Spiritual Gifts Workshop at The Well

Breakdown of Gifts in the Body

What You Must Know As You Study Gifts:

1. We all have a spiritual gift. It is given at salvation.
2. No gift is more important than another. Some may be more prominent, but not important.
3. You don’t graduate to better gifts, but you can be activated to new gifts.
4. Spiritual Gifts demonstrate His Power while Spiritual Fruit demonstrates His Personality.
5. Denominations will teach this differently based on their doctrinal stance.
6. Your gift is not as important as your relationship with God.
7. Gifts can be used in the flesh. Gifts can also be used in the natural without God’s help. A Spiritual Gift means you are not naturally good at it.

Overview:

We are going to look at the groupings of Spiritual Gifts and the personal classifications and how they fit into your life. We also look at your natural abilities, acquired skills and spiritual gifts together. Your personality profile will also play in your giftedness set.

Three Major Biblical Groupings:

1. **Motivational Gifts**: Romans 12:6-8  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; 7 or ministry, *let us use it in our ministering*; he who teaches, in teaching; 8 he who exhorts, in exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness.

2. **Manifestational Gifts**: 1st Corinthians 12: 4 There are diversities of gifts, but the same Spirit. 5 There are differences of ministries, but the same Lord. 6 And there are diversities of activities, but it is the same God who works all in all. 7 But the manifestation of the Spirit is given to each one for the profit of all: 8 for to one is given the word of wisdom through the Spirit, to another the word of knowledge through the same Spirit, 9 to another faith by the same Spirit, to another gifts of healings by the same Spirit, 10 to another the working of miracles, to another prophecy, to another discerning of spirits, to another different kinds of tongues, to another the interpretation of tongues. 11 But one and the same Spirit works all these things, distributing to each one individually as He wills.
3. **Office Gifts**: Ephesians 4: 11 And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers, 12 for the equipping of the saints for the work of ministry, for the edifying of the body of Christ, 13 till we all come to the unity of the faith and of the knowledge of the Son of God, to a perfect man, to the measure of the stature of the fullness of Christ, 14 that we should no longer be children, tossed to and fro and carried about with every wind of doctrine, by the trickery of men, in the cunning craftiness of deceitful plotting, 15 but, speaking the truth in love, may grow up in all things into Him who is the head—Christ— from whom the whole body, joined and knit together by what every joint supplies, according to the effective working by which every part does its share, causes growth of the body for the edifying of itself in love.

**Three Personal Classifications:**

1. **Word Giftedness**: Teaching, Exhortation, Prophecy, Pastoring, Apostleship, Evangelism and Ruling

2. **Power Giftedness**: Word of Wisdom, Word of Knowledge, Faith, Kinds of Healing, Working of Power, Discerning of Spirits, Tongues (interpretive), Interpretation of Tongues

3. **Love Giftedness**: Governments, Giving, Mercy and Helps

19 **Major Spiritual Gifts that are listed.** There may be more that are not biblical, so we will have to attribute those gifts to more of natural abilities rather than a “Spiritual Gift.”

**The Reason for Classification versus Grouping:**

Grouping teaches the gifts, but does not Individualize the ministry base which you minister from. You gain knowledge of gifts, but have no knowledge of how you minister. Personal Classification helps us understand how the gifts work through people. It will also help you figure out to best serve in the Body of Christ.

Secondly, realize that you will have to categorize your “ministry base.” You may be primarily LOVE GIFTED, Secondarily POWER GIFTED and third WORD GIFTED. This will help you not be placed in the wrong ministry.
The gift of teaching is mentioned in three major passages on spiritual gifts. (1 Corinthians 12; Romans 12; Ephesians 4) The gift of teaching is fairly well defined in Scripture. Most people would agree that this gift is in operation today.

A person who has the gift of teaching is one who has the ability to instruct, explain, or expose Biblical truth in such a way as to cause believers to understand the Biblical truth.

This gift is extremely important because of its function in the body. In order to live out the practical implications of our faith, we must first understand the truth that we are basing our convictions upon. Teaching provides us with a clarification and an explanation of the Biblical truths.

Here are some common symptoms of this gift:
- people will constantly understand truth as a result of what you say about the Bible,
- you will have a tremendous drive within you to understand truth and will look for ways to explain that truth to others,
- you will be able to discipline yourself to study the Word of God,
- you will find yourself overly concerned about meaning and will not be satisfied with unclear explanations (either your own or others),
- you will constantly be learning new communication methodologies which will help you become more effective in your teaching,
- you will see people becoming more Christ-like in their actions and thoughts as a result of your helping them understand and Biblical truth,
- people will know God in ever increasing depth because of your ability to practically explain Biblical truth in terms of their context.

