

# *Spiritual Giftedness*



*Unwrapping the Bride's True Potential*

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# *Spiritual Giftedness*

*By*

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Part I) Eight Reasons to be Gift-Orientated

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Part III) Identifying and Analyzing the Gifts

Apostle

Evangelist

Prophet

Teacher

Encourager

Shepherd

Servant

Mercy Giver

Administrator

Giver

Part IV) Charts, Graphs and Tools



## Part I

### Eight reasons to be gift orientated

#### **1) To offer oneself up as a living and holy sacrifice**

Rom 12:1 I urge you therefore, brethren, by the mercies of God, to present your bodies a living and holy sacrifice, acceptable to God, {which is} your spiritual service of worship.

We are called to present our lives as a sacrifice unto God. This is metaphorically referring to the burnt offering of Leviticus 1. The fact that we are “living” sacrifices confirms this is an ongoing thing, not temporary. *Eph 4:1 “I, therefore, the prisoner of the Lord, entreat you to walk in a manner worthy of the calling with which you have been called...”* Since we are in this walk with Christ for the long haul, why not enjoy it?

Did you know when we fail to use our gift the way God planned for it to be used; we lose the joy of service to the Lord. Many times it is not that we don’t want to serve God, but that we starve the gift that is in us. This robs us of the joy of service. Yes, we are all called to serve God fully, but what happens when we fail to use the primary gift of God? We become a spiritual cadaver rather than saying “Take me Lord for Your service!”

#### **2) To not be conformed to this world**

12:2 And do not be conformed to this world, but be transformed by the renewing of your mind, that you may prove what the will of God is, that which is good and acceptable and perfect.

To appreciate what Paul is saying, it is necessary to look closely at a couple of the key words that he uses. The first word is “conformed” *συσχηματιζω* and means to shape one thing like another. It is middle action, meaning it is something that one does to self. We are the one that has the power to shape ourselves to fit the pattern of the world, no one else. *I Jn 2:15 Love not the world, neither the things that are in the world. If any man love the world, the love of the Father is not in him.*

The word that Paul uses for “transformed” is *μεταμορφοω* and means to go through a metamorphosis. It is passive action, which means refers to something that we allow to occur to us. A couple of other places this word is used are in the following examples.

- Mark 9:2-3 And six days later, Jesus took with Him Peter and James and John, and brought them up to a high mountain by themselves. And He was transfigured before them; 3 and His garments became radiant and exceedingly white, as no launderer on earth can whiten them.
- 2 Cor 3:18 But we all, with unveiled face beholding as in a mirror the glory of the Lord, are being transformed into the same image from glory to glory, just as from the Lord, the Spirit.

When we passively submit to our gift, we surrender ourselves to be clay in the hands of God. Will we take the gift that God has given us and allow Him to “transfigure”

us into the image of His Son? If we refuse to use our gift as intended, then we may be conforming to the world, something we do not want to do.

**3) To teach personal humility**

Rom 12:3 For through the grace given to me I say to every man among you not to think more highly of himself than he ought to think; but to think so as to have sound judgment, as God has allotted to each a measure of faith.

The number one problem that has plagued the harmony of the church more than anything else is our inability to have and maintain humility among her members. When we fail to see that God has put us all together for the working of His glory, we glory in ourselves. We are to be as it states in Eph 4:2 “...with all humility and gentleness, with patience, showing forbearance to one another in love...” The gifts allow us to see the personal value of others in the church. When we observe that God has invested in others in the congregation just like He has us, then humility occurs.

We are told in Phil 2:3-4 *Do nothing from selfishness or empty conceit, but with humility of mind let each of you regard one another as more important than himself; do not {merely} look out for your own personal interests, but also for the interests of others.* This becomes reality when utilizing the gifts.

**4) To add value to personal ministry**

Rom 12:4 For just as we have many members in one body and all the members do not have the same function,

These are the facts; the blood of Christ saves all Christians, all Christians are to walk with Christ, all Christians share the hope of eternal life, but all Christians are not the same in their giftedness. It is this knowledge that adds value to personal ministry. People like to know what they do for ministry is important.

*1 Cor 12:14-18 For the body is not one member, but many. 15 If the foot should say, "Because I am not a hand, I am not {a part} of the body," it is not for this reason any the less {a part} of the body. 16 And if the ear should say, "Because I am not an eye, I am not {a part} of the body," it is not for this reason any the less {a part} of the body. 17 If the whole body were an eye, where would the hearing be? If the whole were hearing, where would the sense of smell be? 18 But now God has placed the members, each one of them, in the body, just as He desired.*

I would like you to imagine an eldership of made up of three prophets. Can you envision what the attitude of the meetings would be? There must be a mercy giver to balance them out. What about a mission team made up of only teachers? Would they not tend to sit around and teach each other all day? They would need a missionary and evangelists to better balance the team. What would happen if planning committees had no administrators, but instead was loaded with servants? This can result in very little getting done.

**5) To teach us the Oneness of the Body of Christ**

Rom 12:5 so we, who are many, are one body in Christ, and individually members one of another. Eph 4:3-5 “...being diligent to preserve the unity of the Spirit in the bond of

peace. 4 {There is} one body and one Spirit, just as also you were called in one hope of your calling; 5 one Lord, one faith, one baptism, 6 one God and Father of all who is over all and through all and in all.

There are seven points of unity for the Christian, one body, one Spirit, one hope, one Lord, one faith, one baptism and one God. We must get this through our thick Christian skulls; God gave us gifts so we would be unified.

#### **6) To better understand He who gives**

Eph 4:7-10 But to each one of us grace was given according to the measure of Christ's gift. 8 Therefore it says, "When He ascended on high, He led captive a host of captives, and He gave gifts to men." 9 (Now this {expression,} "He ascended," what does it mean except that He also had descended into the lower parts of the earth? 10 He who descended is Himself also He who ascended far above all the heavens, that He might fill all things.)

Christ has been graceful to each member of His church based on who He is. What does it mean when it is said that One gives a gift? In order to give a gift, One must first possess the gift in which One is to give. Jesus could give gifts unto men because He did possess them all. To see the gifts is to see the personality and passion of the One who gives them.

#### **Jesus possessed all these gifts**

Prophet: Matt 7:29 for He was teaching them as {one} having authority, and not as their scribes.

Service: Mark 10:45 "For even the Son of Man did not come to be served, but to serve, and to give His life a ransom for many."

Teacher: Matt 19:16 And behold, one came to Him and said, "Teacher, what good thing shall I do that I may obtain eternal life?"

Exhort: 1 Cor 1:10 "I exhort you, brethren, by the name of our Lord Jesus Christ..."

Giver: Acts 20:35 "In everything I showed you that by working hard in this manner you must help the weak and remember the words of the Lord Jesus, that He Himself said, 'It is more blessed to give than to receive.'"

Mercy Giver: 1 Tim 1:2 "...Grace, mercy {and} peace from God the Father and Christ Jesus our Lord."

Leader: Matt 23:10 "And do not be called leaders; for One is your Leader, {that is,} Christ.

Shepherd: 1 Pet 5:4 And when the Chief Shepherd appears, you will receive the unfading crown of glory.

Evangelist: Luke 3:18 So with many other exhortations also he preached the gospel to the people.

Missionary: Mark 16:15 And He said to them, "Go into all the world and preach the gospel to all creation.

**7) To bring the Church to her fullness**

Eph 4:11-13 And He gave some {as} apostles, and some {as} prophets, and some {as} evangelists, and some {as} pastors and teachers, 12 for the equipping of the saints for the work of service, to the building up of the body of Christ; 13 until we all attain to the unity of the faith, and of the knowledge of the Son of God, to a mature man, to the measure of the stature which belongs to the fullness of Christ.

The gifts that God gives help the Church function as a well-oiled machine. The congregations that use their gifts accordingly are fully equipped for service. Those congregations are building one another up in Christ. They are united in faith, knowledge and maturity, striving to reach the measure of the stature of Christ. The ultimate end is the fullness of Christ existing in the lives of the congregation. The bride is made complete in service by striving for the fullness of Christ day by day.

**8) To bring glory to God**

1 Pet 4:10-11 As each one has received a {special} gift, employ it in serving one another, as good stewards of the manifold grace of God. 11 Whoever speaks, {let him speak,} as it were, the utterances of God; whoever serves, {let him do so} as by the strength which God supplies; so that in all things God may be glorified through Jesus Christ, to whom belongs the glory and dominion forever and ever. Amen.

We can say “Amen” to this for glorifying God is the job description of the Christian. It is through these gifts that God has provided that causes the world to see our good works and glorify our Father in heaven. Our entire mission as the saved, sanctified, set apart people of God is to bring to the throne of grace offerings of glory and honor. God gave us the gifts, therefore we have an obligation to use them for His glory.

**Five Ways to Identify Ministerial Gift**

1) Through the testimony of self (**see attachment #2**)

Next to God, you know yourself better than nearly anyone else. Often a person may study the gifts and figure out which one best fits.

2) Through the testimony of those who know us (**see attachment #3**)

The people close to us often see things that we might be blind to. When they know what the gifts are, they may be able to identify which gift fits the best.

3) Through the life of Christ

If written in detail, the world itself could not contain the books of the wonderful things of Christ. All Christians were attracted to Jesus for certain qualities demonstrated in His life. If one can identify what is that they love about Jesus the most, then it may be their gift.

4) Through years of trying many different ministries

Most Christians in the world that reach an appreciable level of maturity have done so through sampling the ministries of the faith and then finding what gives them the most joy. They have learned their gift through the experiences of the Christian walk.



5) Through a written test (**see attachment #1**)

The quickest route in identifying a spiritual gift would be in the written test. There is nothing scientific about the test except that it categorizes your provided information into the ten gift groups, making it easier to see at times.

The more ways that Christians use to identify their gifts, the better off and more accurate their assessment will be. Jesus wants our “joy to be full”, but this runs a risk of not occurring if one does not know where he will most passionately serve Christ.

## Part II

### Understanding the “Gifts”

There are two primary types of gifts found in the Bible, gifts generally given to demonstrate honor (δωρον) and gifts generally given to receive back honor (χαρισμα). The first type of gift says “I respect you” and the second says “I want respect back from you”. The first gift is given as a sacrifice from the giver and the second is given with grace in mind.

#### δωρον

Matt 2:11 And they came into the house and saw the Child with Mary His mother; and they fell down and worshiped Him; and opening their treasures they presented to Him gifts (δωρον) of gold and frankincense and myrrh.

Matt 8:4 And Jesus said to him, "See that you tell no one; but go, show yourself to the priest, and present the offering (δωρον) that Moses commanded, for a testimony to them."

Luke 21:1 And He looked up and saw the rich putting their gifts (δωρον) into the treasury.

Heb 11:4 By faith Abel offered to God a better sacrifice than Cain, through which he obtained the testimony that he was righteous, God testifying about his gifts (δωρον), and through faith, though he is dead, he still speaks.

#### καρισμα

Rom 6:23 For the wages of sin is death, but the free gift (καρισμα) of God is eternal life in Christ Jesus our Lord.

2 Tim 1:6 And for this reason I remind you to kindle afresh the gift (καρισμα) of God which is in you through the laying on of my hands.

1 Pet 4:10 As each one has received a {special} gift (καρισμα), employ it in serving one another, as good stewards of the manifold grace of God.

In this lesson, we are not focusing on “δωρον” (gifts given in respect), but “καρισμα” (gifts given to get respect). In order to do this properly, we must also biblically define the two types of “charisma” gifts. According to the Interlinear Bible, charisma is defined as the following.

5486 charisma (khar'-is-mah) from 5483; a (divine) gratuity, i.e. deliverance (from danger or passion); (specifically) a (spiritual) endowment, i.e. (subjectively) religious qualification, or (objectively) miraculous faculty:

*Charisma* has a dual meaning depending on the context of the word. It is either a passionate endowment and quality or a miraculous faculty and power. God gave the members of the first century church two types of gifts, miraculous powers and non-miraculous ministerial passions. Both of these gifts were to bring respect (glory) to God. The focus of the study is not the miraculous gifts, but the non-miraculous. It will be necessary to define the former in order not to confuse them with the latter.

