



gifts of the holy spirit

transformation through truth

gifts of the holy spirit

compiled by: Grant Banwell
Elder – Joshua Generation Church

12 Wingate Crescent | Sunningdale | Cape Town | South Africa
Tel: +27(0) 557 6020 | Fax: +27(0)21 557 5492

www.joshgen.co.za
www.facebook.com/joshgenchurch

Reproduction, printing and distribution of this document is prohibited
without the prior consent of Joshua Generation Church.

table of contents

The holy spirit & gifts	1
Introduction	1
Ascension.....	1
What is a gift?	2
Facts about a gift	2
Characteristics and truths about the Holy Spirit	3
What does the Holy Spirit do in us?	3
Why should we receive the Holy Spirit?	5
When do we receive the Holy Spirit?	5
What are the signs of a life filled with the Holy Spirit?	6
How do we receive the Holy Spirit?	6
The different gifts	7
Definition of a spiritual gift	7
Foundational Scriptures	7
Some things to consider	7
What are the gift categories?	8
Ministerial gifts	8
Motivational gifts	9
Manifestational gifts	9
Revelational gifts	9
Power gifts	10
Vocal or inspirational gifts	10
To wrap up.....	10
Recap	10
Foundational scriptures	11
Gift categories	12
Ministerial - Ephesians 4:11	12
Motivational gifts	12
Manifestational gifts	12
Prophecy	12
Serving (servant motivated)	13
Teacher motivated	14
Exhorter or encourager/shepherd.....	15
Giving motivated.....	16
Ruler/leader/governing motivated	17
Characteristics (how they operate)	17
Mercy motivated	18
Healing motivated.....	19
Miracle motivated	20
Shepherding	21

Community living or devotion to the fellowship 23

Definition of a value..... 23

 Investment23

 What it is not:.....23

Community and fellowship 25

 Introduction25

Gifts questionnaire 26

Gifts results 35

How to determine your latent gifts..... 37

The holy spirit & gifts

Introduction

Maybe add an intro para here.

Old Testament: **Joel, the prophet, in 700-500 BC prophesied the outpouring of the Holy Spirit:**

"And afterward, I will pour out my spirit on all people. Your sons and daughters will prophesy, your old men will dream dreams, your young men will see visions. Even on my servants, both men and women I will pour out my Spirit in those days." Joel 2:28.

Even before Christ started His ministry, John prophesied the outpouring of the Holy Spirit through Him.

"Then John gave this testimony: "I saw the spirit come down from heaven as a dove and remain on him. I would not have known him, except that the one who sent me to baptise with water told me. The man on whom you see the spirit come down and remain is he who will baptise with the Holy Spirit." John 1:32-33.

"I baptize you with water for repentance. But after me will come one who is more powerful than I, whose sandals I am not fit to carry. He will baptise with the HOLY SPIRIT and with fire." Mathew 3:11.

Jesus Christ promises Him through His ministry and day of ascension ministry.

"If you (really) love me you will keep (obey) my commands. And I will ask the Father, and He will give you another Comforter (Counselor, Helper, Intercessor, Advocate, Strengthener, and Standby) that He may remain with you forever. The Spirit of Truth, whom the world cannot receive, because it does not see Him, nor know and recognise Him. But you know and recognise Him, for He lives with you (constantly) and will be in you." John 14:15-26

"But the Comforter (Counselor, Helper, Intercessor, Advocate, Strengthener, Standby), the Holy Spirit, whom the Father will send in My name (in my place, to represent Me and act on My behalf), He will teach you all things. And He will cause you to recall, bring to your remembrance, everything I have told you."

Ascension

"On one occasion, while he was eating with them he gave them this command: "Do not leave Jerusalem, but wait for the GIFT my Father promised, which you have heard me speak about. For John baptised with water, but in a few days you will be baptised with the HOLY SPIRIT." Acts 1:4-5.

Some say it was for the apostolic era (50-60 AD) and only for the apostles and those living at the time. But Peter says it is for ALL people.

"Peter replied, "Repent and be baptised, every one of you, in the name of Jesus Christ for the forgiveness of your sins. And you will receive the gift of the Holy Spirit. The promise is for you and your children and for all who are far off. For all whom the LORD our God will call." Acts 2:38 - 39.

This Scripture promises salvation and the infilling of the Holy Spirit for ALL who believe.

What is a gift?

The Greek root word for gift is charisma (khar`-is-mah) and its meaning is dependent on where it is used in God's Word. It comes from two words:

Char-meaning joy

Charis-meaning **grace**

Therefore, when we receive it and use it we find fulfillment and joy.

It can mean the following:

1. A favour that one receives without any merit of his own.
2. A gift of divine grace.
3. The gift of faith, knowledge, holiness, virtue.
4. The economy of divine grace, by which the pardon of sin and eternal salvation is appointed to sinners in consideration of the merits of Christ laid hold by faith.
5. Grace or gifts denoting extraordinary powers, distinguishing certain Christians and enabling them to serve the Church of Christ. The reception of the gifts is due to the power of Divine grace operating on their souls by the Holy Spirit.

Facts about a gift

Think about what happens when receiving a gift.

- We don't need to earn it.
- It is given freely at the cost of somebody else.
- We need to receive it. We won't know what it is until we receive it.
- Certain gifts we receive come with instructions on how to use them. Once we have read the manual and practiced it becomes easier to use.
- People who know us generally give us gifts they know we will use. Likewise, God who knows us intimately gives us gifts He knows we will endeavor to use to the best of our abilities.
- A gift is given for our pleasure and fulfillment.

The gift of the Holy Spirit is also given to change our characters so we may become more like Jesus.

Characteristics and truths about the Holy Spirit

He is a person: This word comes from the Latin word, "**Persona**" (God the Father, God the Son and God the Holy Spirit).

He therefore has feelings, thoughts, and desires and wants a personal relationship with us. He is the third member of the Godhead. We see this in Mark 1:9 - 10 where the Spirit descends on Jesus and a voice in heaven calls out. We know He is a person because of what Jesus says about Him in John 14.

- He is God.
- He is the Spirit of truth and points always to the truth. (He cannot anoint or bless lies. Example: Ananias and Sapphira in Act 5:1-11)
- He is a Comforter (Greek word: **parakletos**, comes to our side or aid).
- He is a Counselor. Romans 8:26 – 27.
- He is our Guide/Teacher. 1 John 2:27.
- He convicts the world of sin. (In churches when the Word is preached or sung, sinners are convicted).
- He is the same Spirit that raised Jesus from the dead.
- He points us to Jesus Christ and His lifestyle.
- He reveals our true character and moulds and shapes it if we allow Him to. How? He removes the veil from our eyes and we see ourselves as we really are. **Examples:** Sometimes it is in times of prayer, reading the Word, worship and even through other people.
- He is like a gardener, housekeeper and builder.

What does the Holy Spirit do in us?

A man's character determines his destiny.

1. A wonderful gift given to man to experience the heart of God and exercise the heart of God to people (we become more like Christ). The Holy Spirit changes our character: who we are.

God says.

"Then God said, let us make man in our image, in our likeness." So God created man in his own image, in the image of God he created him.' Genesis 1:26 - 27.

The Hebrew word used for image is 'karakter' which means character or characteristics.

In the Old Testament, the Spirit of God came upon individuals to perform specific tasks. The Spirit of God dwelt behind a curtain in the Most Holy Place in the Temple. When Jesus Christ died and the curtain which was made of four-inch (10cm) leather was torn in two, the age of God's Spirit living in men's hearts began again.