Teachers, because of their influence over others, will be held accountable at a higher standard than others. This is implied in James 3:1 which says, "Not many of you should presume to be teachers, my brothers, because you know that we who teach will be judged more strictly."
EXHORTATION  CENTRAL THRUST  TO APPLY BIBLICAL TRUTH

The gift of exhortation is the capacity to urge people to action in terms of applying Biblical truths, to encourage people generally with Biblical truths, or to comfort people through the application of Biblical truth to their needs.

There is a three-fold expression of this gift: admonition, encouragement, and comfort. There is the admonition aspect in which the person urges others to take action based on Biblical truths. This implies a strong application of truth and can come across as a type of correction. There is the encouragement aspect in which the person tries to lift or build others up by applying Biblical truths. There is the comforting aspect in which the person provides a measure of comfort to a hurting person as a result of applying Biblical truths to the situation.

Generally speaking, most people will start out stronger in one of the three aspects of this gift than the other two. The mature development of this gift will see all three aspects of the gift operating in harmony.

Here are some common symptoms of this gift:
• people generally react strongly (sometimes for, sometimes against) what you say,
• you frequently find yourself giving advise to others to do this or that,
• you often find that you have a word to share with someone in need and the person receives it as a comforting word from God,
• people frequently confide their inner thoughts to you because they sense that you have an empathetic ear and they are comforted in the process,
• people like to be around you because you often cheer them up simply by your attitude or demeanor,
• you often sense an urgency to get something done and are willing to communicate that urgency to others,
• you love to share with anyone a truth from a passage of the Bible that means something to you,
• you are not satisfied with a superficial acceptance of truth but you want people to use that truth in their lives,
• you enjoy sharing stories about God’s involvement in your life because you know that God can use it to encourage others.
A person operating with the gift of prophecy has the capacity to deliver truth (in a public way) either of a predictive nature or as a situational word from God in order to correct by exhorting, edifying or consoling believers and/or to convince non-believers of God's truth.

A person operating in this gift is deeply impressed that God has by His Spirit given him/her a message to deliver in the situation. He/she proclaims that message with authority and conviction. The message may result in further insight into God's Word, cause conviction of sin, bring reproof, provide comfort or a new sense of direction to the group. Many times the message may speak to a prominent issue that is facing the group. The person is not one who exposes the Biblical Word of God but rather is one who exposes the will of God.

Here are several symptoms of this gift:

- you are not afraid to speak out publicly or take strong stands on issues,
- you tend to see the needs of the group as a whole and are willing to take stands on Biblical standards,
- when you speak publicly, people are convicted by the truth that you give,
- you demonstrate an inner sensitivity to God and have a variety of experiences in which the Holy Spirit speaks to you.
The gift of apostleship refers to a special leadership capacity to move with authority from God to create new ministry structures (churches and para-church) to meet needs and to develop and appoint leadership in these structures.

The capacity to establish new ministry structures requires a special kind of authority from God. A person who has this kind of special authority is usually recognized by a local church and released to this new pioneering work. The gift can be operated within one's own culture or in a cross-cultural setting. Traditionally, the apostolic gift has been associated with missionary work because the pioneering aspect was easy to see. However, all who go as missionaries certainly don't have this gift.

There have been two normal settings for the release of this gift: founding new church structures and founding new mission structures. As with missionaries, not all church planters operate with this gift. Historically, the individuals that God has used to raise up new mission structures have operated in this capacity.

Here are several symptoms of this gift:

- a strong sense of a call by God for establishing new works,
- a strong confirmation on the part of the leadership of the local church of which you are a part,
- a forceful personality which can be trusted God to do what is necessary in unusual ways so that the work can be founded,
- an ability to face new situations sensitively,
- a clear understanding of the nature of the church and its purpose,
- a personality which attracts people to follow your leadership,
- a person who can sense what God wants to do and is not afraid to try,
- a drive within you which can't be satisfied apart from seeing people being reached and enfolded into the community of God who were unreached before.
The **pastoral gift** is the capacity to *exercise concern and care for members of a group so as to encourage them in their growth in Christ which involves modeling maturity, protecting them from error and disseminating truth.*

