

Your Divine Design
How to Discover, Develop and Deploy Your Spiritual Gifts

Spiritual Gifts Definitions and Scriptural References

Welcome to the Journey of discovering your spiritual gift(s)! You have been given a Spiritual gift(s)! Spiritual gifts are different than natural talents or abilities. A spiritual gift is a **divinely given ability that the Holy Spirit uses In a Christians life to Spiritually build up, equip, strengthen, and help another believer in the church in spiritual service or spiritual growth. Spiritual gifts are given to every believer, for the profit of others, through the Holy Spirit, Sovereignly, intentionally, based on grace, to produce the life of Jesus in one another.**

When it comes to Spiritual gifts, we tend to be in different stages: **ignorance, confusion, discovery, development, and fruitfulness.** The challenge is that we must do the work of DISCOVERING what our spiritual Gift(s) are. It requires effort, work and commitment. It takes prayer, study, testing, the wisdom and feedback of others.

Teaching on Spiritual gifts are found in four key passages. **Romans 12, 1 Corinthians 12-14, Ephesians 4, 1 Peter 4.** It is important to keep in mind each of these passages in their context.

There are different ways of looking at or categorizing the gifts. Some believe that the gifts we see listed in scripture are exhaustive, some believe they are not. Some believe some gifts were for a certain time in church history and have ceased while some believe some believe they have not. **Each local body of believers must determine what they believe about Spiritual gifts and how to use them. Each believer should use their gifts in submission to their church leaders.**

It is also important to distinguish between an office and spiritual gift. For example, there was the offices of an apostle, a Prophet, an evangelist, and a Pastor. Yet I also believe that there are the gifts of apostleship, prophecy, evangelism, pastoring.

Start with **Prayer** by asking the **Holy Spirit** to lead you in this discovery, He is he one who gives the gifts and uses us in the body of Christ through these gifts! **Study** the definition and explanation of each gift, consider if it describes and resonates with you, go with your gut instinct, check yes, no or maybe. Talk about these gifts with those who know you well, get their feedback and opinion. Take a **Spiritual gifts test** and see how it compares to what you think your gifts maybe. Put them into action! Let the Journey Begin!

Spiritual Gifts Mentioned in Romans 12:6-8...

This was written to a broad group of people, to a church Paul had not been too, it is a very balanced list of Gifts, some suggest this is a list of Primary Spiritual gifts, even perhaps that every person in the church has at least ONE of these gifts!

Prophecy - “The divine enablement to proclaim God’s truth with power and clarity in a timely and culturally sensitive and relevant fashion to the church today for correction, repentance and edification.”

- Usually asking the question what went wrong? What do these people need to hear or know?
- Sometimes involved foretelling events that had yet to be revealed or to come. Consuming desire to reveal the Word of God that it might impact lives.
- Important to distinguish between the office of a prophet and the spiritual gift of a prophet
- This gifting seemed to fade in the New testament church with increased availability of God’s Word
- Tend to be persuasive speakers and personalities, can often discern people, prefer larger groups to one on one, have the danger of being opinionated, becoming proud, insensitive.

Yes No Maybe

Service – “The divine enablement to attach spiritual value to the accomplishment of physical tasks within the body of Christ. The ability to demonstrate love by meeting practical needs, serving others that releases other Christians for direct spiritual ministry”

- Usually asking the question Where can I help? What can I do?
- Don’t need public recognition, don’t seek the limelight, content to work behind the scenes, often likes manual projects, can detect personal needs and are able to overlook personal discomfort to meet those needs. Tend to be the most overlooked or neglected in the church, real heroes of the church. (tend to be the ones here on early Sunday morning, or in the kitchen)
- Can get bitter when go unrecognized. Can tend to put an overemphasis on practical needs to the exclusion of spiritual needs.

Yes No Maybe

Teaching – “The divine enablement to understand and give detailed explanation of biblical truth. To search out and validate truth which has been presented.”

- Usually asking the question what is truth? Is this truth?
- They love to learn, to study and to instruct others. They are very content and doctrinally oriented. Can over emphasize content over application, get proud of their knowledge.

Yes No Maybe

Exhortation – “The divine enablement to come alongside another in need of encouragement to reassure, strengthen, affirm and challenge those who are discouraged or wavering in their faith. They have the ability to stimulate the faith of others.”

