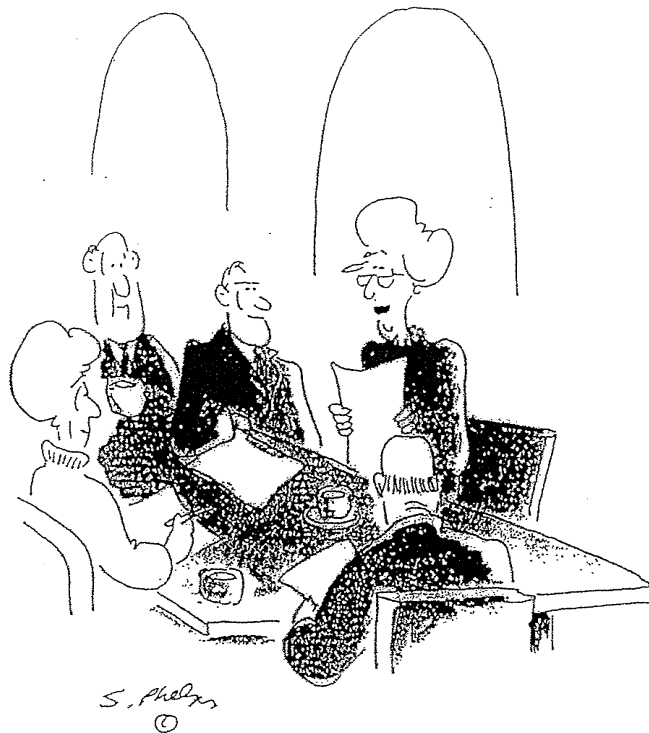


# Life in the Church: Spiritual Gifts

**Rev. Karen Miller, LCSW**



*“We have a preacher who wants to lead the music, a song leader who wants to preach, an organist who wants to head up the elder board. Now all we need is an elder who wants to play the organ.”*

## **SPIRITUAL GIFTS MENTIONED IN SCRIPTURE**

As each scripture is read, and each Scripture Gift is identified, write that Spiritual Gift in the space provided. A few spiritual Gifts occur more than once, but you only need to write it once for each.

For to one is given by the Spirit the word of wisdom; to another the word of knowledge by the same Spirit; To another faith by the same Spirit; to another the gifts of healing by the same Spirit; To another the working of miracles; to another prophecy; to another discerning of spirits; to another divers kinds of tongues; to another the interpretation of tongues.

1 CORINTHIANS 12:8-10

**Gifts Mentioned:**

1. _____	6. _____
2. _____	7. _____
3. _____	8. _____
4. _____	9. _____
5. _____	

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

1 CORINTHIANS 12:28

10. _____	12. _____
11. _____	13. _____

Having then gifts differing according to the grace that is given to us, let us use them: if prophecy, let us prophesy in proportion to our faith; or ministry, let us use it in our ministering; he who teaches, in teaching; he who exhorts, in exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness.

ROMANS 12:6-8

14. _____	16. _____
15. _____	17. _____

And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers.

EPHESIANS 4:11

18.

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19.

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Be hospitable to one another without grumbling. As each one has received a gift, minister it to one another, as good stewards of the manifold grace of God.

1 PETER 4:9-10

20.

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And I have filled him with the Spirit of God, in wisdom, in understanding, in knowledge, and in all manner of craftsmanship.

EXODUS 31:3

21.

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Therefore I exhort first of all that supplications, prayers, intercessions, and giving of thanks be made for all men, for kings and all who are in authority, that we may lead a quiet and peaceable life in all godliness and reverence.

1 TIMOTHY 2:1-2

22.

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Praise Him with the sound of the trumpet; Praise Him with the lute and harp! Praise Him with the timbrel and dance; Praise Him with stringed instruments and flutes! Praise Him with loud cymbals; Praise Him with clashing cymbals!

PSALM 150:3-5

23.