- people usually look to you to make decisions,
- people feel you have authority in things concerning the church and spiritual matters,
- you are usually picked as the leader in committees, organizations and group meetings,
- you seem to influence the actions of groups by what you do and what you say,
- you have the ability to maintain order or discipline among people,
- you easily see the problems of the group that you are relating to and accept responsibility to help them,
- you are concerned that groups of Christians that you relate to grow in Christlikeness and unity and are willing to do something about it,
- you would be considered by most (if they were asked) that you are a leader,
- you exert influence over people so as to instill loyalty to you and your way of thinking and doing things.
The gift of evangelism in general refers to the capacity to challenge people through various communicative methods (persuasion) to receive the Gospel of salvation in Christ so as to see them respond by taking initial steps in Christian discipleship.

The gift of evangelism is the primary means of God's reconciling men and women to Himself. It causes numeric growth in the Church and initiates people in the discipleship process.

Here are some common symptoms of this gift:
- the ability to talk before groups of people and easily converse with strangers,
- the ability to persuade or influence people,
- an intense sense of unrest with the thought of people being unsaved and eternally unreconciled to God,
- the ability to insert spiritual truth in normal conversation with the unsaved,
- a freedom and joy in talking about Christian things naturally in an unforced way,
- the fact that unsaved people with whom you have contact often end up pursuing and asking what Christianity is all about,
- the fact that unsaved people actually make discipleship commitments as a direct or indirect result of your influence,
- the fact that you feel led to pray often for unsaved people by name,
- the fact that your intercessory prayer time focuses in on unsaved groups of people,
- the ability to make friends easily.
A person operating with a ruling gift demonstrates the capacity to exercise influence over a group so as to lead it toward a goal or purpose with a particular emphasis on the capacity to make decisions and keep the group operating together.

Here are several symptoms:
- an ability to get direction or vision from God for a group,
- an ability to influence others to follow that direction,
- an ability to organize and build structures that allow for ministry to happen efficiently.

This gift, if it is perceived as a distinct gift, operates in conjunction with other gifts. For example, all of the leadership gifts have some aspect of this gift in operation. Also, a person operating in this gift will more than likely have one or more of the word gifts in operation in order to flow in this gift.

FEEDBACK ON WORD GIFTS

1. Match each word gift with its central thrust by placing the capital letter in the blank next to the descriptive statement.

A Teaching       C. Prophecy       E. Apostleship       G. Ruling
B. Exhortation   D. Evangelism    F. Pastoring

___(1) to provide correction or perspective on a situation
___(2) caring for the growth of followers
___(3) to clarify truth
___(4) creating new ministry
___(5) influencing others toward vision
___(6) to apply Biblical truth
___(7) introducing others to the gospel
One of the important insights that has come out of our research on leaders is that all leaders have at least one word gift in his/her gift-mix. This is an important finding which has implication for selection and development of leaders in churches and parachurches. One of our values that we have identified concerning effective leaders is, **EFFECTIVE LEADERS RECOGNIZE LEADERSHIP SELECTION AND DEVELOPMENT AS A PRIORITY FUNCTION.** This insight relating leadership and word gifts is very helpful in early selection and hence a more proactive development of emerging leaders. We will return to this idea in the next chapter.
Gifts Vacuum: What Might Be Missing--Possible Lack

APOSTLESHP
1. need for, insights as to how, ability to inspire, and creativity to start new ministries to meet needs.
2. lack of an authoritative sense of God’s hand on the ministry.
3. a sense of sameness, traditions prevail, forms more than functions dominate.

PROPHECY
1. no application of Christian truth to environment.
2. frequent plateauing.
3. no sense of where God wants to take the group.
4. no sense of the big picture in the world and what God is doing.

EVANGELISM
1. no conversion growth.
2. lack of excitement and sense of vitality.
3. lack of responsibility for the lost.

PASTOR
1. believers not growing.
2. believers not seeing truth being helpful for their lives.
3. believers led astray by teaching that is heretical or at least not healthy.

TEACHER
1. lack of stability.
2. immature, ignorant believers.
3. believers who can be swayed by worldly influences.
4. untrained, non-equipped body.
5. lack of interdependency in body.