2. He anoints us for works of service (action).

"Now it is God who makes both us and you stand firm in Christ. He anointed us, set his seal of ownership upon us, and put his Spirit in our hearts as a deposit, guaranteeing what is to come." In the Old Testament the Prophets, Priests and Kings were anointed with oil for service/office. 2 Corinthians 1:21-22

Example: Elijah anointed Elisha

We are now anointed as Priests by the Holy Spirit to minister with God.

The anointing of the Holy Spirit allows/makes way for supernatural accomplishments through us. We have received the same anointing that Jesus Christ had (Acts 10:38). He said we would do greater things than He would because He must return to the Father.

3. He seals us for eternity (heaven).

"And you also were included in Christ when you heard the word of truth, the gospel of your salvation. Having believed, you were marked in him with a SEAL, the promised HOLY SPIRIT, who is a deposit guaranteeing our inheritance until the redemption of those who are God's possession - to the praise of His Glory." Ephesians 1:13-14

"And do not grieve the Holy Spirit of God, with whom you were sealed for the day of Redemption." Ephesians 4:30.

We are preserved for heaven as long as we remain living our lives by the controlling power of the Spirit and not the flesh.

A seal on a document today and in times gone by would preserve the document until it reached its destination. It would also sometimes carry the emblem or insignia of a King. We are now given the authority of our King Jesus and the seal is the Holy Spirit.

4. He is a deposit (down payment). This guarantees that we are citizens of heaven and return is expected on His deposit: Talent parable. Talents, Gifts, Finances etc.

I GIVE YOU MY SPIRIT; YOU GIVE ME YOUR LIFE!

5. He is symbolized as:

- ◆ **Fire** - Mathew 3:11-12, Acts 2:1-3, Hebrews 12:29. Why? Fire demonstrates a purging and cleansing and it sets us on fire for His Kingdom.
- ◆ **Wind** - Acts 2:1-3. Why? He announces His presence. He is Jehovah Shammah.
- ◆ **Water** - Why? Water washes, refreshes and quenches our thirst. We know God through Him and He quenches our thirst as we thirst and hunger for righteousness as spoken of by Jesus Christ in Matthew 5:6.
- ◆ **Rain** - Why? Rain causes crops to grow and produces fruitfulness.
- ◆ **A dove** - Why? At Jesus' baptism in Matthew 3:16 we see the Holy Spirit descend on Him like a dove. A dove represents purity, sensitivity, peace and gentleness.

Why should we receive the Holy Spirit?

Jesus commanded His disciples to wait in Jerusalem after His resurrection for the power from on high, through the Holy Spirit in Acts 1:1-8.

We see that after the disciples received Him, they performed signs, wonders and miracles and turned the world upside down.

1. He gives us power (Acts 1:8).

The Greek word used here is *dunamis*, pronounced doo'-nam-is and has the following meanings: special miraculous power- usually by implication a miracle itself or an ability, abundance, meaning, might, worker of miracles, power, strength, violence and mighty wonderful work.

- ◆ To overcome temptation.
- ◆ To testify to the name of Jesus (Luke 11:11).
- ◆ To trust Him for healings, miracles, signs, and wonders.

2. The ability to speak in other tongues (Acts 2:4).

He gives the utterance, we do the talking. We communicate with God on another level.

3. We receive the GIFTS OF THE SPIRIT to build God's church and be effective to fulfill God's vision and calling upon our lives (1 Corinthians 12:1-11 and 1 Corinthians 12:27-31).

When do we receive the Holy Spirit?

1. Once we are born again.

John 14:17 tells us the world cannot receive Him. Mark 2:22 tells us we cannot pour new wine into an old wine skin.

Before we receive Jesus Christ, we are spiritually dead. The infilling of the Holy Spirit causes new life in the Spirit and brings holiness.

2. Sometimes, those who received and believed in Jesus had not yet heard about the baptism of the Holy Spirit. Today, many people come out of churches where they have received Jesus, but have not yet received the baptism of the Holy Spirit or even know that He exists.

Examples in New Testament:

Acts 19:1-7. Disciples in Ephesus had been baptised in water for repentance, but had not yet received Jesus Christ or the Holy Spirit. He tells them about Jesus and we see that they are baptised into the name of the Lord Jesus Christ. He then lays his hands on them and they receive the Holy Spirit.

Acts 8:5-24. We see Philip preach the gospel in Samaria. Many believe and are baptised in water for repentance in the name of Jesus Christ. We then see that the Apostles in Jerusalem hear that many had believed in the name of Jesus, but had not yet received the baptism of the Holy Spirit. They come down, pray for them, lay on their hands and they all receive the Holy Spirit.

Acts 10:44-58. Peter preaches the word to the household of Cornelius and while he is speaking they receive the Holy Spirit. There was no laying on of hands, but they received Him. They are then water baptised.

What are the signs of a life filled with the Holy Spirit?

1. A transformed outlook on life with regards to sin (i.e. cannot go on sinning and live a repentant life).
2. Walking by the Spirit and not the flesh, which are in direct conflict with each other; Your life displays the fruits of the Holy Spirit (Galatians 5:13-26).
3. The Holy Spirit enables you to speak in a new tongue (1 Corinthians 14:13-21; Mark 16:15-18).
4. The Word says don't forbid it. (1 Corinthians 14:9).
5. You begin to exercise the gifts of the Spirit, which He gives freely to all who receive Him. (Romans 12:6-8,1; 1 Corinthians 12:7-11 & 28).

How do we receive the Holy Spirit?

1. Don't wait. If you believe in Christ, ask for the Holy Spirit.
2. He is a gift, not a reward.
3. Don't be afraid. You are not going to receive something false or evil.

"Which of you fathers if your sons asks for a fish, will give him a snake instead? Or if he asks for an egg, will give him a scorpion? If you then, though you are evil, know how to give good gifts to your children, how much more will your FATHER in heaven give the HOLY SPIRIT to those who ask him." Luke 11:11-12.

4. Your mind... if you speak in tongues you will not understand what you are saying.

"For if I pray in a tongue, my spirit prays, but my mind is unfruitful." 1 Corinthians 14:4.

5. You are not mocking or cursing God.

"Therefore I tell you, that no one who is speaking by the spirit of GOD says Jesus be cursed." 1 Corinthians 12:3.

- YOU are in complete control of your spirit, it is therefore an act of your will.

"The spirits of prophets are subject to the control of prophets." 1 Corinthians 14:32.

6. You do the speaking.

The different gifts

Definition of a spiritual gift

Some capability is given through the Holy Spirit to every believer which enables us to minister to the needs of the body of Christ (the Church). Comes from the Greek word: **Charisma**. It is broken down from two sources: **Char-Joy, Charis-Grace**

Foundational Scriptures

- Romans 12:3-8.1; Corinthians 12:1-30.
- God makes the gifts of the Spirit available to us through the Gift (The Holy Spirit).
- It is important not to confuse the gifts of the Holy Spirit with the fruits of the Holy Spirit and the 5-fold ministry gifts.

Some things to consider

1. It is important to establish what your gift is as God cannot bless ignorance.

Verse 1: don't be ignorant.

2. We need to understand that we are all gifted and have different gifts.

Verse 4 and Romans 12: 4-6.

3. The gifts are given to us to strengthen the church and fulfill the needs of the church and each other (Read: 1 Peter 4:10-11).
4. No Christian will find true fulfillment in God's church if they do not move in what God has called them to. 1 Corinthians 12:11 (God gives gifts, we determine them).

Example: It could mean serving tea for your entire life!

5. They can be imparted through the laying on of hands (Romans 1:11, 2 Timothy 1:6 & 1 Timothy 4:14).
6. It is important once we have established what our gifts are, to develop them.
7. They can be compared to a muscle in the body. If you do not exercise it; it never gets bigger or stronger. Verse 14: We are a body.