### Miraculous Gifts

1 Cor 12:8-11 For to one is given the word of wisdom through the Spirit, and to another the word of knowledge according to the same Spirit; 9 to another faith by the same Spirit, and to another gifts of healing by the one Spirit, 10 and to another the effecting of miracles, and to another prophecy, and to another the distinguishing of spirits, to another {various} kinds of tongues, and to another the interpretation of tongues. 11 But one and the same Spirit works all these things, distributing to each one individually just as He wills.

**1) The Word of Wisdom:** The ability to reveal the complete plan of salvation in the most benevolent manner possible.

- Paul's lesson to the Stoics and Epicureans in Acts 17 is a good example of this gift. He had never encountered a situation like that, yet possessed the wisdom to present the gospel like a life-long resident.

**2) The Word of Knowledge:** The ability to understand the message so as to present it to others.

- *Acts 4:13 Now as they observed the confidence of Peter and John, and understood that they were uneducated and untrained men, they were marveling, and {began} to recognize them as having been with Jesus.*

**3) Faith:** This is not saving faith, but the faith that moves mountains.

- *Acts 16:25 But about midnight Paul and Silas were praying and singing hymns of praise to God, and the prisoners were listening to them;*
- *Phil 2:17 But even if I am being poured out as a drink offering upon the sacrifice and service of your faith, I rejoice and share my joy with you all.*
- *2 Cor 1:9 indeed, we had the sentence of death within ourselves in order that we should not trust in ourselves, but in God who raises the dead;*

**4) Healing:** The ability to supernaturally heal the sick.

- *Acts 3:6-7 "...Peter said...in the name of Jesus Christ the Nazarene-- walk!" 7 And seizing him by the right hand, he raised him up; and immediately his feet and his ankles were strengthened.*

**5) Miracles:** This is in a greater scope than healing the sick. Restoration of limbs, the eyes of the blind, acts of judgment, resurrection.

- *Elymas -Acts 13:11 "...you will be blind and not see the sun for a time." And immediately a mist and a darkness fell upon him, and he went about seeking those who would lead him by the hand.*

- *Acts 9:40 But Peter sent them all out and knelt down and prayed, and turning to the body, he said, "Tabitha, arise." And she opened her eyes, and when she saw Peter, she sat up.*

**6) Prophecy:** The ability to inform and edify and at the same time, demonstrating God as Revealer of things to come.

- *Rev 1:3 Blessed is he who reads and those who hear the words of the prophecy, and heed the things which are written in it; for the time is near.*
- *Acts 11:28 And one of them named Agabus stood up and {began} to indicate by the Spirit that there would certainly be a great famine all over the world. And this took place in the {reign} of Claudius.*
- *Acts 21:10-12 "...a certain prophet named Agabus came down from Judea. 11 And coming to us, he took Paul's belt and bound his own feet and hands, and said, "This is what the Holy Spirit says: 'In this way the Jews at Jerusalem will bind the man who owns this belt and deliver him into the hands of the Gentiles.'"*

**7) Discerning of Spirits:** The ability to discern who spoke truth and who did not.

- *Acts 5:3 But Peter said, "Ananias, why has Satan filled your heart to lie to the Holy Spirit, and to keep back {some} of the price of the land"*
- *1 Jn 4:1 Beloved, do not believe every spirit, but test the spirits to see whether they are from God; because many false prophets have gone out into the world.*

**8) Tongues:** The ability to speak fluently languages never studied. (Acts 2:4-13)

- *Acts 2:4 And they were all filled with the Holy Spirit and began to speak with other tongues, as the Spirit was giving them utterance.*
- *1 Cor 14:18-19 I thank God, I speak in tongues more than you all; 19 however, in the church I desire to speak five words with my mind, that I may instruct others also, rather than ten thousand words in a tongue.*

**9) Interpretation of Tongues:** The ability of being able to interpret what was being spoken.

- *1 Cor 14:7 Yet {even} lifeless things, either flute or harp, in producing a sound, if they do not produce a distinction in the tones, how will it be known what is played on the flute or on the harp?*

The Holy Spirit gave the apostles the words to speak and the miracles to back them up. As *Mark 16:20 states "And they went out and preached everywhere, while the Lord worked with them, and confirmed the word by the signs that followed."* The Lord worked with them through the Spirit and the miracles to confirm the very word which was spoken. *Heb 2:4 God also bearing witness with them, both by signs and wonders and by various miracles and by gifts of the Holy Spirit according to His own will.*

The apostles were the only ones that had all nine of these gifts. They could lay their hands on other members of the Church and give them some of the gifts (*Mark 16:17-18; Acts 6:5-6; Acts 8:7-18; 19:6-7; Rom 1:11-12; 2 Tim 1:6*), but the others could not pass them on. Simon wanted to have this power, but Peter rebuked him saying "You have

no part or portion in this matter..." Acts 8:21. The apostles wrote letters to these Churches through the help of the Holy Spirit, the Churches kept them, the apostles and all those whom they laid their hands on eventually died and the fulfillment of the ceasing of gifts of the Holy Spirit in 1Cor 13 was complete.

These miraculous gifts are not the gifts we are focusing on, but non-miraculous gifts. The miraculous gifts from the past are of the past, but the non-miraculous gifts of the past are of the present and for the future. The first century church had them both (*1 Cor 12:4-5 Now there are varieties of gifts (καρισμα), but the same Spirit. 5 And there are varieties of ministries, and the same Lord.*) The church of the first century had the miraculous and non-miraculous gifts. The church today has the proven Bible and the non-miraculous gifts. Now let us define our study.

### The Non-Miraculous Gifts

Rom 12:6-8 And since we have gifts that differ according to the grace given to us, {let each exercise them accordingly} if prophecy, according to the proportion of his faith; 7 if service, in his serving; or he who teaches, in his teaching; 8 or he who exhorts, in his exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness.

"And since we have gifts..."

How do we know this is not talking about the miraculous gifts of the Holy Spirit? Look at Rom 1:11 *For I long to see you in order that I may impart some spiritual gift to you, that you may be established...* Paul was finally coming to Rome and he was bringing some miraculous gifts through the laying on of his hands. Christianity probably spread throughout the world to Rome when Christians were scattered in persecution. There appears to have not been an apostle arriving in Rome as of the writing of the letter. The gifts Paul is referring to in 12:6 must be the non-miraculous.

Who is the "we"? The "we" is the church of Christ. We all have non-miraculous gifts whether we want to acknowledge it or not. I have heard many Christians say they feel they do not have a gift, but their feelings do not dismiss the word of God. "We have gifts (καρισμα)".

"...that differ according to the grace given us {let each exercise them accordingly}..."

Praise God that we are not all the same! We may all be cleansed by the blood of the Lamb, but we are not all the same. We differ in our gifts, or better understood, our passions. That is important to understand when dealing with each other. We are to use our gifts as God designed for us to use them. Many times Christians are not happy in their service to God because they are not focusing in on what God wants them to do for Him.

"...if prophecy, according to the proportion of his faith; 7 if service, in his serving; or he who teaches, in his teaching; 8 or he who exhorts, in his exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness."

Eph 4:7-13 But to each one of us grace was given according to the measure of Christ's gift. 8 Therefore it says, "When He ascended on high, He led captive a host of captives, and He gave gifts to men." 9 (Now this {expression,} "He ascended," what does it mean

except that He also had descended into the lower parts of the earth? 10 He who descended is Himself also He who ascended far above all the heavens, that He might fill all things.) 11 And He gave some {as} apostles, and some {as} prophets, and some {as} evangelists, and some {as} pastors and teachers, 12 for the equipping of the saints for the work of service, to the building up of the body of Christ; 13 until we all attain to the unity of the faith, and of the knowledge of the Son of God, to a mature man, to the measure of the stature which belongs to the fulness of Christ.

When Jesus ascended into heaven, He not only released the grip of Hades on the saints, but He gave gifts to men as Psalm 68:18 stated. He gave some as apostles, prophets, evangelists, pastors and teachers, for the equipping of the saints for the work of service. The gifts were to build up the body of Christ. It is in these two passages that we find ten non-miraculous gifts. They are as follows:

#### The Non-Miraculous Gifts or Passions and general percentage

Apostolic	-Missions	5%
Evangelistic	-Proclamation	10%
Prophetic	-Confrontation	2%
Teaching	-Exegetical	8%
Exhortation	-Encouragement	3%
Shepherding	-Nurturer	18%
Mercy	-Counselor	20%
Servant	-Helper	22%
Giving	-Benefactor	2%
Administration	-Organization	10%

#### Closing Verses for first lesson

Eph 2:8-10 For by grace (καρις) you have been saved through faith; and that not of yourselves, {it is} the gift (δωρον) of God; 9 not as a result of works, that no one should boast. 10 For we are His workmanship, created in Christ Jesus for good works, which God prepared beforehand, that we should walk in them.

### Part III

## Identifying and Analyzing the Gifts

There should be a few understandings before beginning this analysis of spiritual gifts. They are as follows.

**A) It is possible to have passion in all the gifts, but all the gifts are not equal in passion.**

The Christian's life is to be filled with joy and to limit it to one area would be foolish. On the other hand, we must understand that only one gift can stand out above the others. It may not seem apparent at first, but hopefully by the end of the study it will.

**B) It is possible to have developed talent associated with a gift, but talent is not passion.**

There are many things that we are good at that really do not produce joy. We have all heard it said concerning employment that one should do what they really enjoy instead of simply working for a paycheck. There have been many great people with many great talents, but that did not mean they were passionate about it.

**C) It is possible to have joy with one, but still have responsibility in all the gifts.**

A person can go through life doing only that they most enjoy and neglect other Christian responsibilities. Just because someone loves to serve does not mean they do not have to be an encouragement to others. Just because someone may passionately enjoy teaching, it does not relieve him or her of the responsibility of giving and serving. Though we seek to have joy, we strive to become complete.

With this in mind, let us study each of the ten gifts and discover which one is our greatest passion. They will be covered in alphabetical order.

### **1) Apostle -the passion of missions (Eph 4:11) 5%**

Eph 4:11 And He gave some {as} apostles, and some {as} prophets, and some {as} evangelists, and some {as} pastors and teachers,

What is an apostle? *αποστολος* *apostolos*: meaning "one that is sent out, a messenger". An apostle of Jesus is one that is an ambassador of the gospel of Jesus Christ. The word can and most generally refers to "the apostles". Jesus chose twelve men to be His messengers or apostles. Mark 3:14 "And He appointed twelve, that they might be with Him, and that He might send them out to preach..." Jesus said 6:70 "Did I Myself not choose you, the twelve, and {yet} one of you is a devil?" This one was Judas. He betrayed Jesus and took himself out of the twelve. Later in Acts chapter one, after the event of Judas killing himself, he was replaced with another, resulting in Acts 1:26 "And they drew lots for them, and the lot fell to Matthias; and he was numbered with the eleven



apostles.” These are “the” twelve apostles. Paul was the apostle born out of due time (1 Cor 15:8-9).

One cannot dispute that the primary reference to the word in the NT refers to “the apostles” of Jesus. The phrase “the apostles”, referring to the apostleship (Acts 1:25; Rom. 1:5; 1 Cor. 9:2; Gal. 2:8) occurs 39 times in the NT, so it must have been a pretty popular meaning of the word in the first century. Some examples are as follows.

- Acts 1:2 until the day when He was taken up, after He had by the Holy Spirit given orders to the apostles whom He had chosen.
- Acts 2:37 Now when they heard {this} they were pierced to the heart, and said to Peter and the rest of the apostles, "Brethren, what shall we do?"
- Acts 4:33 And with great power the apostles were giving witness to the resurrection of the Lord Jesus, and abundant grace was upon them all.
- Acts 15:6 And the apostles and the elders came together to look into this matter.
- Jude 1:17 But you, beloved, ought to remember the words that were spoken beforehand by the apostles of our Lord Jesus Christ,

Though the word generally refers to a specific group called “the apostles”, one would do well to not associate every use of the word the same. There is also a missionary use of the word in the NT. Here are some examples.