RULING
1. lack of follow through on ideas.
2. lack of organizational drive to accomplish.
3. sense of loss of direction.
4. a leadership which may be indecisive.

danger of gift projection

Leaders are people who influence. Generally, they are strong people who have evident leadership gifts. Strong gifted leaders tend to project (i.e. lay expectations, maybe even produce guilt trips) on followers in terms of their own strong gifts. Evangelists tend to think everybody ought to have evangelistic gifts. They exhort toward evangelism and sometime make people feel guilty because they are not seeing fruit. Teachers want everybody to study the Bible like they do. They expect everyone to want to study and teach and to see truth like they do. If you don’t have a marked up Bible or a well worn Bible you must be immature. Prophets are impatient with those who can’t see the need for the correction they are forcefully asserting. Pastors don’t want the boat rocked. They want to maintain harmony. Apostles tend to overpower people. In short, strong gifted people tend to project their own gifts on others. This means that people who don’t have those gifts feel like second class citizens, like they don’t measure up as Christians. They become frustrated. They can’t do what is expected. They may become inoculated after repeated beatings. Or they may simply drop out. In any case all strong leaders need to be aware of this projection tendency. This should cause them to recognize the other kinds of gifts in the body and to affirm those gifted people as well.
The word of wisdom gift refers to the capacity to know the mind of the Spirit in a given situation and to communicate clearly the situation, facts, truth or application of the facts and truth to meet the need of the situation.

Here are several symptoms of this gift.

- the ability to be sensitive to the prompting of the Holy Spirit which allows for the recognition of ideas and concepts that God is speaking into the situation,
- the quickness to transfer concepts into application for a situation,
- a good understanding of spiritual truth in the Bible,
- an ability to see principles of truth,
- the ability to grasp situations by intuition and see solutions for the situation almost simultaneously--further analysis and evaluation will often confirm the intuitive solution,
- when a word of wisdom comes in the intuitive way and is given in a group setting, it is usually authenticated by those who hear it by a consensus approval.

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<th>High Awareness of Sovereign Intervention</th>
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The *word of knowledge* gift refers to the capacity or sensitivity of a person to supernaturally perceive revealed knowledge from God which otherwise could not or would not be known and apply it to a situation.

- Acts 5:3ff  Peter's knowledge of God's supernatural judgment.
- Acts 16:28  Paul's knowledge of the jailer's suicide thoughts.
- Acts 18:9  Paul's confirmation to stay at Corinth.
- Acts 20:25  Paul avers that he would not see the Ephesian elders again.
- Acts 21:10  knowledge in conjunction with prophecy.
- Acts 27:22-26  knowledge of the shipwreck with loss of life.

Here are several symptoms of this gift:

- sensitivity to the Holy Spirit's prompting which allows for the recognition that certain thoughts or impressions are from God,
- a recognition that in certain situations the Holy Spirit wants to do something and gives you knowledge that could not have originated with you. This knowledge helps release the activity of God in the situation.
- an awareness that God releases knowledge and information in a variety of ways.

High Awareness of Sovereign Intervention

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The gift of faith refers to the unusual capacity of a person to recognize in a given situation that God intends to do something and to trust God for it until He brings it to pass.

The gift of faith is used by God:
- to bring glory to Himself,
- to reveal who and how He really is to people,
- to exhort the church to pray and believe,
- to meet the crisis needs in the life of the individual and the church,
- to fulfill the inspirational function of leadership.

Here are a number of possible symptoms of this gift:
- an unusual desire to accept God's promises at face value and to apply them to given situations until God fulfills them.
- receiving what you believe to be a vision of some future work of God and trusting God for it until it comes to pass.
- the recurring experience in the midst of situations to sense that God is going to do something unusual even though most of the people around you don't have this kind of assurance,
- an unusual desire to know God in His fullness and to be cast on Him and Him alone for solutions to problems.
- the thrill of knowing time and time again that God is real because He and He alone has specifically in a detailed way intervened on your behalf.
- an attitude that says that: not only that God can do something but that He will do something in the situation, in fact, in many cases to know that God has already done it.
Gifts of healings refer to the supernatural releasing of healing power for curing all types of illnesses. Here are several symptoms:

- a deep desire to see God alleviate physical problems in people and the willingness to be used by God to do so,
- an unusual ability to sense the power of God when it is present for healing,
- the ability to trust God and believe that He wants to heal,
- the willingness to take risks for God,
- the principle of contagion probably applies here. People who are around people operating in this type of healing ministry are likely to be drawn into it and be open to God releasing this gift to them so that they can release the healing to others.