2 Timothy 1:6. Fan the gifts into flame.

How? Get alongside people who have practiced and exercised their gifts and learn from them.

8. We need to break worldly mindsets that leadership is more than serving, counseling and prayer. Jesus said that we are all members of a body with different functions. No part of the body is more useful than another.

"Try to excel in gifts that build up the Church." 1 Corinthians 14:12.

9. Do not covet your neighbour's gifts. Desire a gift, but do not show signs of character deficiency by being competitive, jealous, selfishly ambitious etc.
10. Understand that even after you have established your gifts, we are ALL still called to preach the Gospel and serve.
11. Once you start functioning in your gift enjoy it. Understand that there will be times of pressure and stress, but enjoy it.
12. Remember always that God has given different gifts to different people.

Therefore, do not project your gift onto another individual! Example: gift of giving, hospitality etc.

13. Don't restrict yourself. Operate as the Holy Spirit wills you to. You might be called in a specific situation to operate outside your gift, if prompted by the Holy Spirit. Key here is: give it your best shot!

Example: The computer man at work, a lady in the parking lot, the man in the cinema, Mugg & Bean, Brazilian lady with Aids.

What are the gift categories?

Ministerial gifts

Reference: Ephesians 4:11

Other Scriptures: Matthew 7:11; Luke 11 and Philipians 4:17.

These are the gift of office, which have full- time ministerial function. They will be relevant in a local full-time eldership and on a translocal apostolic team (some may differ on this).

It is important to remember that not all who prophecy, teach, shepherd etc. will necessary fulfill the office of a prophet, teacher or pastor.

You can fulfill one or more of these offices at a given time.

Example: Barnabus started as the son of encouragement. Later in Acts 13:1, he is called a prophet or maybe a teacher and even later, he is called an apostle (Acts 14:14).

Greek word used here is **doma**:

- Apostle
- Prophet
- Evangelist - (all the five-fold ministry gifts)
- Pastor
- Teacher

Motivational gifts

Reference: Romans 12:1-8; 1 Corinthians 12:1-28

These gifts are the basic motivations of believers and will define your way of strengthening the Body of Christ. They are not natural talents and may even go against the natural talents and temperament of a person.

Greek word used here is "charisma" meaning gifts of grace.

- Prophecy
- Serving
- Teaching
- Encouraging
- Giving
- Leadership
- Mercy
- Miracles
- Healings
- Helps
- Ruling
- Singlehood (celibacy) 1 Corinthians 7:7.
- Hospitality
- Voluntary poverty: 1 Corinthians 13:3.
- Artistic creativity

Manifestational gifts

Reference: 1 Corinthians 12:7-11

Greek word used here is **phanerosis** meaning a manifestation or shining forth.

It is important to remember that the Holy Spirit can use any Spirit filled believer to operate in this gift at a specific time as the Spirit wills. God will use whoever, whenever, however He wants if you are willing.

There are three categories:

Revelational gifts

They reveal something:

- A word of wisdom.
 - ◆ A word of knowledge
 - ◆ Gift of discerning of spirits (discernment)

Power gifts

They do something:

- Gift of Faith. God puts His faith in your spirit.
- Gift of the working of miracles.
- Gifts of healing.

Vocal or inspirational gifts

they say something:

- Gift of prophecy.
- Gift of diverse kinds of tongues.
- Gift of the interpretation of tongues.

To wrap up

- All are gifted if filled with the Holy Spirit.
- Different gifts are for the strengthening of the Church and the extension of God's Kingdom.
- Exercise your gifts in Communities, work, Church.
- Don't get into a rut. (I'm a prophet or a teacher etc).
- Watch for pride and be teachable. The gift doesn't make you non-accountable or unteachable or unapproachable.
- Have fun and watch God move.

Recap

- **Definition:** Some capability given through the Holy Spirit to every believer. These gifts enable us to minister to the needs of the Body of Christ.
- Comes from Greek word 'charisma'. Gift of grace.

Foundational scriptures

- Corinthians 12, Romans 12.
- Gifts available through the Holy Spirit.

Scripture studied: 1 Corinthians 12

- Points about gifts from 1 Corinthians 12.
 - ◆ God cannot bless ignorance.
 - ◆ All are gifted with different gifts.
 - ◆ Gifts strengthen His Church and fulfill the needs of the Body of Christ. (serve each other).
 - ◆ Fulfillment comes when serving in the gift God has determined is best for us.
 - ◆ Imparted through the laying on of hands (Romans 1:11; 2 Timothy 1:6; 1 Timothy 4:14).
 - ◆ Fan into flame/practice gifts given to us (2 Timothy 1:6).
 - ◆ Excel in gifts that build up the Church (1 Corinthians 14:12).
 - ◆ Don't covet your neighbour's gifts.
 - ◆ All still called to preach the gospel (don't restrict yourself).
 - ◆ Enjoy it and don't project your gift onto someone else. Don't judge!

Gift categories

Ministerial - Ephesians 4:11

Prophet, Evangelist etc. On apostolic team or local eldership. They can fulfill more than one office at a time.

Motivational gifts

Basic motivation is to strengthen the Church.

Examples of gifts:

Prophecy, Serving, Teaching, Encouraging, Giving, Leadership, Mercy, Miracles, Healing, Helps, Singlehood (1 Corinthians 7:7), Hospitality, Voluntary Poverty (1 Corinthians 13:3), Artistic Creativity (Exodus 31:3).

Manifestational gifts

God can use you to operate in these gifts, whenever, however. Revelational (wisdom, knowledge and discerning of spirits), power (faith, working of miracles, healings), vocal or inspirational (prophecy, tongues and interpretation).

Prophecy

The purpose of prophecy is to edify, exhort and comfort.

- They have an intuitive sense of where people are at.
- They are very often able to discern the inner motives of people's hearts.
- They have a basic tendency to view a person or situation on how he/she stands before God. Examples: John the Baptist, Chris Brown, Jeremiah, Ezekiel etc.

Characteristics (how they operate)

- The person operating in this gift foretells and not foretells. Forth telling brings a message on behalf of another and foretelling is predicting.
- It is a vocal gift so they need to express it verbally and speak it out.
- They discern the character and motives of people.
- **Example:** Why are they suddenly hanging around eldership?
- They have a capacity to identify, define and hate evil.
- We see this with all the Old Testament prophets when Israel turns from God. They then paint pictures of what will happen if they do not repent.

- **Examples:** Zechariah, Ezekiel etc.
- They often depend on scriptural truth to validate the authority.
- They desire that people Exhibit outward evidence to demonstrate their inward convictions (Don't just say you've changed, I want to see it!).
- They are often direct, persuasive and frank in their speech (in your face).
- This does not mean that it gives them a free licence to say something irrespective if it will hurt someone. All correction must always be done in love. Key area for a prophet is to make sure they are pure in heart, then their motives won't be skewed.
- They are concerned that God's name is not tainted through individuals who misrepresent Him.

Potential weaknesses/misunderstandings

- Their frankness can often be viewed as harshness.
- Their desire to convey God's truth may often be misinterpreted.
- In some cases, they may focus on a group and not pay much attention to individuals.
- Their focus or emphasis on strict standards may make them unapproachable and they can struggle to build close friendships.

How they strengthen the body (How they help us)

- They bring God's direction individually and corporately.
- They can counsel you.
- They can reveal hidden motives in people's hearts.
- They are useful on eldership teams, foreign missions and evangelical events.
- They can set those that are in bondage free.
- They often convey God's plans for the future.

Serving (servant motivated)

Their gift is exerted in deeds and not words. **Examples:** Phoebe, Karien, Julia, Dawn, Beverly Windsor (think of someone in your church who comes to mind).

