.
**RESERVED** - Self restraint in expression of emotion or enthusiasm.
**RESOURCEFUL** - One who is able to act quickly and effectively in virtually all situations.

6.
**SATISFIED** - A person who easily accepts any circumstance or situation.
**SENSITIVE** - This person is intensively sensitive to self and others.
**SELF-RELIANT** - An independent person who can fully rely on his/her own capabilities, judgment, and resources.
**SPIRITED** - One who is full of life and excitement.

7.
**PLANNER** - One who prefers to work out a detailed arrangement beforehand, for the accomplishment of project or goal. This person much prefers involvement with the planning stages and the finished product rather than the carrying out of the task.
**PATIENT** - One who is unmoved by delay - calm and tolerant.
**POSITIVE** - Characterized by certainty and assurance.
**PROMOTER** - One who can compel others to go along, join, or invest through the sheer charm of his/her own personality.

8.
**SURE** - One who is confident, not hesitating or wavering.
**SPONTANEOUS** - One who prefers all of life to be impulsive, unpremeditated activity. This person feels restricted by plans.
**SCHEDULED** - This person is controlled by his/her schedule and gets very upset if that schedule is interrupted. There is another type of person who uses a schedule to stay organized, but is not controlled by the schedule. If the second description is you, do not check this word.
SHY - Quiet, doesn’t easily instigate a conversation.

9.
ORDERLY - A person who has a methodical, systematic arrangement of things. Can be obsessively tidy.
OBLIGING - Accommodating. One who is quick to do it another’s way.
OUTSPoken - One who speaks frankly and without reserve.
OPTIMISTIC - This optimist is an almost childlike, dreamer type of optimist.

10.
FRIENDLY - This person is a responder to friendliness rather than an initiator. While he/she seldom starts a conversation, he/she responds with great warmth and enjoys the exchange.
FAITHFUL - Consistently reliable. Steadfast, loyal, and devoted sometimes beyond reason.
FUNNY - This person has an innate humor that can make virtually any story a funny one and is a remarkable joketeller. If you have a dry humor, do not check this word.
FORCEFUL - A commanding personality. One would hesitate to take a stand against this person.

11.
DARING - One who is willing to take risks; fearless, bold.
DELIGHTFUL - A person who is greatly pleasing, fun to be with.
DIPLOMATIC - One who deals with people both tactfully and sensitively.
DETAILED - A person who prefers working with the minute or fields that require detail work such as math, research, accounting, carving, art, graphics, etc.

12.
CHEERFUL - Consistently being in good spirits and promoting cheer.
CONSISTENT - A person who is agreeable, compatible, not contradictory.
CULTURED - One whose interests involve both intellectual and artistic pursuits, such as theatre, symphony, ballet, etc.
CONFIDENT - One who is self-assured and/or certain of success.

13.
IDEALISTIC - One who visualizes things in an ideal or perfect form, and has a need to measure up to that standard.
INDEPENDENT - One who is self-sufficient, self-supporting, self-confident and seems to have little need of help.
INOFFENSIVE - A person who never causes offense, pleasant, unobjectionable, harmless.
INSPIRING - One who encourages others to work, join, or be involved. There is another personality that is deeply inspirational and has a need to bring life-changing inspiration. If you are the latter, do not check this word.

14. DEMONSTRATIVE - One who openly expresses emotion, especially affection. This person doesn’t hesitate to touch others while speaking to them.
DECISIVE - A person with quick, conclusive, decision-making ability.
DRY HUMOR - One who exhibits dry wit, usually one-liners which can be sarcastic in nature, but very humorous.
DEEP - A person who is intense and often introspective with a distaste for surface conversation and pursuits.

15. MEDIATOR - A person who consistently finds him/herself in the role of reconciling differences in order to avoid conflict.
MUSICAL - One who either participates in or has an intense appreciation for music. This type of musical would not include those who find it fun to sing or play. The latter would be a different personality that enjoys being an entertainer rather than one who is deeply committed to music as an artform.

MOVER - One who is so driven by a need to be productive, that he/she finds it difficult to sit still.
MIXES EASILY - One who loves a party and can’t wait to meet everyone in the room, never meets a stranger.