Abuses of this gift by so-called public evangelists, that is, blaming the failure to heal on the recipient’s faith and using this gift as a source of finances—extravagant living, etc., has done much to turn off many Christians to the whole notion of gifts of healings. While empathizing with this feeling I must again assert that we can not afford to neglect a truth from God because of its abuses.

Some Pentecostals hold that the notion of healing is in the atonement, that is, that it is always the will of God to heal. This puts tremendous pressure on those involved when there is failure to heal as there is in many cases. The usual reaction is someone’s failure to believe God enough. This kind of dogmatism which is not a theological position of many others also turns many Christians off to the whole notion of gifts of healings.

Whether or not this gift exists today is a question of its own apart from the definition of the gift. There does not seem to be exegetical evidence showing cessation of the gift. It would seem that the authenticity function where God releases healing power in order to give His messengers authority to proclaim the good news is still needed today. Also, God’s compassion and love needs to be demonstrated as well.
The workings of powers, gift of miracles, refers to the releasing of God's supernatural power so that the miraculous intervention of God is perceived and God receives recognition for the supernatural intervention. Here are several symptoms of this gift:

- God will put you in positions in which you must see the power of God demonstrated in order to vindicate God's character.
- an ability and sensitivity to discern what God wants to do in a given situation,
- a willingness to risk your reputation and trust God in unusual situations,
- a deep trust and faith in God,

There are several references to this gift operating in the New Testament, the majority of them from the book of Acts:

- Acts 4:33 a reference to God releasing miracles through the apostles
- Acts 5:12 Peter's judgment of Ananias
- Acts 6:8 Stephen's unnamed miracles
- Acts 8:5-7 Philip's miracles
- Acts 13:9-12 Paul's encounter with Elymas the sorcerer
- Acts 16:16-18 Paul's encounter with the demonized girl
- Hebrews 2:3-4 a summary passage concerning the use of miracles
The discernings of spirits gift refers to the ability given by God to perceive issues in terms of spiritual truth, to know the fundamental source of the issues and to give judgment concerning those issues; this includes the recognition of the spiritual forces operating in the issue.

Here are several uses of this gift:
- in the early church, it was used to distinguish truth from non-truth in terms of verbal utterances,
- in the church today, with the entire canon of Scripture, this gift can be used to discern whether teaching is on target or consistent with the revealed truth of the Word,
- to protect the church from heretical tendencies in either teaching or in practice,
- to discern whether the source of a particular activity is generated by the Holy Spirit, the person, or the demonic realm.

Here are several symptoms of this gift:
- a keen sense for recognizing inconsistencies,
- the tendency to always be figuring out what is wrong with a situation and how it can be improved,
- the ability to categorize and think in logical ways,
- a good grasp of Scriptural truth in general,
- a deep underlying sense of conviction which will not allow you to rest when you know people are being given half-truth, misapplied truth, or false teaching, and are asked to act upon it,
- an unusual sensitivity or intuitive grasp of people and situations,
- you often and usually quickly notice when public speakers give wrong interpretations or misapply the Scriptures,
- on some occasions, you will get a glimpse of the behind the scenes supernatural reality in a situation, either by mental picture or in reality,
- you see physical symptoms that lead you to know something is wrong (like auras about people, colors around them, etc.).
By reading this list of symptoms, it would be difficult to distinguish a person who is operating in discernment and a person who is critical by nature and constantly tears things apart. One major difference is the posture that the person takes when he/she is discerning the situation. Is the person critical negative or is the person critical positive? A critical negative person when looking at a situation or person operating in ministry says...what's wrong with this! A critical positive person says...what's right with this and what's wrong with this? What can we do to improve it? God what are you doing here? What is of you and what isn't?

Discernment is also a natural ability. In its natural expression it is an analytical capacity to distinguish consistency or inconsistency, truth from non-truth, by judging the truth or non-truth in terms of revealed truth or principles taken from that truth. Frequently, the initial judgment is intuitive--but can later shown to be logically consistent. In its widest sense it is the judgment between right and wrong. There are skills like the study of logic and rhetoric that aid one in discernment.
KINDS OF TONGUES
INTERPRETATION OF TONGUES

CENTRAL THRUSTS
TONGUES -- SPEAKING A SPONTANEOUS MESSAGE IN AN UNKNOWN LANGUAGE

INTERPRETATION OF TONGUES -- INTERPRETING A MESSAGE GIVEN IN TONGUES

The gift of tongues refers to a spontaneous utterance of a word from God in unknown words (to the individual giving the word) to a group of people. The gift of interpretation of tongues refers to the ability to spontaneously respond to a giving of an authoritative message in tongues by interpreting this word and clearly communicating the message given.