Characteristics (how they operate)

- They have great physical stamina and disregard their own weariness or tiredness.
- When they see a need, they just want to fill it and help to relieve the problem.
- They are incredibly faithful and always work their way through a problem.
- They Learn the likes and dislikes of people and can remember them. they often detect practical needs in the church and enjoy manual projects.
- They have an incredible ability to meet a need quickly and efficiently.

- They may often use their own personal funds to get a job done.
- They enjoy sincere appreciation and need it!

Potential weaknesses/misunderstandings

- Their involvement in lots of activity often causes them to have an inability to say no!
- They potentially do not know where to set boundaries for personal time.
- They often enjoy short term goals and may seem to get frustrated when given those that are long term or time limited.
- They may appear to be pushy.
- They may often exclude others' involvement in projects to make sure the job is done properly. **Example:** cannot accept service from others.
- Their desire to help others may short circuit what God is trying to do in that person's life. **Example:** a lazy person may remain lazy.
- They may want to meet all people's needs and thus can often not form close friends.
- Because they operate on a practical level, they may appear "unspiritual," but Jesus came to serve us!

How they strengthen the BODY (how they help us)

- They take care of the practical needs of the church.
- **Example:** tea, tuck-shop, setting out chairs, organising fellowship meetings, braais, worship parties.
- They may give parents with children free time with one another by babysitting etc.
- They ensure that all events are well-planned.
- **Examples:** Venues for halls booked, overseas outreaches well organised etc.

Teacher motivated

This gift is often foundational to all other gifts and is based on an impartation of God's truth through words which are factually sound. **Example:** Paul the apostle, Mike Davies (again think of someone who automatically comes to mind in your church).

Characteristics (how they operate)

- The key characteristic is that when they speak, other people learn.
- Their main emphasis is on facts and words and they really enjoy dissecting God's word. They take great pride in ensuring that all facts and words spoken are accurate. They will often test the knowledge of their "teachers" to ensure they understand what is being said so that they may impart it correctly to those that they disciple.
- They may validate truth, disputes or new ways of doing things in church with the Word of God.
- They usually present truth in a systematic way. This may include not using non-biblical sources, but not always the case.

- They do not enjoy people using Scripture out of context and will most often than not correct those who do.
- They may often teach and preach with pictures.

Potential weaknesses/misunderstandings

- They may depend more on books than on the leading/teaching of the Holy Spirit. (They could tend to place God in a "box").
- Their use of knowledge and the testing of others may become prideful (again, character and purity of heart play an important part).
- They may lack warmth.
- They may present details and theological truths in a way that are so deep that most people can't understand them.
- They may reject the practical needs of the church in favour of the Word of God being preached or else. They might come across as lazy and not servant-hearted. Because they are theologically sound, they may come across with a critical spirit.

How they strengthen the body (how they help us)

- They help you to see inaccuracy in your understanding of God 's Word.
- They open up God's Word in ways we could not imagine to enable others to learn the Word.
- Their sound studying of the Scriptures may clarify important decisions to be made in the Life of the Church regarding discipline, leadership etc.
- They may open their homes for group discussions, Bible studies, teachings etc.

Exhorter or encourager/shepherd

They love people and their desire is to see others finish the race strong! **Example:** Barnabas, Steve Corkill, Kim Brown, Kim Banwell, myself.

Characteristics (how they operate)

- They love people unconditionally.
- They encourage others to keep their eyes on the victory prize by giving them ways of action to achieve a goal.
- They have an ability to see how disaster can work character into a person.
- They enjoy the full interest of the person they are talking to and likewise enjoy giving them their full attention.
- They have an ability to give people a renewed zest for life.
- They enjoy it when people show visibly that they have acknowledged their advice and are taking practical steps of action to change their lives.

- They love being involved in personal conferences or counselling sessions.
- They are usually transparent in their own lives with people. (The truth is the truth whether it is from the Word or life experience).

Potential weaknesses/misunderstandings

- They may often over-simplify life's problems.
- They may desire to win pre-Christians over by their own life examples and by not speaking the Word of God boldly.
- The above may show up a lack of understanding of the Scriptures and they may quote Scriptures out of context.
- A potential weakness is to over-emphasise steps of action to resolve a person's life situation without regards for their personal feelings.
- They may lose respect of those around them with regards to Godly authority due to their transparent lives.

How they strengthen the body (how they help us)

- They ensure that those who are broken are restored with dignity, hope and trust in God.
- They pinpoint causes and problems and give steps to get to a solution.
- They ensure that the body operates in its gifts by providing opportunities for them to operate and encouraging them to "Go for it".
- They encourage people to push on to win the victory prize even when all seems lost.

Giving motivated

- They have an ability to support others by giving of their finances, time and special sharing even when it costs them. They are generous.
- **Examples:** Kevin Clarke, Charl Bronn, Andre and Carla, Barry Hall. (think of someone in your church who comes to mind).

Characteristics (how they operate)

- They support others and love to see them receive a blessing.
- They have an ability to see who and when someone requires help.
- They are usually not gullible and can discern the motives behind those who ask for assistance.
- The sharing of their finances is not restricted to their wealth status.
- Because they reap what they sow, they often have an ability to make money (God's blessing upon their lives).
- They also invest their money wisely (they may have life insurance, property etc.).
- They bless and give to outreaches and mercy motivated operations (ministries in life of church).
- They often motivate others to give by their openly generous lifestyles.

- They want to generally meet the needs that others normally would not.
- They enjoy giving out of a right heart attitude.
- They always want to give what is best in God's eyes and of a high standard.
- They feel part of God's greater work into the nations by giving (this should be how they see themselves).

Potential weaknesses/misunderstandings

- If married, they may not seek their partner's advice before giving and consequently their families may suffer.
- They might get frustrated if the church sends out an appeal letter, because they enjoy giving without any pressure.
- They may give under compulsion to every "need" and not be Spirit led.
- They may often not respond to real needs, which could come across as selfish.
- If they are making large sums of money, they may become unfaithful in what God calls them to give. It is import and to note that no matter what the cost, they need to be obedient to the voice of the Holy Spirit.
- They may be tempted to let people know what they are giving.

How they strengthen the BODY (how they help us)

- They support each other in ministry.
- They may assist in a crisis.
- **Examples:** Building fund, alms etc.
- They ensure that the Gospel is preached in many nations by funding outreaches.
- They may encourage to give lavishly as they set an example of generosity.

Ruler/leader/governing motivated

This is someone who has an ability to lead through themselves and others, and someone other people will follow.

Examples: Joshua, Abraham, Moses and Andrew Selley.

Characteristics (how they operate)

- They have an ability to see the overall picture and plan long-range goals.
- They generally do not enjoy doing tasks by themselves.
- They have the ability to delegate and spot resources, define, and carry out goals and tasks with a strong leadership support.
- They have a desire to speedily complete a task.
- They have a supernatural awareness to spot the right person for the right task.
- They will more often than not assume leadership responsibility if none exists.

- They have an ability to endure reaction from those they work with.
- They find great fulfillment in seeing “all the pieces” come together.
- They will exhort people to accomplish long-term goals.
- They are pleased to see other people enjoy a finished product.
- 68% of them have the gift of organization.

Potential weaknesses/misunderstandings

- They may often appear lazy, callous or insensitive.
- They may lack explanation when delegating certain tasks.
- They may view people as resources to get projects done and forget about the “person”.
- They will require the fruit of the Spirit called “Patience” as this could be a danger when waiting for a task to be completed.
- They may not be understood by all people as they often see a “bigger” picture.

How they strengthen the BODY (how they help us).