16. THOUGHTFUL - A considerate person who remembers special occasions and is quick to make a kind gesture.
TENACIOUS - One who holds on firmly, stubbornly, and won’t let go till the goal is accomplished.
TALKER - A person who is constantly talking, generally telling funny stories and entertaining everyone around him/her. There is another compulsive talker who is a nervous talker and feels the need to fill the silence in order to make others comfortable. This is not the entertaining talker we are describing here.
TOLERANT - One who easily accepts the thoughts and ways of others without the need to disagree with or change them.
17. 
LISTENER - One who always seems willing to listen. 
LOYAL - Faithful to a person, ideal, or job. This person is sometimes loyal beyond reason and to his/her own detriment. 
LEADER - A person who is a born leader. This is not one who rises to the occasion because they can lead, but one who is driven to lead and finds it very difficult to believe anyone else can do the job. 
LIVELY - Full of life, vigorous, energetic. 

18. 
CONTENTED - One who is easily satisfied with what he/she has. 
CHIEF - A person who commands leadership. 
CHARTMAKER - One who enjoys either graphs, charts, or lists. 
CUTE - Bubbly-beauty, cutie, precious. diminutive. 

19. 
PERFECTIONIST - One who desires perfection but not necessarily in every area of life. 
PERMISSIVE - This person is permissive with employees, friends, and children in order to avoid conflict. 
PRODUCTIVE - One who must constantly be working and/or producing. This person finds it very difficult to rest. 
POPULAR - One who is the life of the party and therefore is much desired as a party guest. 

20. 
BOUNCY - A bubbly, lively personality. 
BOLD - Fearless, daring, forward. 
BEHAVED - One who consistently desires to conduct him/herself within the realm of what is proper. 
BALANCED - Stable, middle of the road personality, without extremes. 

21. 
BRASSY - One who is showy, flashy, comes on strong. 
BOSSY - Commanding, domineering, overbearing. (Do not relate this to the raising of children. All mothers seem bossy and domineering.) Think only of adult relationships. 
BASHFUL - One who shrinks from notice, resulting from self-consciousness. 
BLANK - A person who shows little facial expression or emotion. 

22. 
UNDISCIPLINED - A person whose lack of discipline permeates virtually every area of his/her life. 
UNSYMPA- - One who finds it difficult to relate to the problems or hurts of
THETIC  - A person who finds it hard to get excited or feel enthusiasm.
UNENTHUSIASTIC  - One who has difficulty forgiving or forgetting a hurt or injustice done to them. This individual may find it hard to release a grudge.
UNFORGIVING

23.
RELUCTANT  - One who is unwilling or struggles against getting involved.
RESENTFUL  - This person easily feels resentment as a result of real or imagined offenses.
RESISTANT  - One who strives, works against, or resists accepting any other way but his/her own.
REPETITIOUS  - This person retells stories and incidents to entertain you without realizing he/she has already told the story several times before. This is not a question so much of forgetfulness, as it is of constantly needing something to say.

24.
FUSSY  - One who is insistent over petty matters or details, calling for great attention to trivial details.
FEARFUL  - One who often experiences feelings of fear, apprehension, or anxiousness.
FORGETFUL  - This person is forgetful because it isn’t fun to remember. His/her forgetfulness is tied to a lack of discipline. There is another personality that is more like the absent-minded professor. This person tends to be off in another world and only remembers what he/she chooses to remember. If you are the latter, do not check this word.
FRANK  - One who is straightforward, outspoken, and doesn’t mind telling you exactly what he/she thinks.

25.
IMPATIENT  - A person who finds it difficult to endure irritation or wait patiently.
INSECURE  - One who is apprehensive or lacks confidence.
INDECISIVE  - This person finds it difficult to make a decision at all. There is another personality that labors long over each decision in order to make the perfect one. If you are the latter, do not check this word.
INTERRUPTS  - This person interrupts because he/she is afraid of forgetting the wonderful thing they have to say if another is allowed to finish. This person is more of a talker than a listener.
26.
UNPOPULAR - A person whose intensity and demand for perfection can push others away.
UNINVOLVED - One who has no desire to become involved in clubs, groups, or people activities.
UNPREDICTABLE - This person may be ecstatic one moment and blue the next, willing to help and then disappear, promising to come and then forgetting to show up.
UNAFFECTIONATE - One who finds it difficult to verbally or physically demonstrate affection openly.