Here are several uses of these gifts:
• tongues were used to authenticate the addition of non-Jewish people into God's church (Acts 2,10,19 and thus to show that God's church was to be universal,
• tongues were primarily used as a sign to unbelievers rather than to believers (1 Corinthians 14:22),
• tongues are secondarily used for edification in the gathered church. (1 Corinthians 14:22, 26,27),
• to worship God, singing in tongues (could be private or corporate, 1 Corinthians 14:15),
• to intercede, a form of prayer (1 Corinthians 14:14),
• to give inner assurance of communion with God, an affirmation of personal presence of God in a life.
FEEDBACK ON POWER CLUSTER

1. Match each word gift with its central thrust by placing the capital letter in the blank next to the descriptive statement.

A. Word of Wisdom  
B. Word of Knowledge  
C. Faith

D. Gifts of Healings  
E. Workings of Powers  
F. Discernings of Spirits

G. kinds of tongues  
H. interpretation of tongues

__(1)___ getting revelatory information
__(2)___ release God’s power to heal
__(3)___ a sensitivity to truth
__(4)___ the release of God’s power to give authenticity
__(5)___ interpreting a message given in tongues
__(6)___ applying revelatory information
__(7)___ a trusting response to a challenge by God
__(8)___ speaking a spontaneous message in an unknown language

If the power cluster is absent what is missed? The central thrust of the power gift cluster--to know firsthand the reality of God. We can know cognitively (a theoretical belief). But the power cluster pushes us to an experientially reality of God. People who experience God’s working via the power cluster have radically different paradigms for viewing reality than people who deny them. In leadership emergence theory, we have noted the concept of a paradigm shift, one of God’s breakthrough processes for transforming a leader and infusing new life into his/her ministry. Power experiences stimulate such paradigm shifts.
POWER GIFTEDNESS

GIFTS OF GOVERNMENTS  CENTRAL THRUST  SUPPORTIVE ORGANIZATIONAL ABILITIES

The gifts of governments involves a capacity to manage details of service functions so as to support and free other leaders to prioritize their efforts.

This supportive gift when exercised helps the church to run smoothly.

Here are a few symptoms of this gift:
• you have a knack for organizing things,
• you like to standardize methods for doing things,
• you think in terms of helping people reach their goals,
• you have a concern for the good of the whole group when you are in charge of that group,
• you like to do things that help other people,
• you don’t mind managing things or carrying out the details involved in some plan that has been made by others.

GIVING  CENTRAL THRUST  A SENSITIVITY TO GOD TO CHANNEL HIS RESOURCES TO OTHERS

The gift of giving refers to the capacity to give liberally to meet the needs of others and yet to do so with a purity of motive which senses that the giving is a simple sharing of what God has given.

Here are several symptoms of this gift:
• a sensitivity to recognize the needs of others,
• a quickness to assume some burden for meeting the needs of others when you sense that they have a need,
• a relative freedom from a self-serving attitude,
• a capacity that provides the means to give to others,
• the abilities to amass financial resources,
• a carefulness in handling finances with a bent toward living a simple lifestyle,
• a conviction that all of what you have belongs to God and you are a steward of it.

You look for ways to channel His resources to others.
MERCY CENTRAL THRUST THE EMPATHETIC CARE FOR THOSE WHO ARE HURTING

The gift of mercy refers to the capacity to both feel sympathy for those in need (especially the suffering) and to manifest this sympathy in some practical helpful way with a cheerful spirit so as to encourage and help those in need.

People who use this gift in ministry are trying:
- to practically express the love of God to people who are in need,
- to help alleviate problems of social concern as a part of the church’s responsibility to society.

Here are several symptoms of this gift:
- tears come easily as you hear or see things that sadden you,
- most people think of you as possessing a very empathetic personality,
- you want to reach out and help people who are suffering,
- you are unusually sensitive to hurting people,
- people in need like to have you around because you cheer them up,
- you have an unusual desire to express you love to helpless people,
- when confronted by hurting people, your first thought is "how can I help them?"

GIFTS OF HELPS CENTRAL THRUST THE ATTITUDE AND ABILITY TO AID OTHERS IN PRACTICAL WAYS

The gifts of helps refers to the capacity to unselfishly meet the needs of others through very practical means.