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*All Scripture NKJV. Bible Gateway.*

*PLEASE NOTE: The lists of Spiritual Gifts in the Bible are not identical, but they vary in order and content. This list is illustrative, not exhaustive.*

## HOW TO IDENTIFY MINISTRY GIFTS

Adapted from *More than You and Me* by Kevin A. Miller and Karen L. Miller (Focus on the Family, 1994)

### Seven questions to pinpoint your strengths.

Ephesians 4 tells us that when spiritual gifts are in operation, the whole body matures, and when “each separate part works as it should, the whole body grows.” The more believers understand their calling within the church, the better the church will function.

1. **What abilities do I find so natural that I don’t think of them as gifts?** Somewhere we’ve acquired the misconception that something we enjoy can’t possibly be a gift from God. But when thing “just come naturally,” we need to recognize these may be gifts fro Christ. Think about what comes naturally to you. It may be a special ability God has given you to help others.
2. **In what areas can I make a mistake, and instead of wanting to quit, I want to do more of it?** For me, “home improvement” is a contradiction in terms. As a result of many mistakes in this non-gifted area, I not run, not walk, whenever I see a home improvement project. But when I write something that’s boring or confusing, it doesn’t make me want to give up. It makes me want to try again until it’s interesting and clear. In what areas of your life do mistakes motivate you to try again?
3. **What needs to I notice, even when others don’t?** My wife can walk into a room and within five minutes identify someone who is lonely and feeling rejected. That’s probably because God has given her the ability to listen to people and befriend them. Do you notice certain areas of need? God may enable you to see those because he’s given you the corresponding abilities to help people with them.
4. **What things can I do for a long time without tiring?** One woman told me, “I love to work with 23 children at a Sunshine Club.” The thought might scare some people, but she draws energy from it. Too often, we tire from trying to do what we shouldn’t be doing in the first place. But usually there’s at least one course on which we can run a marathon.
5. **What bothers me? What areas do I notice when someone does a task poorly?** This is a good way to sniff out our passions and strengths. We can’t criticize someone unless (a) we care about it, and (b) we know something about it. The next time you find yourself on a critical streak, ask, “Has God given me this passion so I can harness it to serve people?”
6. **What significant experiences has God used to shape me?** God can use the pains of our lives to make us stronger in particular areas. This can make us sensitive to others who are hurting and turn our suffering into a gift for them. We need to not despise our pain, but to draw on it for the benefit of others.
7. **What have others observed in me?** Those who are close to us often can see our abilities better than we can. Pay attention to what gifts they perceive in you.

### Discuss

1. After considering these questions, what do you think are your God-given abilities?
2. How could you use these gifts to benefit the church?
3. In what ways does our church help people identify and develop their gifts? How could we improve in this area?