- They ensure that God's church is always moving where God wants it to go.
- They may point out mismanagement in time to individuals.
- They detect various gifts in people and encourage them to utilize them.
- They will become pastors, elders, worship leaders etc.

Mercy motivated

They have an incredible love for the unlovable. **Example:** Emsie Selley

Characteristics (how they operate)

- They are the feelers: compassionate, merciful, gentle and forbearing members of the body.
- They help people and do good things for them.
- They are often quick to detect insincerity.
- They generally reach out to those on the fringe of society.
- They have an ability to feel joy or depression in a group or individual.
- They are usually attracted to people in distress.
- They have a great concern for a hurting person's mental condition versus physical condition.
- They are very sensitive to words that may hurt other people and enjoy being with sensitive people.
- They often avoid firmness unless it will bring benefit to the person.
- They may often have the gift of giving.

Potential weaknesses/misunderstandings

- They may often appear weak and indecisive.
- They are sensitive to the Spirit and can therefore often appear to be guided by emotion and not logic.
- They may appear to take up another person's offense.
- They may become difficult to know and often suppress their feelings.
- They can be easily hurt.

How they strengthen the body (how they help us)

- They provide healing and remove deep-rooted hurts in people.
- They integrate those on the fringes of society into the church.
- They may repress their feelings and lash out in a moment of anger (they require patience).
- They generally minister with cheerfulness.
- They are used in counseling, prison ministry, foreign missions, old age homes, orphanages, handicapped etc.

Healing motivated

They have an ability to raise their own and others faith levels to trust God to intervene supernaturally into our time and space. **Examples:** Jesus Christ, Kathryn Kuhlman.

Characteristics (how they operate)

- They have an ability to allow God to intervene in a supernatural way for the curing of illness and restoration of health.
- The person is completely reliant on God to perform the healing and may not operate at all times.
- They do not rely on the faith of the person who is being prayed for.
- There will not necessarily be healing every time (depends on demonic influence over person's life).
- Healing is often administered through the laying on of hands, oil and prayer.
- They have an ability to get a person to repent of hidden sin and therefore often have the gift of discernment.

Potential weaknesses/misunderstandings

- They may assume that God will heal every time they lay hands on a person for illness.
- May be dogmatic in approach and castigate all forms of healing other than supernatural (example: doctors, specialist, etc.)
- They may be systematic in their approach to healing and become formula-orientated rather than led by the Spirit.
- They may tend to operate out of presumption that God will heal and not faith.
- A danger is that people being healed become trophies and not people.

How they strengthen the body (how they help us)

- They provide healing both physical and mental.
- They may be involved in deliverance teams, counseling, prayer etc.
- They have an ability to raise peoples' faith to see God move supernaturally.

Miracle motivated

They have an ability to allow God's supernatural power to flow through them to authenticate Gods divine commission and defy the laws of nature. Example: early apostles

Characteristics (how they operate)

- They display power with a supernatural event (a visible sign).
- They display power over disease, demons, nature, matter and death.
- Their prayer life is one of excellence as they are very reliant on the leading of the Holy Spirit.
- They have an ability to make people marvel and wonder about God due to the incredible display of God's supernatural power.
- They may often cause people to come to God, as a miracle is a sign of God's existence.
- They may have the gift of evangelism.

Potential weaknesses/misunderstandings

- They may exaggerate what God has done through them.
- They need to guard their hearts against pride remember it is always God who does the work).
- People's expectations, if prayed for by them and not healed, may see them as a fraud.
- They may get despondent in early days if God does not seem to be moving.
- They may display a false modesty. "Oh, God does the healing."

How they strengthen the body (how they help us)

- In places where medicine and doctors are not available. **Example:** Non-western cultures, the Lord may use them more.
- They can bring healing when all seems lost to an individual.
- **Examples:** Jesus and Tabitha, Centurion's daughter, Peter at Temple gate.
- They may (not always) turn people to Jesus as they marvel at God's miraculous power.
- They are useful in foreign outreaches, evangelism crusades, and hospital visitations.

Shepherding

poimainō - poy-mah'ee-no

To tend as a shepherd (or figuratively supervisor): to feed (cattle), to rule. They have an ability to spot the needy and lost. Their gift is exercised through deeds and words. **Examples:** King David, Kim Muller, myself.

Characteristics (how they operate)

- They just love people.
- They an amazing ability to remember names and faces (John 10:3-5).
- They will notice when people are missing from a Community meeting, Sunday service etc.
- They will usually give you their full attention when you speaking.
- They listen very well and have an ability to recall previous conversations.
- They love taking care of people and meeting their needs through prayer and also through opening their homes to the poor.
- They minister to the sick and bind up broken hearts.
- They look out for others ahead of themselves (e.g. beggar at door).
- They protect the sheep (gossip, slander, marriage counseling).
- They ensure the lost remain in the fold or new ones are grafted in.
- They look for those that are scattered and stray. They see the brokenness or lost individuals.
- Their homes are a place of rest and peace and "sheep" find comfort and security there.
- They direct people to greener pastures.
- They have an ability to spot the wolves among the flock.

Potential weaknesses/misunderstandings

- In their love for people they may operate on emotions and not the spirit of God and may short circuit what God wants to do in a person's life.
- They may not consider their families when reaching out.
- In their need to keep the sheep in the fold they may lack balance in their time.
- Their love for people may be misunderstood as building towards themselves.
- They generally tend to see the good in people and therefore need discernment.
- They may not release other shepherds as they are so focused on the needy.
- In wanting to make sure all are cared for, they may lose focus when speaking to you as they spot another sheep.

How they strengthen the Body (how they help us)

- They ensure people feel loved and cared for.
- They glue the church together.
- Good shepherds recognise those they are building onto and those they are building with, and release new shepherds.
- They are useful for counseling.
- They are useful on eldership teams and apostolic shepherding.

Community living or devotion to the fellowship

Our lives are defined by how we think. Our thinking shapes our living. Our living is dictated by our values. Every single one of us has a set of values by which we conduct our lives. In other words, what we believe in our hearts and minds to be really important will ultimately display our values through our living.

Since values, or the lack of them will determine how we live, it is important that we first establish what a value is and then see what the Word of God says about Community living as a value.

Building family through Community is one of our values at Joshua Generation Church.

Definition of a value

The value of something such as quality, attitude or method is its importance or usefulness. If you place a particular value on something, that is the importance or usefulness you think it has.

It is also defined as the beliefs of a person or social group in which they have an emotional investment.

Investment

One of our values as a Church across the city is that we live out our Christianity through community living or fellowship with one another in our homes.

To understand what community living is, we need to first look at what we believe it is not.

What it is not:

We previously said that "thinking shapes your living." If you enter the church or a small group of believers in a Community, with the wrong thinking, it will shape how you "live out" your Christianity within that Community. To start, we need to look at what we as a team believe Community living is not:

- We don't believe that Community living is like a club, but that God's Word refers to Community living as that of a "family."
- Let me explain: In with a club one may practice twice a week and then play a match on the weekend. Family, however, spend lots of time together in informal situations and experience one another's lives. It is all or nothing.
- It is not a Bible study group, but you will study the Bible.

Life example:

My experience has been that some people believe Community living should be all about studying the Bible. They will arrive at a Wednesday evening meeting, expecting only the Bible to be studied, but forgetting all the other aspects involved as modeled by the early church in the book of Acts. Every time we meet we should experience a different aspect of God through Bible study, worship, prayer, breaking bread, fellowship etc. The Word of God is very important, but the person of Jesus and the fellowship of the Holy Spirit and with one another is also important.

It's not a place I come to primarily to get my needs met, but I will get them met.