- Acts 14:14 Both Paul and Barnabas are called “apostles”.
- Rom 16:7 refers to Andronicus and Junias as “apostles”.
- 2 Cor 8:23 Titus and two unnamed brothers that were “sent out” to spread the gospel were called *apostolos* or “messengers”.
- Gal 1:19 James, the brother of Jesus is called and “apostle” (See John 7:5).
- Phil 2:25 calls Epaphroditus the *apostolos* or “messenger”.
- 1Thes 2:6 refers to Paul, Timothy and Silas as “apostles”.
- Heb 3:1 refers to Jesus as “the Apostle” (See John 17:3).

The context of the above examples refers to being “sent out with a message” and not “the apostles”. The definition of the words leans to “missionaries” and not the “apostleship”.

The same appears to have occurred in the context of Eph 4:11 as it is referring to “gifts” given to members of the church for the equipping of the saints. To read it and jump to the conclusion that the word “apostles” in this case means “the apostles” or “apostleship” would not be reasonable. If we translate instead of transliterating the word “*apostolos*” the verse reads this way: “*And He gave some {as} **sent out messengers**, and some {as} prophets, and some {as} evangelists, and some {as} pastors and teachers,*”. In the first century, they would have probably possessed the miraculous gifts of tongues and the interpretation of tongues, something that would have aided them as they traveled to all the different regions of the empire. When the miracles were phased out with the canonization of the Bible, only the passion would have remained. We have a more modern word for those with the passion of the messenger that is sent out from the church; they are called missionaries.

Who is the missionary? He is the one that deeply desires to start congregations where none exist. His or her passion is to facilitate the formation of churches in light of



the world of ignorance or hostility to the Lord. The mission gift that beckons one to < Matt 28:19-20> "Go therefore and make disciples of all the nations..." It is the gift of missions that drove the first century church <Acts 1:8> "...both in Jerusalem, and in all Judea and Samaria, and even to the remotest part of the earth."

The missionary possesses the unique ability to consistently hold a worldview of Christ and the church. His sense of Gospel adventure cannot joyously stop at the neighbors, for he must <Mark 16:15> "Go into all the world and preach the gospel to all creation." The person with the well-developed gift of missions is not afraid to march into Satan's backyard to start sharing the word of God. They are passionately persuaded that this is their calling in life. They want to turn <Acts 17:6> "...the world upside down..." through the spreading of God's word. <John 4:35> "Do you not say, "There are yet four months, and {then} comes the harvest"? Behold, I say to you, lift up your eyes, and look on the fields, that they are white for harvest." With reaper in hand, the one with the gift of missions deeply desires to find these fields and close the harvest.

### Signs of Maturity

#### A) Visionary

- 1) They are not intimidated by obstacles.
- 2) They generally hold a worldview of Christ and the Bible.
- 3) They are risk takers.

#### B) Adaptable

- 1) Culture
- 2) Language
- 3) Foods
- 4) Travel

#### C) Non-materialistic

- 1) They generally do not possess much.
- 2) They are not interested in material gain.
- 3) They know the Lord will make the ends meet.

#### D) Evangelistic

- 1) They like to keep things simple.
- 2) They like to keep it applicable.
- 3) They like to keep it quick.
- 4) They like to keep it Christ-centered.

### Signs of Immaturity

#### A) Impulsive

- 1) They are often unorganized.
- 2) They are often under funded.
- 3) They are often untrained.

#### B) Impractical

- 1) They tend to set goals too high.
- 2) They tend to move too fast.
- 3) They tend to do too much.

- C) Impatient
- 1) They can be impatient with old converts.
  - 2) They can be impatient with new converts.
  - 3) They can be impatient with non-converts.

### Some ways to obtain joy with this gift

- A) Take a foreign mission trip.
- B) Raise support among the congregation for outside mission work.
- C) Be active in the organization and participation of local missions.
- D) Pray for specific mission teams across the globe. Perhaps solicit the prayers of the fellow saints concerning the mission work.
- E) Email, write and send surprise gift packages to foreign mission teams.
- F) Door knocking, home Bible studies and inner-city work.
- G) Eventually make full-time missions a reality.

### Good helpers for the missionary

- A) Administrators: Because the missionary often has more heart and planning skills than abilities to carry the message to fruition. The administrator works well with the missionary, thinking out the dreams and ambitions, often making the difference between success and failure of the mission.
- B) Evangelists: The evangelist gets along well with the missionary because he is of the same cut of cloth. A well-trained evangelist can develop talent under the passion of the missionary, making him more effective in every situation he or she encounters.
- C) Teachers: A teacher is a tremendous friend of the missionary because their must be someone there to follow-up. Concerning teaching, many missionaries are experts in milk, but weak in meat. This is where the teachers comes in, taking the minds of the church to greater depths of the Bible.
- D) Shepherds: Because the missionary often gravitates to work where there church is weak or non-existent, it is important to get the infrastructure in place. The shepherd provides the patience to new Christians and takes them to a level of maturity. No missionary team is the same without it.

### 2) Evangelist –the passion of proclamation (Eph 4:11) 10%

Eph 4:11 "...And He gave...some {as} evangelists..." How is evangelist defined? The word is *euaggelistes* and means to be "a bringer of good tidings". What specifically is the "Good News"? The good news is the gospel of Jesus Christ. What is the gospel of Jesus Christ?

1 Cor 15:1-5 Now I make known to you, brethren, the gospel which I preached to you, which also you received, in which also you stand, 2 by which also you are saved, if you hold fast the word which I preached to



you, unless you believed in vain. 3 For I delivered to you as of first importance what I also received, that Christ died for our sins according to the Scriptures, 4 and that He was buried, and that He was raised on the third day according to the Scriptures,

The “good news” of Jesus Christ is the fact that He is the Son of God! We do not have to live in the guilt and doubt of sin, but have eternal life. Jesus, the Son of God, the Lamb of God, with the Spirit of God, came and offered Himself on the cross as the propitiation (substitute) for our sins. We don’t deserve it; we can’t earn it; we must accept it as a gift if we are to have it.

We can take God up on this offer, not by works lest any man should boast, but through the passive, submissive surrender of a believing baptism. It is through the washing of regeneration and renewing of the Holy Spirit that God’s mercy touches and changes us <Titus 3:5>. We can have an appeal to God for a good conscience through this resurrection because God has laid it out there for the taking <1Pet 3:21>. When you look at it from that perspective, THAT IS GOOD NEWS! AMEN!

Like a newspaper boy calling out the headlines, the evangelist deeply desires to put forth the message of the empty tomb. EXTRA! EXTRA! READ ALL ABOUT IT! JESUS’ TOMB FOUND EMPTY! HOPE PREVAILS! As Paul put it in *Rom 10:15* *And how shall they preach unless they are sent? Just as it is written, “How beautiful are the feet of those who bring glad tidings of good things!”* That is the good news and the evangelists are the bearers of it. It is the attitude stated in *1 Cor 9:16* “...for woe is me if I do not preach the gospel.”

### Many are evangelists

- God Himself is an Evangelist. <Gal 3:8> And the Scripture, foreseeing that God would justify the Gentiles by faith, preached the gospel beforehand to Abraham, {saying} "All the nations shall be blessed in you."
- Jesus is an Evangelist. <Luke 20:1> And it came about on one of the days while He was teaching the people in the temple and preaching the gospel, that the chief priests and the scribes with the elders confronted {Him,}
- Paul was an evangelist. <Rom 1:15> Thus, for my part, I am eager to preach the gospel to you
- Philip was an evangelist. <Acts 21:8> And on the next day we departed and came to Caesarea
- Timothy was an evangelist. <2 Tim 4:5> But you, be sober in all things, endure hardship, do t
- Many of the disciples of the first century church had this gift. <Acts 8:4> Therefore, those who had been scattered went about preaching the word.

### Signs of Maturity

#### A) Personable

- 1) They generally get along with others.
- 2) They generally are more tolerant of others.
- 3) They generally are more upfront with others.

#### B) Motivating

- 1) They are expressive in speech.

- 2) They are extravert in personality.
  - 3) They are extreme in persuasion.
  - 4) They are energized in work.
  - 5) They are expectant in goals.
- C) Vocal
- 1) They love to talk about the crucifixion.
  - 2) They love to talk about salvation
  - 3) They love to talk about eternity.

### Signs of Immaturity

- A) Emotional
- 1) They tend to be up and down
  - 2) They tend to be overly expressive
  - 3) They tend to be loners
- B) Impulsive
- 1) They tend to be impatient
  - 2) They tend to interrupt conversations.
  - 3) They tend to act without thinking.
- C) Intense
- 1) They tend to push others too hard.
  - 2) They tend to be insensitive.
  - 3) They tend to overwork.

### Some ways to obtain joy with this gift

- A) Door Knocking Campaigns
- B) Home Bible studies with the lost
- C) Short or long-term foreign mission trips
- D) Studies with young Christians
- E) Preaching sermons
- F) Teaching classes

### Good helpers for the evangelist

A) Teachers: One of the greatest weaknesses of the evangelist is follow-up work with the new converts. They are experts at closing the deal, but generally weak in customer service and follow-up. <1 Cor 3:6 I planted, Apollos watered, but God was causing the growth.>

B) Encourager: One of the greatest fears in evangelism is the fear of rejection. Though the evangelist is less susceptible to this, it can lead to frequent up/down mood swings through the excessive adrenaline rush of frontline ministry. The encourager adds stability through the low times through kind words of exhortation and comfort. This might explain the relationship between Paul and Barnabas, the son of encouragement <Acts 4:36>. It was Barnabas that stood up for Paul in the early years of his ministry <Acts 9:27>. It was Barnabas that first went out on the mission field with Paul <Acts 13:2>.

C) Prophet: Because the evangelist is the “bringer of good news”, he is not likely to be strong in the “bringing of bad news”, i.e. “Straighten up in the name of the Lord!” The prophet is good at dealing with young, straying Christians that wander from the flock. Often, the evangelist and prophet work well as a team to bring people back to the fold.

### 3) Prophet –the passion of confrontation (Rom 12:6; Eph 4:11) 2%

Rom 12:6 states, “And since we have gifts that differ according to the grace given to us, {let each exercise them accordingly} if prophecy, according to the proportion of his faith;”

Eph 4:11 “And He gave some...as} prophets...”

The word prophet in the Greek is “pro”= fore or front and “phemi”= to make known one’s thoughts. Vines Expository defines this word as “one who speaks forth or openly”. Without controversy, the primary definition to the word is in reference to the miraculous foretelling or exposing of information to take place based on revelation from God. The first century church had the miraculous gift of prophecy, as well as the other eight, because they did not have the NT to rely upon. When John the apostle died, being the last living apostles, the transfer of the gifts would not have continued for they were bestowed through the “*laying on of the apostles’ hands...*” (Acts 8:18). The Romans apparently were not established in this area for Paul remarks in *Rom 1:11* “*For I long to see you in order that I may impart some spiritual gift to you, that you may be established;*” They were likely in the same state concerning the miraculous gifts as the disciples in the region of Ephesus found in Acts 19:1-6.

Even though the miraculous side of the gift would have died out with the completion of the Bible (*1 Cor 13:9-10 For we know in part, and we prophesy in part; but when the perfect comes, the partial will be done away.*), the passion in the individual would still remain. Just because the gift of wisdom, knowledge and healing were done away with, does not mean that the passions of evangelism, teaching and giving of mercy died out with them. The ministerial gifts of passions were possibly linked in this way to the miraculous gifts. *1 Cor 12:4-5 Now there are varieties of gifts, but the same Spirit. And there are varieties of ministries, and the same Lord.*

The passion of the prophet, or the one with the gift of confrontation, is very similar to the prophets of old, minus the miraculous. The same way that Ezekiel and John could not digest the scroll and the little book in Ezekiel 3 and Rev 11 respectively, the individual with the passion of confrontation cannot digest the knowledge of the sin in the lives of those around them. They internalize and try to digest it, but it must come back out for them to have joy. They often literally weep over the sins of others. The message they proclaim is not from miraculous revelation, but through continual meditation on God’s words in the Bible. Their passion leads them to “*have their senses trained to discern good and evil*” (Heb 5:14). They are the filters and sensors of the congregation concerning sin and spiritual danger. You have heard of the phrase “Non-confrontational”? This does not describe the prophet. It isn’t that they want to confront,



but that they must confront. They deeply desire for the word of God to be known and will not sit around letting others go to hell in a hand-basket without knowing what is at stake.