- Usually asking the question What can be done to fix this? How can we move this person to wholeness?
- To comfort, plead with, encourage, along with teaching. Same word Jesus used of the Holy Spirit a “the comforter”
- Usually gifted In counseling, prefer the one on one over the crowd, see the practical application in scripture, call others to Godly living.
- They can tend to spend too much time with people who only want temporary solutions to their problems, can become discouraged or frustrated with lack of results in people they minister to.

Yes No Maybe

Giving – “The divine enablement to earn money, manage it well and wisely contribute to the work for the Lord with cheerfulness and generosity. The ability and desire to entrust personal assets to others for the purpose of ministry.”

- Not necessarily have to be wealthy and a lot to give. They love to share.
- Usually question they ask is what can I give to meet the needs?
- They tend to not like the limelight, like to give anonymously, love to give generously, hate high pressure tactics. They can have a tendency to be prideful, can overemphasize material needs over spiritual needs and can judge others based on how they handle money.

Yes No Maybe

Leadership – “the divine enablement to see what needs to be done, set goals and attract, motivate, and lead people to accomplish the work of the ministry. The Ability to coordinate the activities of others for the achievement of common goals”

- They are usually asking the question what is the goal, what are we trying to accomplish?
- Means to manage, but also to protect, to care for.
- They give vision and direction, they can mobilize others, they have the ability to take charge and delegate. They tend to step up and fill the vacuum. They enjoy responsibility. They want the ball in their hands for the last shot of the game. They see how things fit together. People are attracted and follow them.
- They can tend to use people to achieve their goals, they can get proud and pushy, can forget the spiritual purpose of the project.

Yes No Maybe

Mercy – “The divine enablement to minister cheerfully and appropriately to people who are suffering underserving or to spare them from punishment and consequence they justly deserve. The ability to identify and comfort those who are in distress”

- They often ask the question how can I make them feel better?
- They often can detect, discern, sympathise and empathise with people’s feelings. They are sensitive to the point of action. They love direct personal ministry. Compassion with grace and action.
- They tend to have a hard time being firm when necessary, can end up in dysfunctional relationships, they tend to resent those who do not have this gift.

Yes No Maybe

Spiritual Gifts Mentioned in Ephesians 4: 11-13

These are leadership level gifts, whose primary role is to minister with the Word of God, gifts that might best be utilized in full time ministry. These gifts tend to come with a strong sense of calling, tend to relate to the “offices” in the Church.

- **Apostleship** – “The divine enablement to start churches or other ministries and oversee their development. The ability to minister cross culturally with the goal of planting churches.”
 - Means in the Greek to be an ambassador or messenger of the gospel, who has been sent. Those who have this gift have a strong sense of calling.
 - it is important to distinguish between the office of an apostle and the spiritual gift of apostleship. Ephesians 2: 19-20. To be a NT Apostle required that you were chosen by Jesus, witnessed to the resurrected Jesus, ministry was authenticated by signs and wonders. The apostles were specifically called by Christ, and had seen the risen Lord Jesus. They established and governed the whole church, under Jesus Christ, and they had authority to speak and write the words of God, equal in authority to the OT Scriptures – Not true of any of us today!
 - The office of Apostleship has come to an end. They proclaimed the very words of God, and their words became the books of the NT. The foundation of the church has been laid, the specific role is replaced by the Church & the Word of God.
 - The spiritual gifts of apostleship is still seen in the church today. (Missionaries; Church Planters)

Yes No Maybe

- **Prophecy** – “The divine enablement to proclaim God’s truth with power and clarity in a timely and culturally sensitive and relevant fashion to the church today for correction, repentance and edification. Sometimes involved foretelling events that had yet to be revealed or to come.”
 - The Gift of Prophecy is different than the office of prophets in the OT and a few prophets in the NT church, because they didn’t have the complete Word of God that we now do.

- Also refers generally to speaking something that God spontaneously brings to mind or “reveals” to the speaker but which is spoken in merely human words, not words of God. Therefore it can have mistakes and had to be tested or evaluated
- The office of a prophet and the foretelling part of the gift seems to cease in the early church. Because we have God’s complete revelation – the word of God! Hebrews 1:1
- Some churches still claim to have and use this gift. It has to be tested, and handled very carefully. Be aware of those who claim to have “New Revelation”. Prophecy today is mostly seen in the Gift of speaking the already revealed Word of God.