27.
HEADSTRONG - One who insists on having his/her own way.
HAPHAZARD - One who has no consistent way of doing things.
HARD TO PLEASE - A person whose standards are set so high that it is difficult to ever please them.
HESITANT - This person is slow to get moving and hard to get involved.

28.
PLAIN - A middle-of-the-road personality without highs or lows and showing little if any emotion.
PESSIMISTIC - This person, while hoping for the best, generally sees the downside of a situation first.
PROUD - One with great self-esteem who sees him/herself as always right and the best person for the job.
PERMISSIVE - This personality allows others (including children) to do as they please in order to keep from being disliked.

29.
ANGERED EASILY - One who has a childlike flash-in-the-pan temper that expresses itself in a child’s tantrum style. It is over and forgotten almost instantly.
AIMLESS ARGUMENTATIVE - A person who is not a goal-setter and has little desire to be one.
- One who incites arguments generally because he/she is determined to be right no matter what the situation may be.
ALIENATED - A person who easily feels estranged from others often because of insecurity or fear that others don’t really enjoy his/her company.
30.
NAIVE - A simple and childlike perspective, lacking sophistication or worldliness. This is not to be confused with uninformed. There is another personality that is so consumed with his/her own particular field of interest that he/she simply could not care less what is going on outside of that sphere. If you are the latter, do not check this word.
NEGATIVE - One whose attitude is seldom positive and is often able to see only the down or dark side of each situation.
NEVRY - Full of confidence, fortitude, and sheer guts.
NONCHALANT - Easy-going, unconcerned, indifferent

31.
WORRIER - One who consistently feels uncertain or troubled.
WITHDRAWN - A person who pulls back to him/herself and needs a great deal of alone or isolation time.
WORKAHOLIC - This is one of two workaholic personalities. This particular one is an aggressive goal-setter who must be constantly productive and feels very guilty when resting. This workaholic is not driven by a need for perfection or completion but by a need for accomplishment and reward.
WANTS CREDIT - One who is almost dysfunctional without the credit or approval of others. As an entertainer this person feeds on the applause, laughter, and/or acceptance of an audience.

32.
TOO SENSITIVE - One who is overly sensitive and introspective.
TACTLESS - A person who can sometimes express him/herself in a somewhat offensive and inconsiderate way.
TIMID - One who shrinks from difficult situations.
TALKATIVE - A compulsive talker who finds it difficult to listen. Again, this is an entertaining talker and not a nervous talker.

33.
DOUBTFUL - A person who is full of doubts, uncertain.
DISORGANIZED - One whose lack of organizational ability touches virtually every area of life.
DOMINEERING - One who compulsively takes control of situations and/or people. Do not consider the mothering role. All mothers are somewhat dominineering.
DÉPRESSED - A person who struggles with bouts of depression on a fairly consistent basis.
34.
**INCONSISTENT**  - Erratic, contradictory, illogical.
**INTROVERT**  - A person whose thoughts and interest are directed inward. One who lives within him/herself.
**INTOLERANT**  - One who appears unable to withstand or accept another’s attitudes, point of view or way of doing things.
**INDIFFERENT**  - A person to whom most things don’t matter one way or the other.

35.
**MESSY**  - This person is messy because it isn’t fun to discipline him/herself to clean. The mess is hardly noticed. There is another personality that gets messy when depressed, and yet another that is messy because it takes too much energy to do the cleaning. Be sure you are the first one mentioned if you check this word.
**MOODY**  - One who easily slips into moods. This person doesn’t get very high emotionally, but does experience very low lows.
**MUMBLES**  - This person may mumble quietly under the breath when pushed. This is a passive display of anger.
**MANIPULATIVE**  - One who influences or manages shrewdly or deviously for one’s own advantage. One who will find a way to get his/her own way.