When Peter shunned the gentiles, Paul had no problem confronting him *Gal 2:11* *But when Cephas came to Antioch, I opposed him to his face, because he stood condemned.* The one possessing the passion of the prophet knows that someone has to step up to the plate and confront. He takes the unique message of what will happen if the course of sin is not changed. They have the ability to keep in the forefront of their mind the importance to stay right with the Lord concerning the future consequences for those who do not heed the word of God. The following verses are typically a great motivation for the prophet.

- Rev 2:5 'Remember therefore from where you have fallen, and repent and do the deeds you did at first; or else I am coming to you, and will remove your lampstand out of its place-- unless you repent.
- 1 Pet 3:12 "For the eyes of the Lord are upon the righteous, and His ears attend to their prayer, but the face of the Lord is against those who do evil."
- James 5:19-20 My brethren, if any among you strays from the truth, and one turns him back, 20 let him know that he who turns a sinner from the error of his way will save his soul from death, and will cover a multitude of sins.
- 2 Pet 2:21 For it would be better for them not to have known the way of righteousness, than having known it, to turn away from the holy commandment delivered to them.
- Amos 4:12 "...prepare to meet your God, O Israel."

### Signs of Maturity

#### A) Discerning

- 1) They are sensitive to sin.
- 2) They are "black and white" thinkers.
- 3) They are steadfast in their position.

#### B) Decisive

- 1) They are candid in conversation.
- 2) They are convicting in confrontation
- 3) They are consistent in correction.

#### C) Disciplined

- 1) They tend to live righteously.
- 2) They tend to pray continuously.
- 3) They tend to study regularly.

### Signs of Immaturity

#### A) Relationships

- 1) They tend to be judgmental.
- 2) They tend to be dominant.
- 3) They tend to be insensitive.

#### B) Teaching

- 1) They tend to be opinionated.

- 2) They tend to be prideful.
- 3) They tend to be over-demanding.
- C) Emotions
  - 1) They tend to be depressed.
  - 2) They tend to be angry.
  - 3) They tend to be pessimistic.

***Some ways to obtain joy with this gift***

- A) Confrontation ministry: One that is involved in the discipline of others.
- B) Prayer ministry for the lost.
- C) Celebrate and congratulate repenting sinners who are coming back to the Lord.
- D) Spend much time with new Christians.
- E) Teach a class on the importance of Christian living.
- F) Prison ministry

**Good helpers for the prophet:**

A) Mercy Givers: Because the prophet is one that confronts, the tendency is to come off as harsh and without mercy. Who better to have at the side of the prophet than the mercy giver? They are the sugar for the medicine that the prophet brings.

B) Encourager: Because the prophet is trying to motivate with the fires of hell, it would behoove him to team up with the encourager, who is trying to motivate with the benefits of heaven. The two of them working together clearly project the availability of gain and the fear of loss, the two reasons people make a decision.

C) Teachers: Because the prophet has a tendency to walk in the danger of confrontation, it is best to have some teachers to confirm the message. Many of prophets have been saved the anguish of complete humiliation for taking a bad stand.

D) Shepherds: Without the nurturing of a shepherd, the odds of running from the flock increase. Though the prophet is gifted at bringing others back into the fold, they many times lack the patience of nurturing. The shepherd brings this stability to the life of the prophet by making sure his labors were not in vain.

**4) Teaching Gift –Exegetical 8%**

Rom 12:7 “...he who teaches, in his teaching;”

Eph 4:11 “...and some {as}...teachers,”

What does it mean to be a teacher in the sense of gifts from God? The word for teacher in the Greek is “didaskalos” and means one who instructs. In the first century, the souls with the passion of a teacher were probably endowed with the miraculous gift of knowledge, for they did not yet have the NT to study. That miraculous power would have left when the Bible was being completed (1Cor 13:9-10), leaving the passion of the teacher and the Bible to study.



### Jesus was called “Teacher” more than anyone.

Whenever you see Jesus being called “Master” or “Teacher”, this is the same word. It occurs 42 times in the New Testament concerning Jesus. This is because nobody taught like Jesus.

- The people recognized Jesus as a teacher. Matt 7:28-29 The result was that when Jesus had finished these words, the multitudes were amazed at His teaching; <sup>29</sup> for He was teaching them as {one} having authority, and not as their scribes.
- The Scribes called Jesus Teacher Matt 8:19 And a certain scribe came and said to Him, "Teacher, I will follow You wherever You go."
- The Pharisees called Jesus Teacher Matt 9:11 And when the Pharisees saw {this,} they said to His disciples, "Why is your Teacher eating with the tax-gatherers and sinners?"
- Rulers called Jesus Teacher Matt 19:16 And behold, one came to Him and said, "Teacher, what good thing shall I do that I may obtain eternal life?"
- The Herodians called Jesus Teacher Matt 22:16 And they sent their disciples to Him, along with the Herodians, saying, "Teacher, we know that You are truthful and teach the way of God in truth, and defer to no one; for You are not partial to any.
- The Apostles called Jesus Teacher Mark 4:38 And He Himself was in the stern, asleep on the cushion; and they awoke Him and said to Him, "Teacher, do You not care that we are perishing?"

It seems that everyone was recognizing Jesus as Teacher. Wouldn't it also make sense for His own church to recognize Him as the Teacher? Do you know what it means if we are calling Jesus “Teacher”? Does that not make us His students? If we are His students, does that mean we have the obligation to listen and apply His words to our lives?

### Paul was also a teacher

- 1 Tim 2:7 And for this I was appointed a preacher and an apostle (I am telling the truth, I am not lying) as a teacher of the Gentiles in faith and truth.
- 2 Tim 1:11 for which I was appointed a preacher and an apostle and a teacher.
- Phil 3:5-6 circumcised the eighth day, of the nation of Israel, of the tribe of Benjamin, a Hebrew of Hebrews; as to the Law, a Pharisee; as to zeal, a persecutor of the church; as to the righteousness which is in the Law, found blameless. Note: This means he would have had the first five books of the Law memorized.
- Acts 22:3 "I am a Jew, born in Tarsus of Cilicia, but brought up in this city, educated under Gamaliel, (He was the premier teacher of the day. -Acts 5:34) strictly according to the law of our fathers, being zealous for God, just as you all are today. Note: Only the up and coming scribes could study under the top teachers.
- 2 Pet 3:16 as also in all {his}(Paul's) letters, speaking in them of these things, in which are some things hard to understand, which the untaught and unstable distort, as {they do} also the rest of the Scriptures, to their own destruction.



**We are also to be teachers**

- Titus 2:3-5 Older women likewise are to be reverent in their behavior, not malicious gossips, nor enslaved to much wine, teaching what is good, 4 that they may encourage the young women to love their husbands, to love their children, 5 {to be} sensible, pure, workers at home, kind, being subject to their own husbands, that the word of God may not be dishonored.
- 1 Tim 2:12 But I do not allow a woman to teach or exercise authority over a man, but to remain quiet.
- 1 Tim 4:11 Prescribe and teach these things.
- 1 Tim 6:2 And let those who have believers as their masters not be disrespectful to them because they are brethren, but let them serve them all the more, because those who partake of the benefit are believers and beloved. Teach and preach these {principles.}
- 2 Tim 2:2 And the things which you have heard from me in the presence of many witnesses, these entrust to faithful men, who will be able to teach others also.
- Heb 5:12 For though by this time you ought to be teachers, you have need again for someone to teach you the elementary principles of the oracles of God, and you have come to need milk and not solid food.

**We are to teach with care**

- James 3:1-2 Let not many {of you} become teachers, my brethren, knowing that as such we shall incur a stricter judgment. For we all stumble in many {ways.} If anyone does not stumble in what he says, he is a perfect man, able to bridle the whole body as well.
- 1 Tim 1:3 As I besought thee to abide still at Ephesus, when I went into Macedonia, that thou mightest charge some that they teach no other doctrine,
- 2 Tim 4:3 For the time will come when they will not endure sound doctrine; but {wanting} to have their ears tickled, they will accumulate for themselves teachers in accordance to their own desires;
- 2 Tim 2:15 Be diligent to present yourself approved to God as a workman who does not need to be ashamed, handling accurately the word of truth.

The teacher is the one that is able to take what he/she knows from experience and studying, being able to transfer it to others. The teacher is one that is able and willing to dig around in the text and pull out the gems and nuggets that need to be learned and applied to the students. This is what brings him or her great joy in life and they have no problem in doing it on a regular basis. They are those who will “*search the scriptures daily, to see if these things are true*” (Acts 17:11).

**Signs of Maturity**

- A) Study
- 1) They are diligent in research.
  - 2) They are deep in knowledge.
  - 3) They are dynamic in presentation.

- B) Stability
  - 1) They are firm in their position.
  - 2) They are factual in their feelings.
  - 3) They are faithful to the Bible.
- B) Satisfaction
  - 1) They are content with context.
  - 2) They are comfortable with the truth.
  - 3) They are calmed with the word.

### Signs of Immaturity

- A) Complex
  - 1) They tend to have too much detail.
  - 2) They tend to have too much study.
  - 3) They tend to have too much expectation.
- B) Conceit
  - 1) They tend to be prideful.
  - 2) They tend to be critical.
  - 3) They tend to be intolerant.
- C) Concerted
  - 1) They tend to be aggressive.
  - 2) They tend to be anxious.
  - 3) They tend to be accelerated.

Some ways to obtain joy with this gift

- A) Engage in a steady regimen of exegetical study (the tearing apart of verses)
- B) Commit to memorization of the scriptures.
- C) Read one biblically centered book every couple of weeks (commentaries, studies, stories, et.)
- D) Teach a variety of classes (different age groups, topics, texts)
- E) Consistently share with your recent discoveries with others.
- F) Go to seminars whenever possible.

### Good helpers for the teacher:

A) Administrators: Most teachers can appreciate the organizational skills of the administrator. Without the administrator, the teacher may not be connected with the people who may be the most attentive. The teacher possesses skills to organize and present his thoughts, but is happy to leave the hard core organizing to the administrator.

B) Evangelists: Because all the teaching in the world is no good if there is nobody to teach, the evangelist is good for the teachers. The evangelist creates new, young minds through Jesus Christ and the teachers train these young Christian minds for Jesus Christ. Together,

C) Shepherds: Teachers and shepherds are generally good companions because they both specialize in personal growth and development of souls. The teacher will often provide the deep nourishment (meat) while the shepherd focuses on the overall diet (milk to

meat). One of the qualities for the office of the shepherd or elder is to be “apt to teach”, therefore it is often an easy relationship.

### 5) Exhortation Gift –Encouragement 3%

Rom 12:8 “or he who exhorts, in his exhortation”

#### What does it mean to “exhort”?

The base word used for exhortation is parakaleo παρακαλεο. Para (near or beside) + kaleo (to call) = to call beside or near. In Luke 16:25 we find this word in its pure form "But Abraham said, 'Child, remember that during your life you received your good things, and likewise Lazarus bad things; but now he is being comforted here, and you are in agony.'" Abraham was holding Lazarus close and it was called “comforted”. It communicates the concept of acceptance.



### Some encouragers mentioned in the Bible

#### Barnabas was an encourager

Acts 4:36-37 And Joseph, a Levite of Cyprian birth, who was also called Barnabas by the apostles (which translated means, Son of Encouragement), 37 and who owned a tract of land, sold it and brought the money and laid it at the apostles' feet.

