

SPIRITUAL GIFTS



**CORE
CLASS**

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The Purpose of the Spiritual Gifts Workshop

It plays a crucial role in our Mission

To glorify God by producing more maturing followers of Jesus.

When we play our individual roles in the body in a loving and unified way, we all grow and have greater potential for reaching more for Christ.

It fits with our Values

- Gospel** God creates us, sin breaks us, but Jesus saved us and is transforming us to play a unique role in a unified body for the sake of its growth and maturity.
- City** Charleston is Bible Center's unique mission field. Living out God's design and desire prepares us to saturate this city in His strength and for His glory.
- Generosity** We respond to His grace by giving of our resources and serving in our gifts for the flourishing of His church.
- Learning** We are always growing in a depth of knowledge of God, His Word, and His individual design of each person for the benefit and blessing of the whole.
- Growth** As roots grow deep, branches will grow wide. Growth is a team event, each person plays a vital role in the growth of the whole.
- Innovation** Unique giftings lead to endless options and opportunities to attractively and personally share the Gospel in every corner of our city and valley.
- Family** As brothers and sisters in Christ, we love, serve, and submit to one another in unity - a unity that sheds the love of Christ on a watching world.

*It helps us grow in our **Marks***

Knowing our Spiritual Gifts will help us:

- Love God more
- Love others more
- Love our neighbors more

*It is a critical part of our **Strategy***

Leaders and servants are necessary as they serve in their gifts to help the church grow into the fullness of Christ through **worshiping, belonging, and serving** together.

Overview of the Workshop

This workshop is about learning our spiritual gifts—the "Why," the "What," and the "How."

The Why - Why do spiritual gifts matter? Why are they essential for the growth of the Body?

The What - Discovering our spiritual gifts and identifying our passions.

The How - Discussing when and how to use them.

The Why

God has an intentional desire and design for **unity** and **individuality** within the Body, resulting in dependence upon the Lord and **interdependence** on one another.

A. Unity

Ephesians 4:1-6 - What is the basis and foundation of our unity and peace with one another?

John 1:12 - What are the implications of this truth?

Colossians 1:18 - We are one Body connected to Jesus, the Head.

B. Individuality

Romans 12:6, Ephesians 4:7

- Everyone has a spiritual gift and a role to play in the body.
- We are to exercise and use our gifts.

1 Corinthians 12:4-7

- The same Spirit, Lord, and God supplies a variety of gifts and ministries to His people.
- Each one has received a manifestation of the Spirit for the common good.

1 Corinthians 12:18

- God has placed each member in the body just as He desires.
- Each member has value, a purpose, and a divine role.

Ephesians 2:10

- We are God's workmanship, His *poiema*.
- There is a uniqueness, a beauty, and an individual purpose in God's design and plan for each of His children.

Romans 12:4

- We are all individual members of the body.
- The function of each member differ from one another.

C. Interdependence

1 Corinthians 12:16-25

- Each part of the body is important and has value and purpose.
- If one member suffers, they all suffer.
- If one member is honored, then all members rejoice with it.
- Each part needs all the other parts.
- Parts that seem weaker are equally important and deserve honor.
- All members are to have the same care for one another without division.
- God has placed each member just as He desired it to be.

Romans 12:5-7

There are many parts, but one body.

We are individually members of one another.

- We are each to exercise our gifts accordingly.

Ephesians 4:11-16

- Apostles, prophets, evangelists, pastors, and teachers were given not only to do the ministry, but to equip believers to do the ministry.
- The Body must continue to build until we reach maturity in the fullness of Christ.
- We are in relationships with one another, speaking the truth in love.
- Together we grow up into Jesus, the Head of the body.
- Interdependence is the soil for growth and maturity.
- Growth takes place as each part is properly working together for the sake of the whole.
- Each part, therefore, must know its role, perform its role, and do so in conjunction with each other.

What happens when a starter, spark plug, or battery stops working in an engine?

What happens when a liver or kidney stops working?

Gifts are given for the mutual benefit of the body as a whole. One's giftedness or particular set of skills are not given to the individual for the sake of the individual, but for the sake of the whole.

What happens if we do not contribute to the whole?

D. Love

Romans 12:10 - After Paul discusses unity, individuality, and interdependence, he says, "Be devoted to one another in brotherly love, give preference to one another in honor." Why would this be his emphasis?

After Paul spends all of 1 Corinthians 12 discussing spiritual gifts, he introduces "a still more excellent way" (12:31) in chapter 13. What is that more excellent way?

- Culturally, we are taught that independence is the goal.
- Biblically, we are taught that interdependence is God's design and goal.
- It is the difference between a single spider strand versus a spider web. A single strand is broken easily, while a web creates strength and stability.

The Result

- We can become all we can be and be fully functioning in the Body.
- We are to follow Christ and become like Him, but each of us are uniquely made with intentionality (Ephesians 2:10).
- We are not to all become carpenters like Jesus, preachers like Apollos, or apostles like Paul. We are to become who Jesus designed us to be—we are to become who Jesus would be if He were living our life.