36.
**SLOW**  - One who is slow-moving, easy-going.
**STUBBORN**  - A person who is determined to exert his/her own will. Not easily persuaded; obstinate.
**SHOW-OFF**  - One who needs to be the center of attention.
**SKEPTICAL**  - Disbelieving, questioning the motive behind the words.

37.
**LONER**  - One who requires a lot of alone time and tends to avoid other people.
**LORD OVER**  - A person who doesn’t hesitate to let you know that he/she is right or has won.
**LAZY**  - One who evaluates work or activity in terms of how much energy it will take.
**LOUD**  - A person whose laugh or voice can be heard above others in the room.
38. SLOW TO GET STARTED.
SUSPICIOUS - One who tends to suspect or distrust.
SHORT-TEMPERED - One who has a demanding impatience-based anger and a very short fuse. This type of anger is expressed when others are not moving fast enough or have not completed what they have been asked to do.
SCATTER-BRAINED - A person lacking the power of concentration, or attention. Flighty.
39. REVENGEFUL - One who knowingly or otherwise holds a grudge and punishes the offender, often by subtly withholding friendship or affection.
RESTLESS - A person who likes constant new activity because it isn’t fun to do the same things all the time.
RELUCTANT - One who is unwilling or struggles against getting involved.
RASH - One who may act hastily, without thinking things through, generally because of impatience.
40. COMPROMISING - A person who will often compromise, even when he/she is right, in order to avoid conflict.
CRITICAL - One who constantly evaluates and makes judgments. Example: One who is critical might see someone coming down the street and within seconds might try to evaluate their cleanliness, look of intelligence or lack of it, style of clothing or lack of it, physical attractiveness or lack of it, and the list goes on. This person constantly analyzes and critiques, sometimes without realizing he/she is doing so.
CRAFTY - Shrewd, one who can always find a way to get to the desired end.
CHANGEABLE - A person with a childlike short attention span. He/she needs a lot of change and variety to keep from getting bored.
1. Describe your temperament and personality.

2. What are the positive aspects of your personality? (What good things can come?)

3. What are the negative aspects of your personality? (What problems can come?)

4. What are your three greatest strengths?

5. What are your three greatest weaknesses?

6. What are the three greatest needs in your marriage/life?
ASSIGNMENT FOR SESSION 8:

1. Complete the personality profile in this lesson.
2. Complete the questions on page 90.
ASSIGNMENT FOR SESSION 8

1. Complete the personality profile in the lesson.
2. Complete the discussion on page 96.
How God Uses Your Life Experiences

“Our infinitely wise and powerful God is everywhere present, in all of time, orchestrating all events, great and small, to accomplish his purpose, yet without violating the free will of anyone.”

Introduction

If you had each person in this class share their life history you would have a variety of stories - some inspiring and some which would move you to tears. People would tell you about their struggle with divorce, sickness and tragedy. Others will tell you about those who mentored them and provided a godly example. Some will tell of their involvement in the military, sales, school, or some other club or organization that left an imprint on their life, and others would speak of abuse, rejection, and other experiences which have left scars even to this day.

It’s important to understand that God is in the business of taking the experiences of our life - the good and the bad - and using them to shape us for ministry. Consider this precious promise:

Moreover we know that for those who love God, who are called according to his plan, everything that happens fits into a pattern for good. For God, in his foreknowledge, chose them to bear the family likeness of his Son, that he might be the elder of a family of many brothers. He chose them long ago; when the time came he called them, he made them righteous in his sight, and then lifted them to the splendor of life as his own sons.

Romans 8:28-29
(J. B. Phillips Version)
Do you love God? Has God called you in accordance to his plan? If so, then God can and will take all the events of your life - the good and the bad - and use them to shape your for ministry.

Questions for discussion:

1. What is your immediate response to Romans 8:28-29?

2. How many of you can immediately think of something that took place in your life which has left an imprint on you to this very day? Would you be willing to share that experience with the class? How might God use that experience to equip you to minister to others?