The gift of helps is used:
- to render practical service in the church to people in need,
- to do menial jobs of a practical nature which will free-up other people to exercise other gifts,
- to help other individuals reach their full potential,
- to enable the body to function more efficiently by doing those things that if undone might hinder the body,
- to demonstrate the love of God.
Here are several symptoms of this gift:

- a desire to help others,
- an ability to see ways that other people will be helped,
- an unselfish nature that can do tasks whether they appear menial or not,
- a bent toward enjoying practical service more than theoretical service of a conceptual nature,
- a willingness to do little jobs without any credit. It is done just for the joy of doing them or the knowledge that they are helping others,
- in the church, the person recognized that their practical service releases others to operate in their gifts, especially leadership gifts.

FEEDBACK ON LOVE CLUSTER

1. Match each love gift with its central thrust by placing the capital letter in the blank next to the descriptive statement.

A Gifts of Governments  B. Giving  C. Mercy  D. Gifts of Helps

___(1) a sensitivity to God to channel His resources to others
___(2) supportive organizational abilities
___(3) the attitude and ability to aid others in practical ways
___(4) the empathetic care for those who are hurting
SUMMARY LISTING OF GIFT DEFINITIONS

Introduction  From time-to-time you will find it useful to have all the definitions of spiritual gifts in one place, when you are showing them to someone. So they are listed in the order that they were given in this chapter.

<table>
<thead>
<tr>
<th>Gift</th>
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<tbody>
<tr>
<td>The 7 Word Cluster Gifts</td>
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**teaching**  A person who has the gift of teaching is one who has the ability to instruct, explain, or expose Biblical truth in such a way as to cause believers to understand the Biblical truth.

**CENTRAL THRUST - TO CLARIFY TRUTH**

**exhortation**  The gift of exhortation is the capacity to urge people to action in terms of applying Biblical truths, or to encourage people generally with Biblical truths, or to comfort people through the application of Biblical truth to their needs.

**CENTRAL THRUST - TO APPLY BIBLICAL TRUTH**

**prophecy**  A person operating with the gift of prophecy has the capacity to deliver truth (in a public way) either of a predictive nature or as a situational word from God in order to correct by exhorting, edifying or consoling believers and to convince non-believers of God’s truth.

**CENTRAL THRUST - TO PROVIDE CORRECTION OR PERSPECTIVE ON A SITUATION**

**apostleship**  The gift of apostleship refers to a special leadership capacity to move with authority from God to create new ministry structures (churches and para-church) to meet needs and to develop and appoint leadership in these structures.

**CENTRAL THRUST - CREATING NEW MINISTRY**

**pastor**  The pastoral gift is the capacity to exercise concern and care for members of a group so as to encourage them in their growth in Christ which involves modeling maturity, protecting them from error and disseminating truth.

**CENTRAL THRUST - CARING FOR THE GROWTH OF FOLLOWERS.**

**evangelism**  The gift of evangelism in general refers to the capacity to challenge people through various communicative methods (persuasion) to receive the Gospel of salvation in Christ so as to see them respond by taking initial steps in Christian discipleship.

**CENTRAL THRUST - INTRODUCING OTHERS TO THE GOSPEL.**

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**ruling**  A person operating with a ruling gift demonstrates the capacity to exercise influence over a group so as to lead it toward a goal or purpose.
with a particular emphasis on the capacity to make decisions and keep the group operating together.