Acts 9:26-27 And when he had come to Jerusalem, he was trying to associate with the disciples; and they were all afraid of him, not believing that he was a disciple. 27 But Barnabas took hold of him and brought him to the apostles and described to them how he had seen the Lord on the road, and that He had talked to him, and how at Damascus he had spoken out boldly in the name of Jesus.

Acts 11:22-23 And the news about them reached the ears of the church at Jerusalem, and they sent Barnabas off to Antioch. 23 Then when he had come and witnessed the grace of God, he rejoiced and {began} to encourage them all with resolute heart to remain {true} to the Lord;

#### Judas and Silas were encouragers

Acts 15:30-32 So, when they were sent away, they went down to Antioch; and having gathered the congregation together, they delivered the letter. 31 And when they had read it, they rejoiced because of its encouragement. 32 And Judas and Silas, also being prophets themselves, encouraged and strengthened the brethren with a lengthy message.

#### John the Baptist was an encourager

Luke 3:18 So with many other exhortations also he preached the gospel to the people.

#### Paul was an encourager

1Thes 2:11 just as you know how we {were} exhorting and encouraging and imploring each one of you as a father {would} his own children,

Many encouraged in the Bible

Col 4:10-11 Aristarchus, my fellow prisoner, sends you his greetings; and {also} Barnabas' cousin Mark (about whom you received instructions: if he comes to you, welcome him); 11 and {also} Jesus who is called Justus; these are the only fellow workers for the kingdom of God who are from the circumcision; and they have proved to be an encouragement to me.

God, Jesus and the Holy Spirit are all considered comforters.

The Father and Son: 2 Cor 1:3-7 Blessed {be} the God and Father of our Lord Jesus Christ, the Father of mercies and God of all comfort; 4 who comforts us in all our affliction so that we may be able to comfort those who are in any affliction with the comfort with which we ourselves are comforted by God. 5 For just as the sufferings of Christ are ours in abundance, so also our comfort is abundant through Christ. 6 But if we are afflicted, it is for your comfort and salvation; or if we are comforted, it is for your comfort, which is effective in the patient enduring of the same sufferings which we also suffer; 7 and our hope for you is firmly grounded, knowing that as you are sharers of our sufferings, so also you are {sharers} of our comfort.

The Son: I Jn 2:1-2 My little children, I am writing these things to you that you may not sin. And if anyone sins, we have an Advocate with the Father, Jesus Christ the righteous; <sup>2</sup> and He Himself is the propitiation for our sins; and not for ours only, but also for {those of} the whole world.

The Holy Spirit:

- John 14:16 "And I will ask the Father, and He will give you another Helper, that He may be with you forever;
- John 14:26 "But the Helper, the Holy Spirit, whom the Father will send in My name, He will teach you all things, and bring to your remembrance all that I said to you.
- John 15:26-27 "When the Helper comes, whom I will send to you from the Father, {that is} the Spirit of truth, who proceeds from the Father, He will bear witness of Me, <sup>27</sup> and you {will} bear witness also, because you have been with Me from the beginning.
- John 16:7 "But I tell you the truth, it is to your advantage that I go away; for if I do not go away, the Helper shall not come to you; but if I go, I will send Him to you.

The primary message of encouragement: Salvation with Jesus!

1Thes 4:16-18 For the Lord Himself will descend from heaven with a shout, with the voice of {the} archangel, and with the trumpet of God; and the dead in Christ shall rise first. 17 Then we who are alive and remain shall be caught up together with them in the clouds to meet the Lord in the air, and thus we shall always be with the Lord. 18 Therefore comfort one another with these words.

Signs of Maturity

A) Attitude

- 1) They are self driven.
  - 2) They are optimists.
  - 3) They are motivators.
- B) Expressive
- 1) They are creative.
  - 2) They are communicators.
  - 3) They are practical.
- C) Relationships
- 1) They are unifiers.
  - 2) They are friendly.
  - 3) They are counselors.

### Signs of Immaturity

- A) Impulsive
- 1) They tend to interrupt people.
  - 2) They tend to act without thinking.
  - 3) They tend to move to fast in big decisions.
- B) Emotional
- 1) They are prone to depression.
  - 2) They are prone to unrealistic.
  - 3) They are prone to be over-humorous.
- C) Overbearing
- 1) They may encourage others into doing the wrong thing.
  - 2) They may encourage others into inactivity.
  - 3) They may encourage others serve with rules verses principles.

### *Some ways to obtain joy with this gift*

- A) Write notes of encouragement to others.
- B) Memorize encouraging texts to be used to back up exhortations.
- C) Make many hospital, nursing home and shut-in visits.
- D) Be the one to deliver flowers and cards to the sick.
- E) Be hospitable. Have many guests in your home for meals and fellowship.
- F) Have one or two close friends who share the same gift. This will allow the encourager to re-charge him or herself.
- G) Volunteer at a half-way house or home for trouble teens.
- H) A follow-up for new converts.
- I) Volunteering at a crisis pregnancy center.
- J) Be one of the first to visit the dropouts.
- K) Preaching, teaching, devotions and reading the scriptures to others.

### Good helpers for the exhorter:

A) The teacher is usually a good teammate of the encourager. The encourager can sometimes be overly optimistic, too simplistic or flattering. The teacher has a tendency to ground the encourager in legitimize praise. The encourager has a hard time understanding that encouragement is not the answer to every situation.

B) The Administrator is a good friend of the encourager. This is because the encourager does not always plan his work out the way he should. The administrator can think ahead and determine if encouragement is what would work best and the best way to go about using this gift.

C) The prophet is a good teammate of the encourager. This is because the encourager has a tendency to want to say “positive” things to others and avoid being confrontational when it’s needed. With the prophet, the one who leads a soul from hell with warnings, there seems to be a good balance of “REPENT...PLEASE”, persuasion with power. Together they are the pushers and pullers of the struggling brethren.

### 6) Shepherding Gift –Nurturer 18%

Eph 4:11 And He gave some {as} apostles, and some {as} prophets, and some {as} evangelists, and some {as} pastors and teachers,

The word for shepherd is *poimen*, meaning “one who takes care of a flock of sheep.” The one with the gift of pasturing or shepherding is a person who deeply desires to lead the flock. They possess vision, patience, guidance, appeal and care. One must not confuse the office of the shepherd with the gift of shepherding. One is dealing with passion while the other is dealing with the assigned responsibility of certain men within the church (1Tim 3 and Titus 1).



### ***Jesus is the True Shepherd***

- Matt 2:6 'And you, Bethlehem, land of Judah, are by no means least among the leaders of Judah; for out of you shall come forth a Ruler, who will shepherd My people Israel.'
- John 10:11 "I am the good shepherd; the good shepherd lays down His life for the sheep.
- John 10:14 "I am the good shepherd; and I know My own, and My own know Me,
- Heb 13:20-21 Now the God of peace, who brought up from the dead the great Shepherd of the sheep through the blood of the eternal covenant, {even} Jesus our Lord, equip you in every good thing to do His will, working in us that which is pleasing in His sight, through Jesus Christ, to whom {be} the glory forever and ever. Amen.
- 1 Pet 2:25 For you were continually straying like sheep, but now you have returned to the Shepherd and Guardian of your souls.
- 1 Pet 5:4 And when the Chief Shepherd appears, you will receive the unfading crown of glory.
- Rev 7:17 for the Lamb in the center of the throne shall be their shepherd, and shall guide them to springs of the water of life; and God shall wipe every tear from their eyes."

### Who are the shepherds?

#### 1) Those who lead the flock

1 Pet 5:1-3 Therefore, I exhort the elders among you, as {your} fellow elder and witness of the sufferings of Christ, and a partaker also of the glory that is to be revealed, 2

shepherd the flock of God among you, exercising oversight not under compulsion, but voluntarily, according to {the will of} God; and not for sordid gain, but with eagerness; 3 nor yet as lording it over those allotted to your charge, but proving to be examples to the flock

2) Those who feed the flock

John 21:15-17 Verse 15 "...Feed my lambs...", verse 16 "...Feed my sheep..." and verse 17 "...Feed my sheep." (KJV)

3) Those who guard the flock

Acts 20:28 "Be on guard for yourselves and for all the flock, among which the Holy Spirit has made you overseers, to shepherd the church of God which He purchased with His own blood.

Signs of Maturity

A) Protective

- 1) They guard against wolves. (Acts 20:29 "I know that after my departure savage wolves will come in among you, not sparing the flock...)
- 2) They guard against sheep. (Matt 7:15 "Beware of the false prophets, who come to you in sheep's clothing, but inwardly are ravenous wolves.)
- 3) They guard against the "roaring lion". (1Pet 5:8 Be of sober {spirit,} be on the alert. Your adversary, the devil, prowls about like a roaring lion, seeking someone to devour.)

B) Patient

- 1) They are willing to wait for growth.
- 2) They are willing to wait for punishment.
- 3) They are willing to wait for rescue.

C) Personal

- 1) They know the flock.
- 2) They feed the flock.
- 3) They unite the flock.

Signs of Immaturity

A) Independent

- 1) They tend to be prideful. (This is because so many depend on them.)
- 2) They tend to be controlling. (This is because they often feel that their way is the best way)
- 3) They tend to be heroes. (This is because they are so sacrificial.)

B) Neglectful

- 1) They tend to neglect their spouse.
- 2) They tend to neglect their children.
- 3) They tend to neglect themselves.

C) Discouraging

- 1) They tend to overwork the flock.
- 2) They tend to be overly patient.
- 3) They tend to be unrealistic.

Some ways to obtain joy with this gift

- A) Start a "New Christian's Class"
- B) Make regular visits to dropouts, backsliders, shut-ins and young Christians.
- C) Develop strategies to involve members of the church in activities.
- D) Participate in many one on one studies with Christians.
- E) Be a defender of the weak, protecting those who do not defend themselves.
- F) Go to seminars on leadership. This will often lead to developing their talent.
- G) Teach a class on giftedness for the equipping of the saints.
- H) Be involved in church discipline.

Good helpers for the shepherd:

A) The Giver is usually a good teammate of the shepherd. This is because the shepherd gives of his life the same way the giver gives of his resources. When a need arises in the flock, the shepherd and giver see eye to eye and will get the job done.

B) The teacher is a great friend of the shepherd because they also compliment each other. One of the descriptions of the office of the "Shepherd" is to be apt to teach. Nobody is better at his than the teacher. The shepherd appreciates this fact and finds great use for the teacher. The teacher is also the one to keep the shepherd in line. The shepherd runs the risk of lording over the flock and the teacher can educate others to keep him humble.

C) The mercy giver is a good teammate of the shepherd, especially early on. The shepherd specializes in maturing young Christians. One of the toughest times for the Christian is in their immaturity. Many times the young Christians can be discouraged when things do not go their way, becoming a seed cast among the rocks. The encourager acts as water on the souls that have yet to grow the root system unto maturity, something the shepherd appreciates.

7) Mercy Showing Gift –Counselor 20%

Rom 12:8 "...he who shows mercy, with cheerfulness."

The word mercy is *eleos* and means one that shows compassion. The mercy giver is one with the gift of being able to understand the suffering of others to the extent that they are nearly always compelled to help.

Matt 5:7 "Blessed are the merciful, for they shall receive mercy.

Mark 10:46-47 And they came to Jericho. And as He was going out from Jericho with His disciples and a great multitude, a blind beggar {named} Bartimaeus, the son of Timaeus, was sitting by the road. 47 And when he heard that it was Jesus the Nazarene, he began to cry out and say, "Jesus, Son of David, have mercy on me!"

Tabitha was a mercy giver.

Acts 9:36-39 Now in Joppa there was a certain disciple named Tabitha (which translated {in Greek} is called Dorcas); this woman was abounding with deeds of kindness and charity, which she continually did. 37 And it came about at that time that she fell sick and





died; and when they had washed her body, they laid it in an upper room. 38 And since Lydda was near Joppa, the disciples, having heard that Peter was there, sent two men to him, entreating him, "Do not delay to come to us." 39 And Peter arose and went with them. And when he had come, they brought him into the upper room; and all the widows stood beside him weeping, and showing all the tunics and garments that Dorcas used to make while she was with them.