3. What part must we play in order to "get the most" from our life's experiences?

THE EXAMPLE OF JOSEPH

The story of Joseph is found in Genesis 37-50. What a tremendous story! As you may recall, Joseph was a young man - probably about 17 years old - when he had a dream. To make a long story short, Joseph's dream (two dreams, in fact) showed how he would be exalted over his eleven brothers and even his parents. Needless to say, this didn't go over well with his brothers. Because of his lack of discretion and the sinfulness of their heart, Joseph's brothers secretly sold him to some Ishmaelite traders and led his father to believe he was killed and eaten by a wild animal.

After being sold to the Ishmaelites and taken to Egypt, he found himself as a servant in an Egyptian leader's home, whereby the man's wife made sexual advances toward him. Joseph ran from the temptation but was subsequently accused and imprisoned. After spending a few years in prison he interpreted a dream for a fellow inmate which eventually came true and the inmate was released from prison, promising to do his best to get Joseph out. Well, out of sight, out of mind! The inmate forgot Joseph and sat in prison for who knows how much longer.

Have you had it that bad? Joseph was turned on by his own family, falsely accused and imprisoned, taken advantage of and forgotten - and all the time being totally innocent of any wrong-doing, sin, or evil intentions. Perhaps you have had it that bad, but nevertheless, Joseph gives us an example as to how to interpret and respond to these kind of life experiences.

As Joseph spoke to his brothers regarding what had taken place, look at his attitude through all of this:
God used Joseph to provide a place of security and protection for his family while the land of Canaan was judged with a famine.

AN EXAMPLE FOR THE SAKE OF DISCUSSION

Let's take someone who has gone through a divorce, for example. Take a few moments and discuss the following questions:

1. What are some of the experiences a person goes through when they experience a divorce?

2. What are some of the emotions a person goes through after experiencing a divorce?

3. List as many ways as you can think of regarding how God might use a person who has experienced a divorce? What ministry opportunities might a person have occasion to participate in?
4. What might a person have to do to prepare himself/herself to be used by God after such an experience as divorce?

God can use you to minister to others as a result of your life's experiences. I urge you to not discount what you have experienced - the good and the bad. I urge you to allow the Holy Spirit to mold and shape you and to help you grow through those experiences. Do what you can to prepare yourself - read, study, practice, learn. Take the initiative to pursue the plan of God for your life.

ASSIGNMENT FOR NEXT WEEK:

1. Memorize Romans 8:28-29 in the translation of your choice.

2. Transfer the information from this class onto the Ministry Profile Summary. Fill out anything necessary to complete the summary in its totality. (The Ministry Profile Summary should be brought to your ministry counseling appointment with the rest of your notes and work from this class.)
1. In the following spaces list the top six spiritual gifts and their numerical score.

<table>
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<tr>
<th>NUMERICAL SCORE</th>
<th>SPIRITUAL GIFT</th>
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2. In the space below, list any common thread running through your past accomplishments, which, if any, of the "heartbeats" listed is your heart motivation characterized by, and list what you would like to do in your spare time.

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<tr>
<th>COMMON THREADS</th>
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<th>HEART MOTIVATION CHARACTERISTICS</th>
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<th>WHAT I'D LIKE TO DO IN MY SPARE TIME</th>
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3. I like to work with the following types of people:
(Include age and type. I.e., minorities, aged, infants, handicapped, teens, needy, "street-people," business people, college, students, etc.)

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<thead>
<tr>
<th>I LIKE TO WORK WITH THE FOLLOWING KINDS OF PEOPLE</th>
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<td>(Include age and type)</td>
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</table>
4. My current vocation is:

5. Other jobs or skills I have experience in:

1. 
2. 
3. 
4. 

6. I feel I have these specialized abilities: (Mark the ones you've checked from the list)

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<thead>
<tr>
<th>SPECIALIZED ABILITIES</th>
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7. Transfer the scores from the personality section of the Ministry Profile in the following spaces.

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<th>ROW 1</th>
<th>ROW 2</th>
<th>ROW 3</th>
<th>ROW 4</th>
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<tr>
<td>(Sanguine)</td>
<td>(Choleric)</td>
<td>(Melancholy)</td>
<td>(Phlegmatic)</td>
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8. In the space provided, share how and when you became a Christian and what it has meant to you since then.

HOW AND WHEN I BECAME A CHRISTIAN
9. In the space provided write out the kinds of problems which you might be able to relate to as a result of your own experiences, either good, bad, or hurtful.