If I am only part of the Community for what I can gain, I've missed Christianity all together. Jesus says:

"Greater love has no man than this that he lay down his own life for his friends" John 15:13

In Romans 12:1 the Apostle Paul says:

"Offer yourselves as living sacrifices, for this is holy and pleasing to God."

Our primary motivation of belonging to a Community should be to give of ourselves and serve one others. As we serve the needs of others, God will supply all our needs.

It is not just Sunday or Wednesday Christianity – it is a participation and fellowship. The early Church was devoted to this.

You don't go to Community, you are the Community. It is not an event, it's a lifestyle of living out "family." When we invite people to Community, we may initially invite them to an "event" but many visits to "events" must eventually turn into a "lifestyle."

Life example:

In 2004 we took a decision as an Eldership team to close down 'communities' as we know them for a season. We were finding that because it had become all about just a 'Wednesday' it had become something that people "went to" and not something they "were." Our current leaders all stepped down and for a couple of months we encouraged the church to get together and meet in homes like the early church did. It was a wonderful lesson and experience to see how "new community leaders" rose up by lifestyle and not function.

We don't believe it is actually optional as a believer. God's word tells us that "All the members make up the body of believers" and the body sticks together. When you cut off a member of the body in the natural it goes rotten and dies.

For us, therefore, to correctly understand what the Early Church had and what we need, it is important for us to look at what was written about them in the book of Acts. We also need to understand what that word "fellowship" meant to the early church when written in the book of Acts.

Community and fellowship

Introduction

When I talk about Communities and fellowship, I'm talking about that word that Paul uses in Acts 2:42, where he says,

"They devoted themselves to the fellowship."

Where does the word come from?

- The fellowship.
- The word fellowship or "Community" comes from a Greek word called "koinonia."

The actual meaning is this:

- Having in common a partnership, a participation, a fellowship that is recognised and enjoyed. Common interest and experiences.
- It was used by Greek philosophers to describe a utopic or perfect situation which people dreamed of in which men and women lived.
- Peace, harmony and love.
- It's a word that had been lost and Paul here says it has been rediscovered within the Church.

Paul was saying: This fellowship should be lived out daily within the Church.

- The people we fellowship with on Sundays are also part of our friendship circles during the week.
- Joshua Generation Church is built on Jesus Christ as well as Acts 2:42-47 and Acts 4:32-35.

"They devoted themselves to the Apostles teaching and to the fellowship, to the breaking of bread and to prayer. Everyone was filled with awe, and many wonders and miraculous signs were done by the Apostles. All the believers were together and had everything in common. Selling their possessions and goods, they gave to anyone as he had need. Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts, praising GOD and enjoying the favor of all the people. And the LORD added to their number daily those who were being saved." Acts 2:42-47.

"All the believers were one in heart and mind. No one claimed that any of his possessions was his own, but they shared everything they had. With great power the Apostles continued to testify to the resurrection of the LORD JESUS, and much Grace was upon them all. There were no needy persons among them. From time to time those who owned land or houses sold them, brought the money from the sales and put it at the Apostles feet, and it was distributed to anyone as he had need" Acts 4:32-35.

Paul also says, "You know how I lived while I was among you." Acts 20:17. He taught from house to house.

Gifts questionnaire

to a very great extent
to a very extent
to some extent
to a minimal extent
not at all

*If you discover that you have no experience in any of the areas of ministry presented below, please mark the column to the far right.

	to a very great extent	to a very extent	to some extent	to a minimal extent	not at all	
1						...developing detailed plans for accomplishing certain goals.
2						...integrating into other cultures and adapting to foreign customs.
3						...living without a spouse or family. (If you are married, please mark the far right column.)
4						...evaluating statements made by other Christians to determine whether they might mislead the church
5						...talking with non-Christians about Jesus and my relationship to Him.
6						...encouraging others.
7						...formulating goals which may appear unrealistic to others & pursuing those goals in a systematic manner.
8						...generously sharing my money and possessions for the expansion of the kingdom of God.
9						...playing a role in delivering others from demonic influence.
10						...praying regularly for the healing of the sick.
11						...working on materials that will help others learn in a simple and interesting way.
12						...praying in tongues.
13						...helping others analyze their situation.
14						...sticking to a modest standard of living.
15						...repairing and maintaining things.
16						...working in a background to support others who are in a more visible ministry.
17						...welcoming even unexpected guests and providing them with food and lodging.
18						...spending an hour or more in prayer.
19						...hearing on what God wants to communicate to us when others speak in tongues.
20						...spending a lot of time studying in order to gain new insights.
21						...leading people in such a way that they learn to work together toward a common goal.
22						...demonstrating a positive mindset in the midst of suffering and pain.
23						...caring for those who are on the fringe of society.
24						...praying for the supernatural.
25						...problem solving in other churches.
26						...caring for the spiritual well-being of other Christians and mentoring them in their spiritual journey.
27						...serving as God's channel for giving clear direction in concrete situations.
28						...assuming minor and seemingly unimportant responsibilities in the church.
29						...working hard to develop my musical abilities.
30						...expressing my thoughts and feelings through the arts (e.g. drama, pantomime, painting, graphics, etc.).
	4	3	2	1	0	

I would...*

	<i>to a very great extent</i>	<i>to a very extent</i>	<i>to some extent</i>	<i>to a minimal extent</i>	<i>not at all</i>	
						like, more than in the past, to...
31						...independently plan church projects & recruit the necessary people to successfully see the project through to completion.
32						...maintain contact with people from other cultures.
33						...deal with the question of whether or not it is God's will for me to remain unmarried. (If you are married, mark the far right column.)
34						...evaluate what other Christians say, to make sure that it is in harmony with Scripture.
35						...talk to non-Christians about faith in Christ.
36						...come alongside someone going through a personal trial.
37						...see that the "visionaries" in the church set the tone.
38						...get in contact with persons and projects who are in need of financial assistance.
39						...allow God to use me to battle against demonic powers.
40						...serve as a channel through whom God ministers supernatural healing.
41						...use my time communicating knowledge and skills to other Christians.
42						...go beyond the rational level in talking with God by worshipping Him in different tongues.
43						...assist people and/or organizations in finding an effective means of reaching their goals.
44						...significantly reduce my standard of living.
45						...do something practical with my hands for God.
46						...assist other Christians by using my gifts to further their ministry.
47						...providing an atmosphere in my home that is welcoming to strangers.
48						...commit a lot of time to prayer.
49						...interpret when other Christians speak in tongues so that their statements can be understood by all.
50						...gather and evaluate ideas that are important to the body of Christ.
51						...give myself to leadership tasks.
52						...be ready to face situations in which my faith results in personal sacrifices.
53						...be more involved with people that are generally neglected or rejected by society.
54						...experience God working signs and wonders through me.
55						...participate in the planting of new churches in order to reach people that otherwise would not be reached.
56						...come alongside other Christians to help them grow in the faith.
57						...help make God's will unmistakably clear to other Christians in concrete situations.
58						...be involved in specific tasks in the church, whenever and wherever they need to be accomplished.
59						...serve God in some musical capacity.
60						...express my feelings in some creative manner, such as drama, painting, pottery, dance, etc.
	4	3	2	1	0	

It has...