### A good example of the mercy giver

Luke 10:25-37 is a classic example of the mercy giver.

25 And behold, a certain lawyer stood up and put Him to the test, saying, "Teacher, what shall I do to inherit eternal life?"

26 And He said to him, "What is written in the Law? How does it read to you?"

27 And he answered and said, "You shall love the Lord your God with all your heart, and with all your soul, and with all your strength, and with all your mind; and your neighbor as yourself."

28 And He said to him, "You have answered correctly; do this, and you will live."

29 But wishing to justify himself, he said to Jesus, "And who is my neighbor?"

30 Jesus replied and said, "A certain man was going down from Jerusalem to Jericho; and he fell among robbers, and they stripped him and beat him, and went off leaving him half dead.

31 "And by chance a certain priest was going down on that road, and when he saw him, he passed by on the other side.

32 "And likewise a Levite also, when he came to the place and saw him, passed by on the other side.

33 "But a certain Samaritan, who was on a journey, came upon him; and when he saw him, he felt compassion,

34 and came to him, and bandaged up his wounds, pouring oil and wine on {them;} and he put him on his own beast, and brought him to an inn, and took care of him.

35 "And on the next day he took out two denarii and gave them to the innkeeper and said, 'Take care of him; and whatever more you spend, when I return, I will repay you.'

36 "Which of these three do you think proved to be a neighbor to the man who fell into the robbers' {hands?}

37 And he said, "The one who showed mercy toward him." And Jesus said to him, "Go and do the same."

The priest did not show mercy; the Levite did not show mercy; the Samaritan did show mercy. The one with the gift of mercy is empathetic, caring, responsive, kind, compassionate, sensitive and burden-bearing. The mercy giver cannot stand to see the suffering of others. They could not pass by the suffering person along the road and move into action. The mercy giver is the one that feels compassion (33) and moves to meet the need of alleviating the suffering.

### The Philippian jailor was a mercy giver

Acts 16:29-34

29 And he called for lights and rushed in and, trembling with fear, he fell down before Paul and Silas,

30 and after he brought them out, he said, "Sirs, what must I do to be saved?"  
31 And they said, "Believe in the Lord Jesus, and you shall be saved, you and your household."  
32 And they spoke the word of the Lord to him together with all who were in his house.  
33 And he took them that {very} hour of the night and washed their wounds, and immediately he was baptized, he and all his {household.}  
34 And he brought them into his house and set food before them, and rejoiced greatly, having believed in God with his whole household.

Paul and Silas were beaten and left in a cold jail cell. Their backs would have been raw from the public whipping earlier that day. The jailor was compelled to minister to the suffering of Paul and Silas even before responding to the gospel. Yes he was concerned about what he must do to be saved, but relieving the suffering of the mission team was equally high. We often fail to view the conversion of the jailor as a merciful-based conversion.

### Signs of Maturity

- A) Attitude
  - 1) They are very forgiving to others.
  - 2) They are very content.
  - 3) They are very gentle in demeanor.
- B) Attraction
  - 1) They are magnets for the pitiful.
  - 2) They are listeners for the neglected.
  - 3) They are faithful in relationships.
- C) Attentiveness
  - 1) They reach out to the poor.
  - 2) They reach out to the ill.
  - 3) They reach out to the aged.
  - 4) They reach out to the hurting

### Signs of Immaturity

- A) Indecisive
  - 1) They are often inconsistent in reactions.
  - 2) They are often neglectful in corrections.
  - 3) They are often doormats in relations.
  - 4) They are often gullible in benevolence.
- B) Emotional
  - 1) They are prone to depression.
  - 2) They are prone to sorrow.
  - 3) They are prone to over-sensitivity.
- C) Structure
  - 1) They tend to be uninformed.
  - 2) They tend to be unorganized.
  - 3) They tend to be undisciplined.

**Some ways to obtain joy with this gift**

- A) Focus on alleviating the pain and suffering of others.
- B) Seek out and comfort the lonely and the forgotten in a congregation.
- C) Start a ministry to help battered women or children.
- D) Take a foreign mission trip to a poor country.
- E) Start a letter-writing ministry to prisoners.
- F) Spend time helping terminally ill patients and/or hospice.
- G) Spend time in nursing homes and hospitals.
- H) Work in a pregnancy center for troubled teens.
- I) Get a job at a funeral home or be involved in a related ministry in the church.

**Good helpers for the mercy giver:**

A) The Prophet is a good partner to the mercy giver because they balance one another out. The prophet quickly calls for one to repent and the mercy giver is quick to point out the wonderful benefits of doing so. The number one weakness of the mercy giver is that they come across as a softie. This is corrected most of the time when this partnership is in place.

B) The missionary is a wonderful source of strength for the mercy giver because of their connection to a hurting world. We live in a country that seems to ignore how fortunate we are. The missionary has sources of less fortunate, suffering people to connect with. Nobody is better to call than the mercy giver in this case.

C) The teacher is a good companion to the mercy giver, for the mercy giver often has the weakness of delivering one from their pain before it brings about the graces of God. Sometimes suffering is in place to teach a lesson and the teacher does well to grow this discipline in the mercy giver.

**8) Servant Gift –Helper 22%**

Rom 12:7 if service, in his serving; or he who teaches, in his teaching;

The word for service is diakonos and mean attendant or waiter. The simplest term would be servant. It is the same word where we get deacon. There is the office of a deacon and a servant’s passion. When the Bible describes Phoebe as a “servant” of the church, the word is diakonos. The same word means the office of a deacon in 1 Tim 3:12 Let deacons be husbands of {only} one wife, {and} good managers of {their} children and their own households.” The context determines it and in Romans 12:7, it means service and not deacon.

The servant is the one that gets things done in the church. Being the largest group in the church, they are the ones that give the outsiders the best look at the church. The servants are the souls of the congregation that joyfully provide the maintenance for the others. We all have the obligation to serve, but the one with the servant gift can’t seem to get enough for the most part.

Nobody understood the servant concept any better than Jesus. Listen to the words of Jesus in John 13:34 “A new commandment I give to you, that you love one another, even as I have loved you, that you also love one another.” Do you remember what Jesus



was doing prior to this? That is right! He was washing the disciple's feet. This was the work of a servant. Jesus was a true servant. Mark 10:45 "For even the Son of Man did not come to be served, but to serve, and to give His life a ransom for many."

The soul with the gift of service focuses on the one another verses:

- Rom 12:10 Be devoted to one another in brotherly love; give preference to one another in honor;
- Rom 13:8 Owe nothing to anyone except to love one another; for he who loves his neighbor has fulfilled {the} law.
- Rom 14:19 So then let us pursue the things which make for peace and the building up of one another.
- Gal 5:13 For you were called to freedom, brethren; only {do} not {turn} your freedom into an opportunity for the flesh, but through love serve one another.
- Heb 10:24 and let us consider how to stimulate one another to love and good deeds,

Some examples of servants:

Anna

Luke 2:36-37 "Anna...never left the temple, serving night and day with fastings and prayers."

Martha

Luke 10:38-42 Now as they were traveling along, He entered a certain village; and a woman named Martha welcomed Him into her home. 39 And she had a sister called Mary, who moreover was listening to the Lord's word, seated at His feet. 40 But Martha was distracted with all her preparations; and she came up {to Him,} and said, "Lord, do You not care that my sister has left me to do all the serving alone? Then tell her to help me." 41 But the Lord answered and said to her, "Martha, Martha, you are worried and bothered about so many things; 42 but {only} a few things are necessary, really {only} one, for Mary has chosen the good part, which shall not be taken away from her."

Phoebe

Rom 16:1 I commend to you our sister Phoebe, who is a servant of the church which is at Cenchrea;

Signs of Maturity

A) Creative

- 1) They usually work well with their hands.
- 2) They usually are resourceful with their means.
- 3) They usually are good at meeting needs.

B) Spirituality

- 1) They generally pray more.
- 2) They generally fellowship more.
- 3) They generally are more patient.

C) Work ethic

- 1) They are thorough in their efforts.

- 2) They are involved with anonymity.
- 3) They are pleasant in their service.

### Signs of Immaturity

- A) Overworked
  - 1) They tend not to be able to say “NO”.
  - 2) They tend to take on too much.
  - 3) They tend to take on impossible tasks.
- B) Emotions
  - 1) They tend to be talkative.
  - 2) They tend to be depressed.
  - 3) They tend to be subjective.
- C) Personality
  - 1) They tend to micromanage others.
  - 2) They tend to be indecisive.
  - 3) They tend to be overly passive.

### Some ways to obtain joy with this gift

- A) Make someone a meal and take it to their home.
- B) Open your home for studies and meals.
- C) Be the first in line to assist someone in moving or some other undesirable job.
- D) Be a fix it person for things in the church.
- E) Help some widows with some of the responsibilities they have.
- F) Volunteer to be a chaperone at a youth function.
- G) Ask leaders for opportunities to serve, then follow-up on them.
- H) Work in a food bank, stacking and delivering groceries.
- I) Share in the responsibilities of the church bulletin and directories.
- J) Be involved in song leading and nursery.

### Good helpers for the servant:

A) The administrator is a good one for the servant to get along with. The servant seeks to be used for the kingdom of God, but often times lacks good planning. The administrator will always have plenty for the servant to do.

B) The shepherd is a good help to the servant and vice versa. The shepherd always needs things done relating to nurturing. The servant is an expert at carrying out practical ways of caring for others. We may not always understand the teacher’s lesson, a prophet’s scolding or the giver’s generosity, but we can easily understand a kind, practical work. Because one of the downfalls of the servant is setting their own agendas, the natural group atmosphere of the shepherd’s territory guards against this.

C) The evangelist and servants work well together, especially when the servants are focused on winning souls to the kingdom. The evangelist is constantly seeking for ways to get the message of Christ out to the lost. The servants can and do successfully display the heart of the congregation. People may not agree with the doctrine, but they cannot call into question the kind deeds.

**9) Administration Gift –Organization 10%**

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

The word that Paul uses for “leads” is *proistemi*: *pro* “front” or “fore” + *histemi* “to stand or abide” = hence one who stands before another, the leader. The word originally means one who pilots or steers a ship. That certainly refers to the same concepts of leading.



The gift of administration is the special ability to understand clearly the immediate and long-range goals of a particular unit of the body of Christ, and to devise and execute plans for the accomplishment of those goals. They are the planners of the congregation and thrive on coming up with solutions to problems, for they have the desire to map out solutions.

Jethro, the father-in-law of Moses, demonstrated this gift in Exod 18:17-24. And Moses' father-in-law said to him, “The thing that you are doing is not good. <sup>18</sup> "You will surely wear out, both yourself and these people who are with you, for the task is too heavy for you; you cannot do it alone. <sup>19</sup> "Now listen to me: I shall give you counsel, and God be with you...<sup>24</sup> So Moses listened to his father-in-law, and did all that he had said.”

Gamaliel demonstrated this gift in Acts 5:34-40

But a certain Pharisee named Gamaliel, a teacher of the Law, respected by all the people, stood up in the Council and gave orders to put the men outside for a short time. <sup>35</sup> And he said to them...<sup>40</sup> And they took his advice...”

***The Apostles demonstrated this gift in Acts 6:1-7***

“Now at this time while the disciples were increasing {in number,} a complaint arose on the part of the Hellenistic {Jews} against the {native} Hebrews, because their widows were being overlooked in the daily serving {of food.}2 And the twelve summoned the congregation of the disciples and said, "It is not desirable for us to neglect the word of God in order to serve tables...<sup>5</sup> And the statement found approval with the whole congregation...And the word of God kept on spreading...”

**Signs of Maturity****A) Planning**

- 1) They are charters and statisticians.
- 2) They are accurate in assessment.
- 3) They are goal orientated.

**B) Pace**

- 1) They desire promptness.
- 2) They desire preparedness.
- 3) They desire completeness.

**C) Participation**

- 1) They are leaders.
- 2) They are organizers.

- 3) They are problem solvers.

### Signs of Immaturity

#### A) Personality

- 1) They tend to be pushy.
- 2) They tend to be insensitive.
- 3) They tend to be know-it-alls.