**CENTRAL THRUST - INFLUENCING OTHERS TOWARD VISION.**

### The 8 Power Cluster Gifts

<table>
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<tr>
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<tbody>
<tr>
<td>word of wisdom</td>
<td>The <strong>word of wisdom</strong> gift refers to the capacity to know the mind of the Spirit in a given situation and to communicate clearly the situation, facts, truth or application of the facts and truth to meet the need of the situation. <strong>CENTRAL THRUST - APPLYING REVELATORY INFORMATION</strong></td>
</tr>
<tr>
<td>word of knowledge</td>
<td>The <strong>word of knowledge</strong> gift refers to the capacity or sensitivity of a person to supernaturally perceive revealed knowledge from God which otherwise could not or would not be known and apply it to a situation. <strong>CENTRAL THRUST - GETTING REVELATORY INFORMATION</strong></td>
</tr>
<tr>
<td>faith</td>
<td>The <strong>gift of faith</strong> refers to the unusual capacity of a person to recognize in a given situation that God intends to do something and to trust God for it until He brings it to pass. <strong>CENTRAL THRUST - A TRUSTING RESPONSE TO A CHALLENGE FROM GOD.</strong></td>
</tr>
<tr>
<td>gifts of healings</td>
<td>The <strong>gifts of healings</strong> refers to the supernatural releasing of healing power for curing all types of illnesses. <strong>CENTRAL THRUST - RELEASING GOD’S POWER TO HEAL.</strong></td>
</tr>
<tr>
<td>workings of powers</td>
<td>The <strong>workings of powers</strong> gift refers to the releasing of God’s supernatural power so that the miraculous intervention of God is perceived and God receives recognition for the supernatural intervention. <strong>CENTRAL THRUST - THE RELEASING OF GOD’S POWER TO GIVE AUTHENTICITY.</strong></td>
</tr>
<tr>
<td>discernings of spirits</td>
<td>The <strong>discernings of spirits</strong> gift refers to the ability given by God to perceive issues in terms of spiritual truth and to know the fundamental source of the issues and to give judgment concerning those issues; this includes the recognition of the spiritual forces operating in the issue. <strong>CENTRAL THRUST - A SENSITIVITY TO TRUTH AND ITS SOURCE.</strong></td>
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**The 8 Power Cluster Gifts continued**

<table>
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<tr>
<td>tongues</td>
<td>The <strong>gift of tongues</strong> refers to a spontaneous utterance of a word from God in unknown words (to the individual giving the word) to a group of people. <strong>CENTRAL THRUST - SPEAKING A MESSAGE IN AN UNKNOWN TONGUE.</strong></td>
</tr>
</tbody>
</table>
interpretation of tongues

The gift of interpretation of tongues refers to the ability to spontaneously respond to a giving of an authoritative message in tongues by interpreting this word and clearly communicating the message given.

**CENTRAL THRUST - INTERPRETING A MESSAGE GIVEN IN TONGUES.**

The 4 Love Cluster Gifts

gifts of governments

The gifts of governments involve a capacity to manage details of service functions so as to support and free other leaders to prioritize their efforts.

**CENTRAL THRUST - SUPPORTIVE ORGANIZATIONAL ABILITIES.**

giving

The gift of giving refers to the capacity to give liberally to meet the needs of others and yet to do so with a purity of motive which senses that the giving is a simple sharing of what God has given to you.

**CENTRAL THRUST - A SENSITIVITY TO GOD TO CHANNEL HIS RESOURCES TO OTHERS.**

mercy

The gift of mercy refers to the capacity to both feel sympathy for those in need (especially the suffering) and to manifest this sympathy in some practical helpful way with a cheerful spirit so as to encourage and help those in need.

**CENTRAL THRUST - THE EMPATHETIC CARE FOR THOSE WHO ARE HURTING.**

gifts of helps

The gifts of helps refers to the capacity to unselfishly meet the needs of others through very practical means.

**CENTRAL THRUST - THE ATTITUDE AND ABILITY TO AID OTHERS IN PRACTICAL WAYS.**
A Word About Gift Tests

Probably the most common means of identifying your spiritual gift(s) is using some type of gifts test or inventory.¹ There are many different kinds of spiritual gifts tests available. These can be very helpful and you will find some tests are better than others. However, we want to give you several words of caution about gifts tests that we hope will give you some better understanding of how the tests work.

1. Tests are usually based on experience in ministry. If a person has no experience, they will usually not do well on gifts tests. There are a few tests which are based on symptoms rather than experience. These kinds of tests are better for those who have little or no ministry experience. We know of only one that does this and it is not available to the public.

2. Ego strength affects how a person answers the questions. Low ego people tend not to have any gifts. (Their response is, "I knew it, I don’t have any gifts!") High ego people tend to have most of the gifts. (Their response is, "I knew it, I have lots of gifts!") Keep this in mind when taking the test and giving tests to a group. There is the potential that the low ego people could be hurt. And the high ego people tend to feel prideful.

3. Testing tends to give people an inoculation effect. Because most people usually do not follow up the testing with ministry experience to confirm and develop their gifts, the testing process is wasted. The people feel like they have tried the gifts thing and it didn’t make any difference. Ministry structures which provide places for people to operate in their giftedness need to be available after testing. People should be incorporated into structures and activities that let them confirm, test, experience, and develop their gifts.

4. Tests are only as good as the definitions of spiritual gifts which they use. Often the definitions are weak and the tests are not very beneficial. Poor definitions even though