	<i>very often</i>	<i>often</i>	<i>sometimes</i>	<i>seldom</i>	<i>never</i>	been my experience...
61						...that I have been able to develop plans that enable the church to accomplish a task more efficiently.
62						...that people from other cultures have been attracted to me.
63						...that I have had more energy to devote myself to God as a single person. (If you are married, mark the far right column).
64						...that I have been able to recognise false motives that were masked behind "spiritual-sounding" words.
65						...that God has used me to lead others to Jesus Christ.
66						...that others have been comforted by me.
67						...that others have considered me "crazy" because I held such "utopian" goals.
68						...that I have been able to help others by giving away a significant portion of my money.
69						...that others have been delivered from some kind of spiritual bondage through my prayers.
70						...that God has healed ailing individuals, either physically or mentally, for whom I have prayed.
71						...that other Christians have told me that I was able to share what I knew in an interesting manner.
72						...that I have spoken to God in an unknown tongue.
73						...that others have asked for my help in solving complicated issues & that I have been able to help them.
74						...that I have made contact with poor people more easily than others have because of my simple lifestyle.
75						...that I have been able to help others through the dexterity of my hands.
76						...that Christian leaders were more effective in their ministry when I assisted them with some of their tasks.
77						...that people have enjoyed meeting in my home more than in other places.
78						...that God has clearly acted when I have prayed for specific concerns.
79						...that my interpretation of tongues was particularly relevant in a given situation.
80						...that I was the first to promote an idea that later proved to be particularly helpful.
81						...that I have been able to motivate other Christians toward achieving certain goals.
82						...that other individuals have been strengthened through my own experiences of suffering.
83						...that I have been able to help needy people in some practical way.
84						...that God has used me as a channel for accomplishing signs and wonders.
85						...that leaders of other churches have accepted and applied my counsel.
86						...that through a long-term personal relationship, I have been able to help others grow in their faith.
87						...that Christians have confirmed that the message I have shared with them was a message from God.
88						...that I have identified things that needed to be done in the church and have then done them myself.
89						...that others have listened intently while I exercise my musical talent.
90						...that I have been able to express my creative skills (e.g. writing, painting, drama, etc.) in a way that glorifies God.
	4	3	2	1	0	

The following statement applies to me:

	very strongly	strongly	somewhat	hardly	not at all	
91						I plan my day and leave little to chance.
92						I enjoy learning from the lifestyles of other cultures.
93						I can readily identify with Paul who wished that believers would remain unmarried.
94						It really unsettles me when someone makes a true statement, but with the wrong motive.
95						It really bothers me that many Christians don't share their faith with others.
96						When people tell me about their problems I normally show more sympathy than others.
97						It is clear to me that God is faithful in fulfilling his promises, even when the circumstances give the opposite appearance.
98						When I hear about the financial needs of others, I often feel like I may be part of the solution.
99						I troubles me that so many Christians do not reckon with the existence of demons.
100						It bothers me more than other Christians that in most churches so little prayer is offered on behalf of the sick.
101						I find it frustrating that so few Christians are able to express their insights in a picturesque and gripping manner.
102						I am comfortable in groups in which people pray in tongues.
103						I enjoy helping others in their search for answers to their questions.
104						It is a real tension for me that many Christians have such a high standard of living.
105						It bothers me when I see buildings, utilities, clothes, etc., that are in disrepair.
106						I am satisfied completing those tasks that are unappealing to others.
107						I am happy when guests arrive unannounced, even when my home isn't tidy.
108						I take the prayer requests of others seriously and pray about them regularly.
109						When someone speaks in tongues, I pray that I will be able to interpret what is said.
110						I like to study biblical contexts and consider contemporary applications for Scripture passages.
111						When a group lacks a leader, I am likely to take the initiative.
112						I am fascinated by the stories of Christian martyrs.
113						If I identify a need, my desire is to do something to help right away.
114						My prayer is that God will use me to perform signs and wonders, as he did with many first century Christians.
115						It's more important to me than to most others to foster unity between various churches.
116						It really bothers me that many Christians are inadequately mentored, both personally and spiritually.
117						It's my prayer that God will give me a message for others more frequently than He has in the past.
118						I notice when others have a practical need, I'm eager to meet it.
119						It saddens me when churches place little value on the quality of their music.
120						It is important to me that Christians decorate their environment (such as meeting places) nicely.
	4	3	2	1	0	

I find it...*

very easy	easy	neither easy nor hard	hard	very hard
-----------	------	-----------------------	------	-----------

*If you discover that you have no experience in any of the areas of ministry presented below, please mark the column to the far right.

121					...to manage business or organisational projects independently.
122					...to establish contact with those who have a completely different life style to my own.
123					...to deny myself the possibility of establishing a family. (If you are married, please mark the far right column.)
124					...to determine whether another person's words are of divine, human, or satanic origin.
125					...to sense when another person is open to the gospel.
126					...to quickly take a conversation with someone I hardly know to a deeper, more meaningful level.
127					...to pray and work toward something that other Christians would consider impossible.
128					...to regularly give a significant portion of my resources toward the furthering of the kingdom of God.
129					...to recognize whether there are areas of someone's life which are under demonic influence.
130					...to pray for the sick in a personal and concrete way.
131					...to share insights and information in a logical, interesting, and easily understandable manner.
132					...to publicly pray or speak words inspired by God, through the medium of tongues.
133					...to apply theoretical knowledge to a concrete situation.
134					...to maintain a low standard of living.
135					...to resolve technical problems which normally demand a repairman.
136					...to assist other Christians in their work so that they can be more effective in their ministry.
137					...to help visitors feel "at home".
138					...to pray intensively over a period of weeks or months for certain concerns.
139					...to sense what God wants to say when I hear someone speaking in tongues.
140					...to discover, formulate, and systematise facts and ideas which are important for the health of the church.
141					...to delegate tasks to others.
142					...to accept suffering for the cause of Christ.
143					...to express my sympathy toward others who are in need.
144					...to pray for signs and wonders.
145					...to counsel groups and churches with regard to their spiritual situation
146					...to mentor a group of Christians and to work toward their unity.
147					...to receive insights from God reflecting his will in specific situations.
148					...to involve myself in tasks which others regard as less attractive.
149					...to learn a musical instrument.
150					...to exercise creative forms of communication such as painting, drama, pantomime, etc.
	4	3	2	1	0

I am...

	always	usually	sometimes	only in the case of need	not at all	willing to...
151						...participate in training in order to improve my ability to plan, organise and delegate.
152						...work in a foreign culture, should the opportunity arise.
153						...remain single, in order to better serve the kingdom of God. (If you are married, please mark the far right column.)
154						...spend a great amount of time warning others of possible dangers.
155						...register for training sessions that will help me grow in my ability to lead others to faith in Christ.
156						...investigate more thoroughly how I can better counsel others.
157						...assume a task even when there are certain known risks associated with it.
158						...use my financial resources to regularly support Christians who are involved in worthy causes.
159						...get involved in the battle against demonic powers.
160						...join a prayer ministry for the sick.
161						...read more literature in the field of communication in order to expand my ability to teach others.
162						...speak in tongues in public, should God give me this gift.
163						...invest a considerable amount of time in helping individuals or groups make important decisions.
164						...deny myself expensive clothing, a comfortable home, and good food, should this be necessary.
165						...help with repairs and maintenance in the church.
166						...relieve overworked Christians by offering my time and energy to support them.
167						...open my home more often to strangers.
168						...work in a group which consistently prays for others.
169						...interpret the public utterances of those who speak in tongues, as God reveals to me their meaning.
170						...invest more time in the development of new ideas which will help further the cause of Christ.
171						...assume the leadership of a large group of Christians.
172						...risk my life for the kingdom of God, if necessary.
173						...work in a church ministry that is particularly devoted to the disadvantaged of society.
174						...concentrate in prayer on matters which, from a human perspective are totally hopeless.
175						...mediate in conflicts between different churches.
176						...assume the responsibility of caring for a group of Christians.
177						...communicate messages from the Lord to believers, even when these messages are unpopular.
178						...invest my time in those ministries of my church which are the most urgent.
179						...contribute to the music ministry of my church.
180						...be part of a group in which we are taught how to develop artistic abilities.
	4	3	2	1	0	