#### B) Perfectionism

- 1) They tend to be over competitive.
- 2) They tend to be over planned.
- 3) They tend to be overdriven.

#### C) Pride

- 1) They tend to be slow to admit mistakes.
- 2) They tend to be overconfident.
- 3) They tend to be self-centered.

### Some ways to obtain joy with this gift

- A) Be the one to volunteer to gather information for the work of the church.
- B) Teach a class on personal finance for Christians or a similar theme denoting organization.
- C) Make yourself available to others for problem solving.
- D) Analyze data and research concerning the spiritual gifts for the equipping of the saints.
- E) Be an organizer for VBS, Bible Bowl or some other type of church children's ministry.
- F) Be involved in the budgeting of the church or volunteer to be church treasurer.
- G) Be a chairperson for various church committees or deaconships.

### **Good helpers for the administrator:**

- 1) The shepherd and the administrator make a good team. The shepherd can appreciate the administrator's ability to organize ideas for the troops and the administrator appreciates the shepherd's ability to get the troops to follow. When a problem is presented by the shepherd, the administrator tackles it and provides a good working model back for the shepherd to implement. It is a win-win situation for them both.
  
- 2) The mercy giver is a good partner for the administrator because they are on opposite ends of the spectrum. The administrator can look at things to close and forget the spirit of the program, which is the mercy of Christ. Jesus addresses a similar concern in *Matt 23:23* "*Woe to you, scribes and Pharisees, hypocrites! For you tithe mint and dill and cummin, and have neglected the weightier provisions of the law: justice and mercy and faithfulness; but these are the things you should have done without neglecting the others.*" The administrator sometimes comes across as not caring because there is not a ready formula for this; It cannot be charted. People sometimes have the feeling of being a number after encountering the administrator. The mercy giver will not allow this to occur when teamed up with the administrator.

3) The servant and administrator can make a strong team. This is because the administrator is often not a doer of the plan, but the inventor of it. This servant generally waits in the wings for opportunity to carry out what is brought forth.

### 10) Giving Gift -Benefactor 2%

Rom 12:8 "...he who gives, with liberality; he who leads, with diligence..."

The word for "gives" is *metadidomi* and means to give part of or to share. It refers to the ability to re-distribute the blessings of God. In relation to the passion of giving, it is the passion of needing to pass it on to others. Some of the uses of this word are the following.



- Luke 3:11 And he would answer and say to them, "Let the man who has two tunics share with him who has none; and let him who has food do likewise."
- Rom 1:11 For I long to see you in order that I may impart some spiritual gift to you, that you may be established;
- Eph 4:28 Let him who steals steal no longer; but rather let him labor, performing with his own hands what is good, in order that he may have {something} to share with him who has need.
- 1Thes 2:8 Having thus a fond affection for you, we were well-pleased to impart to you not only the gospel of God but also our own lives, because you had become very dear to us.

The giver does not ask "How much can I give to the Lord?", but "How much do I need to live on?" They are not concerned about the daily bread because they already understand the concept of giving. They know that God has and always will take care of their needs. They would agree with David in Ps 37:25 "I have been young, and now I am old; yet I have not seen the righteous forsaken, or his descendants begging bread." They have seen God distribute the blessings and understand deeply that God is the source of every spiritual blessing in Christ Jesus (Eph 1:3). The giver subscribes to the concept discussed in *Mal 3:10* "Bring the whole tithe into the storehouse, so that there may be food in My house, and test Me now in this," says the LORD of hosts, "if I will not open for you the windows of heaven, and pour out for you a blessing until it overflows."

### Good Examples

#### The widow (Luke 21:1-4)

1 And He looked up and saw the rich putting their gifts into the treasury.  
 2 And He saw a certain poor widow putting in two small copper coins.  
 3 And He said, "Truly I say to you, this poor widow put in more than all {of them;}  
 4 for they all out of their surplus put into the offering; but she out of her poverty put in all that she had to live on."

#### The Macedonians (2 Cor 8:1-5)

Now, brethren, we {wish to} make known to you the grace of God which has been given in the churches of Macedonia, 2 that in a great ordeal of affliction their abundance of joy and their deep poverty overflowed in the wealth of their liberality. 3 For I testify that



according to their ability, and beyond their ability {they gave} of their own accord, 4 begging us with much entreaty for the favor of participation in the support of the saints, and {this,} not as we had expected, but they first gave themselves to the Lord and to us by the will of God.

2 Cor 9:2 for I know your readiness, of which I boast about you to the Macedonians, {namely,} that Achaia has been prepared since last year, and your zeal has stirred up most of them.

Phil 4:14-16 Nevertheless, you have done well to share {with me} in my affliction. <sup>15</sup> And you yourselves also know, Philippians, that at the first preaching of the gospel, after I departed from Macedonia, no church shared with me in the matter of giving and receiving but you alone; <sup>16</sup> for even in Thessalonica you sent {a gift} more than once for my needs.

### Bad Examples

Ananias and Sapphira (Acts 5:1-2) 1 But a certain man named Ananias, with his wife Sapphira, sold a piece of property, <sup>2</sup> and kept back {some} of the price for himself, with his wife's full knowledge, and bringing a portion of it, he laid it at the apostles' feet.

The Hypocrites (Matt 6:2-4) 2 "When therefore you give alms, do not sound a trumpet before you, as the hypocrites do in the synagogues and in the streets, that they may be honored by men. Truly I say to you, they have their reward in full. <sup>3</sup> "But when you give alms, do not let your left hand know what your right hand is doing <sup>4</sup> that your alms may be in secret; and your Father who sees in secret will repay you.

### Signs of Maturity

#### A) Generosity

- 1) They give with liberality.
- 2) They give with quality.
- 3) They give with responsibility.
- 4) They give with anonymity.

#### B) Charity

- 1) They are attentive to the needs of others.
- 2) They are prayerful to the needs of others.
- 3) They are committed to the needs of others.

#### C) Reliability

- 1) They tend to be lighthearted in crisis.
- 2) They tend to be enduring in conflict.
- 3) They tend to be dependable in poverty.

### Signs of Immaturity

#### A) Judgmental

- 1) They tend to be critical of lesser givers.
- 2) They tend to be critical of church budgets.
- 3) They tend to be critical of self.

- B) Awareness
  - 1) They tend to be understudied.
  - 2) They tend to be under funded.
  - 3) They tend to be unprepared to receive.
- C) Gullibility
  - 1) They may not do their research.
  - 2) They may give to unworthy causes.
  - 3) They may be viewed as softies.

**Some ways to obtain joy with this gift**

- A) Organize and send surprise gifts to productive foreign missionaries
- B) Support a preacher student through school
- C) Sponsor a child
- D) Start a food and/or clothing pantry
- E) Secretly send an envelope of money to a needy brother or sister in Christ
- F) Teach a class on the joys of giving
- G) Be the presenter of benevolent works in the church

**Good helpers for the giver:**

A) The Shepherd is a great friend of the giver. One of the hardest lessons for new and maturing Christians to learn is in the area of giving. The shepherd possesses the ability to use the giver as the example to others in the flock. The giver benefits in that they are plugged into the needs of others on a one on one basis. Another way the giver benefits from the shepherd is in natural protection. One of the vulnerable areas of the giver is risk of forgetting that leadership makes decisions, not a giver's gift. A giver sometimes runs the risk of targeting giving away from the church out of rebellion to the churches decisions.

B) The Administrator is also the good friend of the giver. Everyday of the week, the giver has been thinking of ways to manage his or her life in order to give the most to the Lord. The administrator has done the same only from a universal standpoint for the church. When you put these two together, the results are great, like food banks, benevolent ministries, missionary programs and giving strategies for all in the church.

C) The Encourager is a great strength for the giver. Givers naturally enjoy giving, but put a fire under them, they will give even more. The encourager has the ability to draw the very best out of individuals, especially the giver. In Barnabas' case, he combined his first and secondary gift to have the best affect on the church. He was first encourager and second, a giver. The encourager is even more encouraged when he or she sees what the giver can sacrifice.

## **Part IV**

### **Charts, Graphs and Tools**

- A) The Spiritual Giftedness Test
- B) The Self-Analysis Test
- C) The Third-party Analysis Test
- D) The Gifts Graph Chart
- E) The Gifts Strategy Sheet
- F) The Gifts Data Feedback Sheet

Attachment # 1: Personal Gift Assessment Test

Write the number that best describes your feelings in each statement.

-2: Rarely    -1: Sometimes    0: Not sure    +1: Often    +2:  
Usually

- 1) \_\_\_\_\_ I am direct and persuasive in speaking to people about being wrong.
- 2) \_\_\_\_\_ I am not afraid to give spiritual guidance and direction to my peers.
- 3) \_\_\_\_\_ I love to bring good news to people.
- 4) \_\_\_\_\_ I do not move into action until knowing the plan completely.
- 5) \_\_\_\_\_ I am ready to try the impossible knowing things work out in the end.
- 6) \_\_\_\_\_ I have the capacity to identify, define, and hate what is wrong.
- 7) \_\_\_\_\_ It seems easy to me to learn difficult truths.
- 8) \_\_\_\_\_ I identify with the downtrodden of society.
- 9) \_\_\_\_\_ I seek out ways to comfort others.
- 10) \_\_\_\_\_ I willingly do a variety of odd jobs to practically meet the needs of others.
- 11) \_\_\_\_\_ People with problems come to me for advice and counsel.
- 12) \_\_\_\_\_ I adapt easily in a culture different from mine.
- 13) \_\_\_\_\_ I feel at ease when sharing information about my philosophy.
- 14) \_\_\_\_\_ I hurt deeply inside when people are not doing right.
- 15) \_\_\_\_\_ I give money and possessions without expecting anything in return.
- 16) \_\_\_\_\_ I try hard to make people feel welcome.
- 17) \_\_\_\_\_ Others tell me how much they appreciate concern for them.
- 18) \_\_\_\_\_ I have a desire to help those who are suffering or undeserving.
- 19) \_\_\_\_\_ I recognize needs of others and immediately move to meet them.
- 20) \_\_\_\_\_ I have joy in giving emotional support to people who are depressed.

-2: Rarely    -1: Sometimes    0: Not sure    +1: Often    +2:  
Usually

- 21) \_\_\_\_\_ People seem to be willing to follow my leadership.
- 22) \_\_\_\_\_ I am a good manager of money.
- 23) \_\_\_\_\_ I feel a sense of adventure when traveling away from my place of residence.
- 24) \_\_\_\_\_ I feel the hurt for the poverty stricken, physically sick, lonely or imprisoned.
- 25) \_\_\_\_\_ I enjoy evaluating results from studies, research and tests.
- 26) \_\_\_\_\_ I try to look for better ways to communicate my thoughts.
- 27) \_\_\_\_\_ People say that I hold a positive outlook on life.
- 28) \_\_\_\_\_ People learn when I teach.
- 29) \_\_\_\_\_ Spending time with those who are ignored by most people is a pattern of behavior for me.
- 30) \_\_\_\_\_ I would have no problem leaving my possessions behind.
- 31) \_\_\_\_\_ I have a readiness to help if there is a job that needs to be done.
- 32) \_\_\_\_\_ People view me as impatient with others.
- 33) \_\_\_\_\_ I enjoy reading and research.
- 34) \_\_\_\_\_ I am concerned about making a good first impression.
- 35) \_\_\_\_\_ I am motivated by people more than tasks.
- 36) \_\_\_\_\_ It is hard for me to say "NO" when someone asks for help.
- 37) \_\_\_\_\_ I enjoy watching personal growth in individuals.
- 38) \_\_\_\_\_ I have the ability to make difficult lessons easy to understand.
- 39) \_\_\_\_\_ Delegation of important responsibilities is something I do well.
- 40) \_\_\_\_\_ I take the extra time needed to make sure my facts are correct.