<b>Gift</b>	<b>Description</b>
Apostleship	This gift enables Christians to be recognized as spiritual leaders by a variety of churches.
Artistic Creativity	This gift enables Christians to use artistic expression for the edification of others.
Counseling	This gift enables Christians to serve others through comfort, admonition, and encouragement, so that they experience help and healing.
Craftsmanship	This gift enables Christians to use a trade or craft for the good of the Body of Christ.
Deliverance	This gift enables Christians to help people suffering from demonic oppression experience deliverance.
Discernment	This gift enables Christians to know for sure whether a given behavior originates from a divine, human, or satanic source.
Evangelism	This gift enables Christians to communicate the Gospel to non-Christians in a manner conducive to leading them to faith.
Faith	This gift enables Christians to discern, with an unusual degree of confidence, the will of God for the future development of ministry.
Giving	This gift enables Christians to give material things cheerfully and generously to others.
Healing	This gift enables Christians to serve as God's instruments for restoring the health of others without the aid of medical tools.
Helps	This gift enables Christians to place their own gifts at the disposal of other Christians, thus releasing them to concentrate more on their ministry.
Hospitality	This gift enables Christians to maintain an open home, offering food and lodging to guests.
Interpretation	This gift enables Christians to make known in a commonly understood language a message originally communicated in tongues.
Knowledge	This gift enables Christians to generate, collect, and analyze ideas that are important for the health of the church.
Leadership	This gift enables Christians to set goals for the church and to communicate them in such a way that others volunteer to achieve them.
Mercy	This gift enables Christians to demonstrate empathy through practical deeds toward those who are troubled in mind, body, or spirit.
Miracles	This gift enables Christians to serve as human instruments through whom God performs powerful acts that surpass natural laws in order to communicate a specific message to God's people.
Missionary	This gift enables Christians to utilize their other gifts in a second culture.
Music	This gift enables Christians to play a musical instrument or to use their voice in singing for the glory of God and the edification of others.
Organization	This gift enables Christians to understand goals for specific areas of ministry and to draft effective plans toward reaching these goals.
Prayer	This gift enables Christians to pray for concrete requests over long periods of time, and to receive visible answers far more frequently than most Christians.
Prophecy	This gift enables Christians to receive a message from God by the Holy Spirit and to communicate it to other people.
Service	This gift enables Christians to recognize where their participation is needed and to make sure that the most urgent jobs get done.
Shepherding	This gift enables Christians to assume long-term personal responsibility for the spiritual well being of a group of believers.
Singleness	This gift enables Christians to live happily as singles while contributing more effectively to the kingdom of God.
Suffering	This gift enables Christians to suffer for their faith while at the same time maintaining a joyful, victorious spirit.
Teaching	This gift enables Christians to communicate truth in a manner that enables others to learn and contributes to the health of the church.
Tongues	This gift enables Christians to use a language they have never learned, either in their personal prayer times or for a public message.
Voluntary Poverty	This gift enables Christians to deny themselves material well being so that they can maintain a standard of living that parallels the poor.
Wisdom	This gift enables Christians to help others apply existing knowledge to specific situations.

## DISC PERSONALITY GIFTS

### D (Lion) Dominant - Driver

**Characteristics:** direct, decisive, dominant, confident, risk takers, problem solvers, self-starters.

**Value to a team:** bottom-line organizer, high value on time frames and seeing results, may challenge the status quo and think in a very innovative way.

**Basic Motivation:** challenge and control

**Greatest Fear:** being taken advantage of

**Desires:** freedom from others rules. They gravitate towards authority, personal freedom, and opportunity for advancement. They desire recognition, awards, and prestige for their work and ideas. In the work environment, D Personality Types, focus on promoting growth and a "bottom line" approach.

**Possible Weakness:** overstep authority, argumentative; dislike repetition and routine, attempt too much at one time, offend people while accomplishing the job.

**Leadership Style:** Take control and be in charge, do not like people telling them what to do, like to delegate tasks to others, make quick decisions, direct demanding approach to management.

**Following Style:** Respects strong leaders, wants to win, wants choices not orders, wants power, authority, and productivity, work independently, "do his/her own thing"

**Personal growth areas:** strive to listen more actively, be attentive to other team members' ideas, and to strive for consensus instead of making decisions alone, be careful to explain the "whys" of your proposals and decisions, relaxation is not a crime, self control is important.

### I (Man) Influencing - Inspiring

**Characteristics:** not afraid to be the center of attention, enthusiastic, optimistic, talkative, persuasive, impulsive and emotional.

**Value to a team:** creative problem solvers, great encourages and motivators of others, go out of their way to keep things light, avoid and negotiate conflict and keep the peace.

**Basic Motivation:** recognition and approval

**Greatest Fear:** rejection

**Desires:** Prestige, friendly relationships, freedom from details, opportunities to help and motivate others, chance to verbalize ideas.

**Possible Weakness:** not good with detail, more concerned popularity than with tangible results and organization, not great listeners, and may give the impression of waiting to speak instead of truly listening to what someone else is saying. In some cases, gestures and facial expressions are overly used.

**Leadership Style:** Inspiring and enthusiastic, loves to lead and influence others, naturally great presenters, talkative, loves crowds, impressive and positive.