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<thead>
<tr>
<th>EXPERIENCES TO WHICH I MAY BE ABLE TO RELATE IN OTHER’S LIVES</th>
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10. Complete the information on your educational experiences.

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<tr>
<th>WHERE I ATTENDED SCHOOL AND MY FAVORITE SUBJECTS</th>
<th>SEMINARS OR TRAINING THAT HAS BEEN MEANINGFUL TO ME</th>
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11. In the space provided list any areas in which you have served in the past.

<table>
<thead>
<tr>
<th>NAME OF CHURCH</th>
<th>LOCATION</th>
<th>POSITION OF SERVICE</th>
<th>TIME</th>
<th>DID YOU ENJOY IT?</th>
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12. What ministries do you feel you’re shaped for?

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<th>MINISTRIES I FEEL I’M SHAPED FOR</th>
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Preparing Yourself For Ministry

"It is God’s responsibility to shape us for ministry, it is our responsibility to prepare ourselves for ministry."

Introduction

This class began by emphasizing the fact that each believer has a mark to hit, a destiny to fulfill. We’ve stressed that the Christian has a high call from God. We’ve been called to unity and service. God has uniquely shaped us for ministry. Our obedience to God’s will for our life is vitally important for the Body of Christ - we have a place to fill, a work to do. God imparts spiritual gifts, gives us a heart-desire for certain things, allows us to develop special abilities and possess a unique personality, and permits us to encounter individual experiences which he may choose to use to equip us to minister to others. God does his part, but we must do ours.

We must prepare ourselves to be used by God. This lesson shares some practical insights on how we can do that very thing.

FOUNDATIONAL CONSIDERATIONS

Before we proceed any further in discovering God’s purpose for our life there are some foundational truths which we must be experiencing. If the foundation of our attempts to serve Christ are faulty then everything we attempt to build will be unstable and susceptible to collapse. Many people try to do the will of God without covering the foundational bases. We must live out the following Scripture in order to be building on a proper foundation to discover our unique shape for ministry and experience fruitfulness:
With eyes wide open to the mercies of God, I beg you, my brothers, as an act of intelligent worship, to give him your bodies, as a living sacrifice, consecrated to him and acceptable by him. Don't let the world squeeze you into its own mold, but let God re-make you so that your whole attitude is changed. Thus you will prove in practice that the will of God is good, acceptable to him and perfect.

Romans 12:1-2
J. B. Phillips Version

Questions for discussion:

1. What are we told to do? 

2. How can we practically do that? 

3. What are we told not to do? 

4. Describe what it means to be squeezed into the mold of the world. 

5. How may we keep that from happening?
4. How will this help us to discover and live out our unique shape for ministry?

GETTING STARTED

In your pilgrimage to discover your unique shape for ministry and to prepare yourself to be used by God, you must first believe that you are gifted and that God can use you. We learned this from 1 Peter 4:10, *As each one has received a special gift from the Lord...* God has gifted you. Don’t let discouragement, failure, past experiences, or lies from the devil convince you otherwise!

Secondly, you should begin praying. Ask God to reveal how he has shaped you for ministry and to order your path. Jesus said that those who hungered and thirsted after righteousness would be filled. He also said that if we wanted something we should ask, seek, and knock. Many Christians are content to "go with the flow" or live with the status quo. Things are going okay for them, so why put out any more effort. I hope after taking this class you won’t be content to sit on the sidelines. You can start your journey with prayer!

Thirdly, you can understand the various aspects of your unique shape. That’s what we’ve been attempting to do for the past eight weeks. You have spiritual gifts, a particular heart motivation, unique abilities and personality, and life experiences that God desires to use for his glory. How might God put them all together?

It’s also helpful to confirm your impressions through others. In the fourth chapter of Colossians Paul lists eleven individuals whom he labored with and knew. Paul could identify distinguishing characteristics of each one. Often those who know us well can see things in our life that we can’t see. By asking them to identify our uniqueness or what we may be good at may be helpful.