-2: Rarely   -1: Sometimes   0: Not sure   +1: Often   +2:  
Usually

- 41) \_\_\_\_\_ I feel compelled to expose society's ills.
- 42) \_\_\_\_\_ People perceive me as lacking firmness in discipline.
- 43) \_\_\_\_\_ People say that I give away too much money.
- 44) \_\_\_\_\_ I am satisfied to contribute my skills by helping others in charge.
- 45) \_\_\_\_\_ I recognize talents in others.
- 46) \_\_\_\_\_ I have enjoyed long-term relationships with varied groups of people.
- 47) \_\_\_\_\_ I relate to people of other nationalities.
- 48) \_\_\_\_\_ People say they feel good when around me.
- 49) \_\_\_\_\_ I feel the hurt of others.
- 50) \_\_\_\_\_ I give cheerfully, knowing I cannot take it with me.
- 51) \_\_\_\_\_ I make friends quickly.
- 52) \_\_\_\_\_ I press on in tasks even when things look impossible.
- 53) \_\_\_\_\_ I am content to perform jobs that are considered unimportant by other people.
- 54) \_\_\_\_\_ People value the answers I give them.
- 55) \_\_\_\_\_ Taking responsibility for an important task is not burdensome.
- 56) \_\_\_\_\_ I weep over the wrongdoings of others.
- 57) \_\_\_\_\_ I am comfortable pressing for a decision when knowing it is the right thing to do.
- 58) \_\_\_\_\_ I alter my lifestyle in order to help others meet their needs.
- 59) \_\_\_\_\_ I immediately want to help others when called upon.
- 60) \_\_\_\_\_ I tend to buildup those who are unsure of themselves.

-2: Rarely    -1: Sometimes    0: Not sure    +1: Often    +2:  
Usually

- 61) \_\_\_\_\_ I like doing things around the house.
- 62) \_\_\_\_\_ I am comfortable when people drop in unexpectedly.
- 63) \_\_\_\_\_ I enjoy organizing people, ideas and events.
- 64) \_\_\_\_\_ I understand the emotional swings of those going through painful experiences.
- 65) \_\_\_\_\_ I am content with my standing in life.
- 66) \_\_\_\_\_ I believe the teaching-learning process is vital to improvements.
- 67) \_\_\_\_\_ I perceive when a person is being honest or dishonest.
- 68) \_\_\_\_\_ I give anonymously.
- 69) \_\_\_\_\_ I enjoy working with facts and figures.
- 70) \_\_\_\_\_ I have a compassionate need to watch over my friends and family.
- 71) \_\_\_\_\_ I am willing to study whatever is necessary in order to help others.
- 72) \_\_\_\_\_ I am generally the “life of the party”.
- 73) \_\_\_\_\_ I am personally and emotionally involved in the affairs of others.
- 74) \_\_\_\_\_ I work well with groups of people.
- 75) \_\_\_\_\_ I invest my possessions and money in others.
- 76) \_\_\_\_\_ I have great joy in having people in my home.
- 77) \_\_\_\_\_ I am accepting and sensitive toward others.
- 78) \_\_\_\_\_ I learn other languages well.
- 79) \_\_\_\_\_ I love to debate.
- 80) \_\_\_\_\_ I speak the truth even when it is unpopular.

**Instructions for grading:**

Add up the assigned points to the question numbers below. Record the totals in the right hand column. When completed in all categories, then record the top three in the space provided below.

Administrator      4      25      39      45      55      63      69      74  
\_\_\_\_\_

Encourager      9      16      20      27      35      48      60      77  
\_\_\_\_\_

Evangelist      3      13      26      34      51      57      72      79  
\_\_\_\_\_

Giver      15      22      43      50      58      65      68      75  
\_\_\_\_\_

Shepherd      2      11      17      21      37      46      59      70  
\_\_\_\_\_

Mercy giver      8      18      24      29      42      49      64      73  
\_\_\_\_\_

Missionary      5      12      23      30      47      52      62      78  
\_\_\_\_\_

Prophet      1      6      14      32      41      56      67      80  
\_\_\_\_\_

Servant      10      19      31      36      44      53      61      76  
\_\_\_\_\_

Teacher      7      28      33      38      40      54      66      71  
\_\_\_\_\_

Top three point totals:

1) Gift: \_\_\_\_\_ Points: \_\_\_\_\_

2) Gift: \_\_\_\_\_ Points: \_\_\_\_\_



3) Gift: \_\_\_\_\_ Points: \_\_\_\_\_

Lowest two point totals:

1) Gift: \_\_\_\_\_ Points: \_\_\_\_\_

2) Gift: \_\_\_\_\_ Points: \_\_\_\_\_

The #1 gift as revealed through the test is very likely your primary gift. The next two are the secondary and tertiary gifts. They are the two most likely gifts that are used or can be used to bring about the primary. For example, Barnabas, the Encourager, was known to use giving and teaching to encourage the brethren (Acts 4:36-37; 11:22-24).

Attachment #2: Spiritual Gifts Self Analysis Sheet

While studying each of the ten Christian passions, personally rate yourself on a scale of 1 to 10. If one of the gifts really describes you, then give it a 9 or 10. If it does not describe you at all, then rate it 1 or 2. If you are not sure, then give it a 4-6.

Administrator \_\_\_\_\_

Encourager \_\_\_\_\_

Evangelist \_\_\_\_\_

Giver \_\_\_\_\_

Shepherd \_\_\_\_\_

Mercy giver \_\_\_\_\_

Missionary \_\_\_\_\_

Prophet \_\_\_\_\_

Servant \_\_\_\_\_

Teacher \_\_\_\_\_

Top three point totals:

1) Gift: \_\_\_\_\_ Points:  
\_\_\_\_\_

2) Gift: \_\_\_\_\_ Points:  
\_\_\_\_\_

3) Gift: \_\_\_\_\_ Points:  
\_\_\_\_\_

**Lowest two point totals:**

1) Gift: \_\_\_\_\_ Points:  
\_\_\_\_\_

2) Gift: \_\_\_\_\_ Points:  
\_\_\_\_\_

**Attachment #3: Spiritual Gifts Third-party Analysis Sheet**

Please give this sheet to someone who knows you quite well. While studying each of the ten Christian passions, have them rate you on a scale of 1 to 10. If a particular gift really describes you, then give it a 9 or 10. If it does not describe you at all, then rate it 1 or 2. If they are sure, then give it a 4-6.

Administrator \_\_\_\_\_

Encourager \_\_\_\_\_

Evangelist \_\_\_\_\_

Giver \_\_\_\_\_

Shepherd \_\_\_\_\_

Mercy giver \_\_\_\_\_

Missionary \_\_\_\_\_

Prophet \_\_\_\_\_

Servant \_\_\_\_\_

Teacher \_\_\_\_\_

**Top three point totals:**

1) Gift: \_\_\_\_\_ Points:  
\_\_\_\_\_

2) Gift: \_\_\_\_\_ Points:  
\_\_\_\_\_

3) Gift: \_\_\_\_\_ Points:  
\_\_\_\_\_

**Lowest two point totals:**

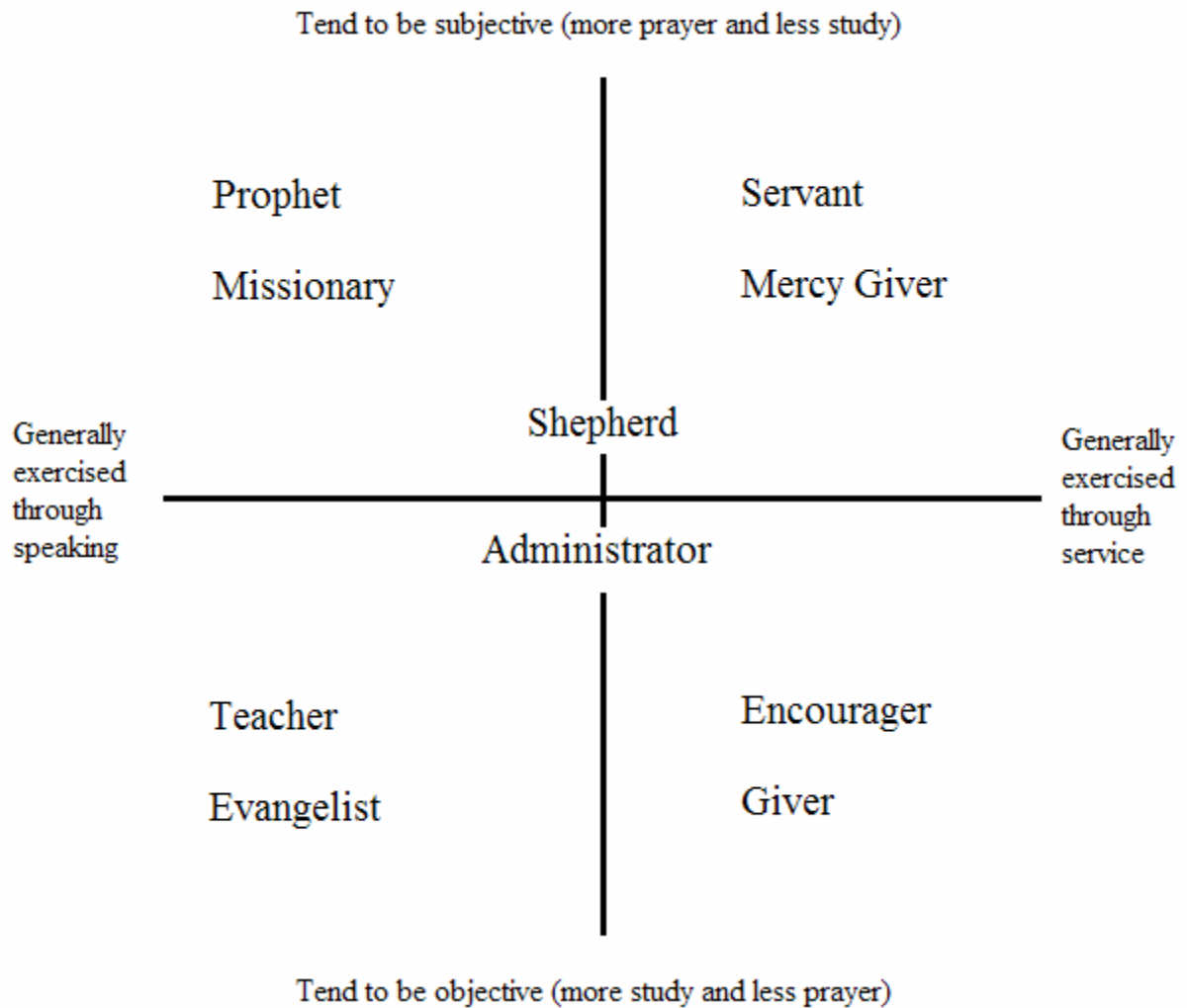
1) Gift: \_\_\_\_\_ Points:  
\_\_\_\_\_

2) Gift: \_\_\_\_\_ Points:  
\_\_\_\_\_

**Attachment #4: The Gifts Graph Chart**

The below graph is used to better understand the personality of the person taking the test. Circle the top three gifts and cross out the bottom two as based on the written test. From this you can tell if the person is more subjective and silent, subjective and verbal, objective and verbal or objective and silent.

People in the upper right corner of the chart generally tend to base things more on their feelings and execute their gift through service. Those in the lower left tend to be objective in their thinking and execute their passions verbally (1 Pet 4:10-11). Those in the upper left are verbal and feelings-based and those in the lower right are the opposite. Those in the middle share some of the qualities of the bordering passions.



The teacher confronts with the facts and the prophet confronts with feelings. The evangelist confronts with the groom (Christ) and the missionary confronts with the bride (the Church). The administrators organize plans and the shepherds organize people for the plans. The giver gives of their funds and the mercy giver gives of the forgiveness. The encourager encourages with kind words and the servant serves with kind deeds. Together they make up the church.

Something else that this generally points out is that opposites attract (marriages, dating relationships) and likenesses are alike (generally friends). We seek to be completed in one flesh with the opposite and cope with it through those who are the same. I am persuaded this is because in friendships, the same language is being spoken. We like people that we are “like” and seek a “helpmeet” or completer with someone different from us.