I can...

very well	well	in some circumstances	hardly	not at all
-----------	------	-----------------------	--------	------------

imagine that..... (name)

A						...really enjoys attending to the organizational details of certain tasks.
B						...would derive great joy from spending the majority of his/her life in a foreign culture
C						...would have more difficulty than others staying single.
D						...can recognize the true motive behind a certain behavior more readily than others.
E						...is called in a special way to share his/her faith in Christ with non-Christians.
F						...would be sought out by others for counsel.
G						...is willing to take great personal risks in order to reach his/her goals.
H						...is more likely to offer financial support to Christian projects than most Christians.
I						...is better able than others to distinguish whether a matter has a human, satanic, or divine origin
J						...would be sought out for prayer for healing more frequently than others.
K						...derives great joy from training other Christians.
L						...has a gift of tongues.
M						...finds it easier than most to resolve another person's complicated problems.
N						...is happier with few material possessions than he/she would be with many.
O						...is more adept with his/her hands than most others.
P						...enjoys taking over the time-consuming tasks of other Christians.
Q						...is happier when hosting guests than when not.
R						...derives more joy than most Christians from spending extended time in prayer.
S						...is able to interpret when others speak in tongues.
T						...derives great pleasure from withdrawing from all other activities to concentrate on developing new ideas.
U						...Has a special ability to motivate others to accomplish a task.
V						...finds it easier to persevere through suffering than most Christians.
W						...has a special calling to attend to the practical concerns of those in need.
X						...is often used by God to accomplish supernatural signs and wonders.
Y						...could be consulted in making decisions about new leaders in the church.
Z						...would derive special pleasure from mentoring a group of Christians.
AA						...would be used, more than other Christians, to communicate a message from God.
BB						...has an easier time tackling the task at hand in the church than most others.
CC						...has a special assignment to serve God in some musical capacity.
DD						...would enjoy being active in some creative ministry (e.g., painting, writing, drama, etc.).
	4	3	2	1	0	

I can...

very well	well	in some circumstances	hardly	not at all
-----------	------	-----------------------	--------	------------

imagine that..... (name)

a						...really enjoys attending to the organizational details of certain tasks.
b						...would derive great joy from spending the majority of his/her life in a foreign culture
c						...would have more difficulty than others staying single.
d						...can recognize the true motive behind a certain behavior more readily than others.
e						...is called in a special way to share his/her faith in Christ with non-Christians.
f						...would be sought out by others for counsel.
g						...is willing to take great personal risks in order to reach his/her goals.
h						...is more likely to offer financial support to Christian projects than most Christians.
i						...is better able than others to distinguish whether a matter has a human, satanic, or divine origin
j						...would be sought out for prayer for healing more frequently than others.
k						...derives great joy from training other Christians.
l						...has a gift of tongues.
m						...finds it easier than most to resolve another person's complicated problems.
n						...is happier with few material possessions than he/she would be with many.
o						...is more adept with his/her hands than most others.
p						...enjoys taking over the time-consuming tasks of other Christians.
q						...is happier when hosting guests than when not.
r						...derives more joy than most Christians from spending extended time in prayer.
s						...is able to interpret when others speak in tongues.
t						...derives great pleasure from withdrawing from all other activities to concentrate on developing new ideas.
u						...Has a special ability to motivate others to accomplish a task.
v						...finds it easier to persevere through suffering than most Christians.
w						...has a special calling to attend to the practical concerns of those in need.
x						...is often used by God to accomplish supernatural signs and wonders.
y						...could be consulted in making decisions about new leaders in the church.
z						...would derive special pleasure from mentoring a group of Christians.
aa						...would be used, more than other Christians, to communicate a message from God.
bb						...has an easier time tackling the task at hand in the church than most others.
cc						...has a special assignment to serve God in some musical capacity.
dd						...would enjoy being active in some creative ministry (e.g., painting, writing, drama, etc.).
	4	3	2	1	0	

how to score your questionnaire

Step 1: Enter your scores from the personal questionnaire in the adjoining grid. The numbers in the boxes correspond to questions 1-180 of the questionnaire. The value to be recorded is found at the bottom of each column that you have marked on the questionnaire.

Step 2: Proceed in the same manner with the two 3rd party questionnaires. Should you have only one form that has been completed for you by another person, use the values of that form twice.

Step 3: Add together all eight values for each row (gray and white) and enter the total under "Total A." Add the three values from the gray columns and enter the result under "Total B."

Step 4: After you have completed the scoring grid, transfer all the values from "Total A" onto the table labelled "Your manifest gifts." Mark the number yielded by the scoring grid. For example, if under "Organization" in "Total A" you have a sum of 15, you should mark the number 15 in a row labelled "Organization." If the corresponding number does not appear, simply mark the next highest number.

Step 5: The values on the title line of this table (referred to as "Gift profile values") weigh the comparative strengths of each individual gift. Circle three to five highest values and write the names of these gifts on the following page.

scoring grid								Total A Add all points (both white and gray)	Total B Add only the 3 gray columns
	Part B		Part B		Part B				
1	31	61	91	121	151	A	a	Organizational	
2	32	62	92	122	152	B	b	Missionary	
3	33	63	93	123	153	C	c	Singleness	
4	34	64	94	124	154	D	d	Discernment	
5	35	65	95	125	155	E	e	Evangelism	
6	36	66	96	126	156	F	f	Counseling	
7	37	67	97	127	157	G	g	Faith	
8	38	68	98	128	158	H	h	Giving	
9	39	69	99	129	159	I	i	Deliverance	
10	40	70	100	130	160	J	j	Healing	
11	41	71	101	131	161	K	k	Teaching	
12	42	72	102	132	162	L	l	Tongues*	
13	43	73	103	133	163	M	m	Wisdom*	
14	44	74	104	134	164	N	n	Voluntary poverty	
15	45	75	105	135	165	O	o	Craftsmanship	
16	46	76	106	136	166	P	p	Helps	
17	47	77	107	137	167	Q	q	Hospitality	
18	48	78	108	138	168	R	r	Prayer	
19	49	79	109	139	169	S	s	Interpretation	
20	50	80	110	140	170	T	t	Knowledge*	
21	51	81	111	141	171	U	u	Leadership	
22	52	82	112	142	172	V	v	Suffering	
23	53	83	113	143	173	W	w	Mercy	
24	54	84	114	144	174	X	x	Miracles	
25	55	85	115	145	175	Y	y	Apostle*	
26	56	86	116	146	176	Z	z	Shepherding	
27	57	87	117	147	177	AA	aa	Prophecy*	
28	58	88	118	148	178	BB	bb	Service	
29	59	89	119	149	179	CC	cc	Music	
30	60	90	120	150	180	DD	dd	Artistic creativity	

How to determine your latent gifts

Step 6: After you have completed steps 1 to 6, transfer all the values from "Total B" onto the table labeled "Your latent gifts" (previous page). Mark the number yielded by the scoring grid. If the corresponding number does not appear, mark the next highest number.

Step 7: Circle the three to five highest points, but leave out the 3 to 5 gifts which you identified previously as your manifest gifts. Write the names of these gifts in Box B. (Below)

Box A: Manifest gifts	
1	
2	
3	
4	
5	

Box B: Latent gifts	
1	
2	
3	
4	
5	

Don't forget: The fact that space is provided here for recording five gifts in each of the boxes should not be understood to mean that every Christian must have five spiritual gifts. Some Christians have one spiritual gift, some three, some ten, and some even more. These tables reflect the areas in which it is most likely that you will find your spiritual gifts.