**Following Style:** follows with their heart, tend to be impulsive followers, want opportunities that will make them look good, talk a lot, make great first impressions, often rise to the top as leaders due to persuasiveness and high confidence; leader may not know who is leading whom.

**Personal growth areas:** practice exercising control over actions, words, and emotions; tend to be very quick thinkers and may need to slow down the pace for other team members. As natural talkers, may need to concentrate on talking less and listening more; shouldn't take on more than they can accomplish.

## S (Ox/Angel) Stable - Steady

**Characteristics:** steady, stable, and predictable, even-tempered, friendly, sympathetic with others, and very generous with loved ones, is understanding and listens well, servant, submissive, specialist

**Value to a team:** reliant and dependable, are patient, good listeners, strive for consensus and will try hard to reconcile conflicts as they arise; compliant towards authority and a loyal team player, good at multi-tasking and seeing tasks through until completion

**Basic Motivation:** stability and support

**Greatest Fear:** loss of security

**Desires:** sincere appreciation for their acts of kindness and security in both situations and environments. They enjoy repetition and patterns and time to adjust to change if it must occur

**Possible Weakness:** resists change, takes a long time to adjust, holds a grudge, sarcastic and passive-aggressive, will give in rather than argue

**Leadership Style:** sweet, steady and stable leaders, seldom demand anything, friendly and loyal, passive and laid back, cool, often miss opportunities due to caution and avoid/dislikes changes, reliable and relaxed, reserved

**Following Style:** want to establish a relationship with a gentle, understanding leader who will be around for a long time, want to serve in a stable environment, will make decisions slowly, very at home with sensible, slow judgment, like familiar and low-key environment

**Personal growth areas:** struggle with change, overly agreeable or put others needs before their own, may need to more direct in their interactions and be aware of their own wants and needs. It may take intentionality to express their own thoughts, opinions, and feelings in situations, although they make excellent listeners to others.

## C (Eagle) Careful – Correct

**Characteristics:** accurate, precise, detail-oriented, and conscientious, think very analytically and systematically and make decisions carefully, good problem solvers

**Value to a team:** brings perspective to groups, will make realistic estimates and will voice the problems that they see with the plan or already existing system; conscientious and even tempered, will complete tasks they've committed to and will be very thorough

**Basic Motivation:** quality and correctness

**Greatest Fear:** criticism and failure

**Desires:** clearly defined tasks, details, limited risks, assignments that require precision and planning, time to think, time to prepare or changes.

**Possible Weakness:** will avoid conflict rather than argue, and it is difficult to get them to verbalize their feelings, can be bound by procedures and methods and find it difficult to stray from order, can obsess over small details.

**Leadership Style:** competent, goes by the book, and does everything according to policy, thorough and detail oriented, very informative, serious about doing the job just right, provides lots of information, facts and focuses on the problem and pitfalls.

**Following Style:** “consumer report” type followers, analyze each decision, love research and development, quality oriented followers, no quick or costly decisions, picky and precise, follow with their mind, not the heart, want time to think about decisions and get work done with excellence, if convinced they follow best.

**Personal growth areas:** fears criticism from others, they tend to be over critical of others, be open to others ideas and methods, will need to push themselves to be decisive and take risks

## **5 STEPS TO PUTTING YOUR GIFTS INTO ACTION**

- I. Discover how God has created you to help others:
  - Spiritual Gifts
  - Heartbeat/Passion
  - Abilities
  - Personality
  - Experiences
2. Identify service opportunities that match who you are:
3. If you can't find a service opportunity that matches who you are, consider the following:
  - Are there hidden opportunities within an existing ministry?
  - Is there a new ministry you could help launch, if it fits with Church's Vision
4. Start small, with a manageable challenge:
  - Look at the available hours, days, evenings, Saturday evening
5. Evaluate after serving for a while:
  - What do you enjoy about this ministry?
  - What frustrates you?
  - Is there a way to deal with what frustrates you?