Yes No Maybe

➤ **Evangelism** – The divine enablement to be unusually effective in leading unbelievers to a saving knowledge of Jesus. Some are most effective in personal evangelism, some in group or cross culture evangelism.

- In the Greek, means preacher or bringer of the gospel. These people are unusually passionate and effective in sharing the gospel. They are motivated and empowered to share the gospel in a way that the lost come to faith in Christ and the church is motivated to become better at evangelism

Yes No Maybe

➤ **Pastor/Teacher** – The divine enablement to lead, nourish, protect, and personally care for the needs of a group of believers. This gift includes teaching ability and is the only dual gift in scripture.

- Unique as it is kind of a two in one. In the Greek, it is not Pastors and teachers but literally the gift of Pastor Teacher.
- Word Pastor in Greek is literally shepherd. Used of Jesus. To care, to give oversight, the ability to promote spiritual growth, to nurture, protect, guide, lead. These people are great at spiritually caring and nurturing a group of people and are able to teach. The heart of a shepherd with the gift of teaching.
- Not every person who has the office of a pastor (elder or overseer) have or need the gift of pastoring and many with this gift do not need the office of being a pastor. These people can tend to get lost in the church because they confuse the gift with the role.

Yes No Maybe

Spiritual Gifts Mentioned in 1 Corinthians 12: 8-10; 28-30

This is the most extensive and probably most challenging passage about Spiritual Gifts. It encompasses Chapters 12-14. The context is a church that was struggling with dysfunction, disunity and division. So Paul addresses the gifts that tend to cause more issues in the church, tend to be most abused or misused and were more supernatural in nature.

- **Word of Wisdom**— The divine enablement to apply the principles of God’s Word in a practical way to Specific situations so to recommend the best course of action at the best time. To give insight and discernment into excellent advice
- Phrase only appears here. Its one thing to know the Word, it’s a gift to be able to apply it to situation, struggles and circumstances clearly, definitively and practically. Can be very practically to speak wisely into a situation or more supernatural, a revelation.

Yes No Maybe

- **Word of Knowledge** – The divine enablement to discover and analyze and systemize truth for the benefit of others. To speak with understanding and penetration that can also involve supernatural perception and discernment for the purpose of ministering to others
- Phrase only appears here in scripture. Sometimes refers to when God reveals something to someone that they could not know in a natural way. Can be very abused. Use it cautiously, humbly, according to the Word of God.

Yes No Maybe

- **Faith** – The divine ability to have a vision for what God wants done and to believe confidently that it will be accomplished in spite of circumstances and appearance to the contrary
- A special endowment of faith for accomplishing some task. The church often needs these people to help move us forward. Often look beyond our circumstances.

Yes No Maybe

- **Healing** – The divine enablement to be used by God to cure illnesses and restore health. To be used by God to heal those God chooses to heal.
- Word we get dynamite from. Involves supernatural power that comes from God.
 - This gift should not be confused with the signs and wonders performed by Jesus and the apostles.
 - It should also not be discredited because of the abuses of “grandstanding” faith healers.

Yes No Maybe

- **Miracles** – The divine enablement to be used by God to accomplish tasks that manifest supernatural power, outside the bounds of nature.
- Seem to occur most in association with evangelism and missions. Usually to authenticate and open doors for the gospel.
 - Often used in particular cultures or times in history to authenticate the truth claims of Gods Word.

Yes No Maybe

- **Distinguishing of Spirits (Discernment)** – The divine enablement to discern the spirit of truth from the spirit of error, reality verses counterfeits, divine verse demonic activity, true verses false teaching, spiritual verses carnal motives.
- Sometimes the Holy Spirit's prompting could be mistaken, and so God also gives the gift of discernment to the Christian community

Yes No Maybe

- **Tongues** – The divine enablement to receive and impart a spiritual message in a language the recipient has never learned so that the members of the body can be edified.
- The message must be interpreted either by the recipient or by another person with the gift of interpretation. (1 Corinthians 14)
 - Often most seen associated with work of the gospel and in missions.
 - Often abused when it is linked with Spiritual growth, holiness, spiritual power.

Yes No Maybe

- **Interpretation of Tongues** – The divine enablement to translate or interpret a message given in a language doesn't know.