We have also discussed the importance of confirming your gift through experience. In order to discover your niche you must get off the bench and into the game! It’s then you will discover what you do well and what you don’t do well. **Don’t be afraid of failure.** One of the lines in Shakespeare’s *Julius Caesar* says, "Cowards die many times before their deaths; the valiant never taste death but once." Think about it! Don’t let fear of failure paralyze you. There was a cabinet meeting in London during the darkest days of the Second World War. France had just capitulated. Prime Minister Churchill outlined the situation in its starkest colors. Quite literally, the tiny British Isles stood
alone. Brim faces stared back at him in stoic silence. Despair and thoughts of surrender were written in their looks. The visionary statesman momentarily remained silent, lit a cigar, showed a hint of a smile, and with a twinkle in his eye, responded to that dispirited company of officials by saying, "Gentlemen, I find it rather inspiring." What a great line! No wonder people followed the man, fear of failure never entered his mind. So, go for it! Try it and do your best. If you fail, move on to something else. You'll never know what you're good at until you try!

May I also recommend that you look for opportunities and make them yourself. Don’t wait for someone to come to you begging you to get involved. Don’t complain that there’s no place for you to serve. Take the initiative. The church leaders may have dozens of ministries they would like to see birthed but there’s no one to take the lead or support the effort. When D. L. Moody moved to Chicago as a young believer, he sought some Christian activity to fill up his spare time. He was directed to North Wells Sunday School in a poor part of the city. The next Sunday morning Moody walked to the corner of Wells Street and Chicago Avenue to ask the superintendent for some work. He didn’t even ask for a class, for he said in those days he couldn’t teach. The superintendent casually told Moody to go out into the streets and alleys and round up whatever boys he could find. Both the superintendent and Moody were unaware where this Christian activity would lead. But by exposing himself to helping where he could, Moody progressed toward teaching, then evangelism, and ultimately founding the famed Moody Bible Institute virtually on the very site of his early service.

At conversion the Holy Spirit grants gifts to every child of God and assigns a ministry. But first must come spiritual preparation. The extent to which the divine design is fulfilled depends on the believer’s faithfulness. We ought to expose ourselves to various kinds of Christian service, perhaps first in the area of natural abilities. Dr. Charles C. Ryrie says, "Many ordinary laymen and women miss the full use of their gifts simply because they will not tie themselves down to a regular Bible class or even a simple administration job in the church. We must be unreservedly willing to do anything if we would know the fullest use of our spiritual gifts."

**FINAL CONSIDERATIONS**

Finally, to prepare yourself to function in your unique area of ministry consider the following points:

1. **Know the Bible.** Whatever you do for the Lord you will have to know the Bible. Take all the Bible classes you can. Learn how to study the Bible - getting spiritual food on your own rather than depending on others to spoon feed you. There are classes offered from time to time as well as excellent books available to assist you.

2. **Submit to church leadership.** For the most part church leaders have your best
interest in mind. They’re not stupid, or cruel, seeking to take advantage of you. Most of the time they have a good vantage point from which to advise. Keep in mind that they deal with scores of people regularly and generally speak from great experience. To submit to them simply means to follow their advice and not make it tough for them, it only will make it more difficult for you. (See Hebrews 13:17)

3. **Become an apprentice.** Find someone who is doing what you want to do and attach yourself to them. Take the initiative to get together with them, ask them questions, stick with them and learn.

4. **Develop skills that enhance your gift.** Take classes, read books, listen to tapes - secular and sacred. While the world is not build on spiritual principles there are some relevant truths which we may glean and apply. Be energetic in making yourself more useful for God!

Remember, God has a special place for you in the Body of Christ. He has equipped you to fulfill your personal destiny and calling and to take your place in the body. Don’t hesitate or delay - discover, develop, and deploy your unique shape for ministry!

**Questions for discussion:**

1. Have each person share what their top three spiritual gifts are and have the others in the class offer their thoughts on areas in our church where this person might do well in serving.

**ASSIGNMENT FOR NEXT WEEK:**

1. Continue memorizing Romans 12:28-29

2. Read through the *Ministry Opportunities* and mark the ones which interest you.
ASSIGNMENT FOR NEXT WEEK

1. Continue summarizing Roman I-2-5.
2. Read through the Ministry Communication and make the notes with marked key

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