Yes No Maybe

- **Helping** – The divine enablement to enhance the effectiveness of a ministry or members of the body of Christ, by meeting real practical tangible needs.
- This is the only use of this work in the NT. Seems to be similar yet distinct from the gift of serving. Some of suggested that service is more group oriented where helping is more personal oriented.

Yes No Maybe

- **Administration** - The divine enablement to steer a body of believers toward the fulfillment of its goals by managing its affairs and implementing necessary plans. The enablement to understand what is need to run efficiently and effectively then to plan, execute, achieve and produce what is needed to work through people to achieve goals.
- Usually asking the question, where are going, trying to get to and How do we get there, what do we need to DO to get there.
 - Only place in scripture this word is used. Outside of scripture used in reference to a helmsman who steers a ship toward its destination. Also means to govern or to manage.
 - It is similar to the gift of leadership.

Yes No Maybe

Spiritual Gifts Mentioned in 1 Peter 4:7-11

Peter is looking to the coming of Christ and with a sense of urgency makes it simple. He says there are serving Gifts and speaking gifts. Determine which you have and use them diligently for God's Glory.

- **Hospitality?** "The idea of taking care of guests, means to be a friend to strangers, using involves opening your home, providing food and lodging, meeting very practical needs."

There are other possible gifts we see in the New Testament and in the Body of Christ Today. The gift of **Celibacy** or Singleness (1 Cor 7:7-8); **Intercession**; **Martyrdom**. A Spiritual Gift is an ability given by and used through the grace of God, that the Holy Spirit uses to build up another believer and the church.

What Next?

Once you have gone through each of these and responded with Yes no or Maybe, complete the two Spiritual gift tests and surveys. Compare your results to see if they confirm what your impressions where from the work above. Ask God to continue to lead you. Go over your results with another one or two believers who knows you well, see if they see these gifts in You.

Finally, its time to **take action!** I believe **1 Corinthians 12:4-7** gives us a Biblical framework to using our Spiritual Gifts. **Choose 1-3 GIFTS that you believe are your Primary spiritual gifts.** Write them on the slip of paper provided for your own reminding, place them where you will see them regularly such as in your bible. Hand one of the slips into a staff member where we can add them to our church Database on Spiritual gifts. **Choose a MINISTRY to test each of your gifts.** Talk to the ministry leader about how you might be able to specifically **ACTIVATE** and use your gift, give yourself **one to two months** to test out the gift and the ministry. **Get feedback** and decide whether to continue in this ministry or test your gift out in another ministry

Consider the two F Factors!

The **FULFILLMENT** Factor. Does using this gift in this ministry leave you spiritually fulfilled. Do you enjoy it? Does it leave you energized or drained?

The **FRUITFULNESS** Factor. Do you see God using you and your gift in the lives of others, to spiritually encourage them, build them up, equip them, comfort them, benefit them, and help them to grow Spiritually? It can be easier to evaluate with some gift more than others.

You have Spiritual Gifts! The Church NEEDS you! You have been divinely designed by God to do good works that He had planned for you before you even knew Him! Do not neglect the gifts God has given you. Do not miss out on how God wants to use You.

Finally, **BE CAREFUL** to misuse or abuse your Spiritual Gifts. We see in EVERY passage about spiritual gifts, that **HOW** we use them is as important as using them! They are to be used in Unity, love, Humility, for the purpose of serving others, building up the church, for the common good, to the glory of God! Anything as important and as powerful as spiritual gifts that can be used for good, can also be used for evil. Satan loves to take what is good and distort it. He can use this realm of spiritual gifts to cause division, confusion, disorder, to tear down the body of Christ instead of building it up. Always be aware of your motivations. Watch out for any warning signs that you may be abusing your gift.

Beware of using your spiritual gifts as a means of manipulation, power or control. Beware of focusing on your spiritual gifts over the Giver of the gifts and His agenda for the purpose of Spiritual Gifts. Beware of comparing your Spiritual gifts with others. Beware of using your spiritual gift in the energy of the flesh to fulfill wrong motives or personal ego needs or to impress other people. Beware of confusing spiritual gifts with spiritual fruit as the evidence of spiritual growth and maturity; Beware that apparent manifestations of the spirit can be counterfeited by human schemes and demonic forces; Beware of viewing the discovery, development and use of your spiritual gift as either an optional exercise or interesting but not a serious responsibility.