The Discipleship Process - How do Spiritual Gifts fit into our Discipleship Process?

Worship - Belong - Serve - They are more than just circles. When you get up close, you will see that they are cylinders that go deeper and deeper over time.

Our Discipleship Process:

- The process helps us live out our marks of a disciple.
- The process creates clear pathways and describes an individual's next steps.

The What

Spiritual Gifts & Passions Take the Test.

Spiritual Gift Lists

(Romans 12; 1 Corinthians 12; Ephesians 4) and definitions (from *GiftsTest.com*):

ADMINISTRATION

The gift of administration is the divine strength or ability to organize multiple tasks and groups of people to accomplish these tasks.

Luke 14:28-30; Acts 6:1-7; 1 Corinthians 12:28

APOSTLESHIP

The gift of apostleship is the divine strength or ability to pioneer new churches and ministries through planting, overseeing, and training.

Acts 15:22-35; 1 Corinthians 12:28; 2 Corinthians 12:12; Galatians 2:7-10; Ephesians 4:11-14

CRAFTSMANSHIP

The gift of craftsmanship is the divine strength or ability to plan, build, and work with your hands in construction environments to accomplish multiple ministry applications.

Exodus 30:22, 31:3-11; 2 Chronicles 34:9-13; Acts 18:2-3

DISCERNMENT

The gift of discernment is the divine strength or ability to spiritually identify falsehood, to distinguish between right and wrong motives and the spiritual forces at work in situations.

Matthew 16:21-23; Acts 5:1-11, 16:16-18; 1 Corinthians 12:10; 1 John 4:1-6

EVANGELISM

The gift of evangelism is the divine strength or ability to help non-Christians take the necessary steps to becoming a born-again Christian.

Acts 8:5-6, 8:26-40, 14:21, 21:8; Ephesians 4:11-14

EXHORTATION

The gift of exhortation is the divine strength or ability to strengthen, comfort or urge others to action through the written or spoken word and Biblical truth.

Acts 14:22; Romans 12:8; 1 Timothy 4:13; Hebrews 10:24-25

FAITH

The gift of faith is the divine strength or ability to believe in God for unseen supernatural results in every arena of life.

Acts 11:22-24; Romans 4:18-21; 1 Corinthians 12:9; Hebrews 11

GIVING

The gift of giving is the divine strength or ability to produce wealth and to give by tithes and offerings for the purpose of advancing the Kingdom of God on earth.

Mark 12:41-44; Romans 12:8; 2 Corinthians 8:1-7, 9:2-7 65

HEALING

The gift of healing is the divine strength or ability to act as an intermediary in faith, prayer, and by the laying-on of hands for the healing of physical, mental and spiritual sickness.

Acts 3:1-10, 9:32-35, 28:7-10; 1 Corinthians 12:9, 28

HELPS

The gift of helps is the divine strength or ability to work in a supportive role for the accomplishment of tasks in Christian ministry with the ability to often see the need before others do.

Mark 15:40-41; Acts 9:36; Romans 16:1-2; 1 Corinthians 12:28

HOSPITALITY

The gift of hospitality is the divine strength or ability to create a warm, welcoming environments for others in places such as your home, office, or church.

Acts 16:14-15; Romans 12:13, 16:23; Hebrews 13:1-2; 1 Peter 4:9

INTERCESSION

The gift of intercession is the divine strength or ability to stand in the gap in prayer for someone, something, or someplace, believing for profound results.

Hebrews 7:25; Colossians 1:9-12, 4:12-13; James 5:14-16

WORD OF KNOWLEDGE

The gift of knowledge is the divine strength or ability to bring truth to a situation by supernatural revelation. This is often accompanied by a word from God.

Acts 5:1-11; 1 Corinthians 12:8; Colossians 2:2-3

LEADERSHIP

The gift of leadership is the divine strength or ability to influence people at their level while directing and focusing them on the big picture, vision, or idea.

Romans 12:8; 1 Timothy 3:1-13, 5:17; Hebrews 13:17

MERCY

The gift of mercy is the divine strength or ability to feel empathy and to care for those who are hurting in any way.

Matthew 9:35-36; Mark 9:41; Romans 12:8; 1 Thessalonians 5:14

MIRACLES

The gift of miracles is the divine strength or ability to alter the natural outcomes of life in a supernatural way through prayer, faith, and divine direction.

Acts 9:36-42, 19:11-12, 20:7-12; Romans 15:18-19; 1 Corinthians 12:10, 28

PASTOR/SHEPHERD

The gift of pastor/shepherd is the divine strength or ability to care for the personal needs of others by nurturing and mending life issues.

John 10:1-18; Ephesians 4:11-14; 1 Timothy 3:1-7; 1 Peter 5:1-3

PROPHECY

The gift of prophecy is the divine strength or ability to communicate God's truth and heart in a way that calls people to a right relationship with God.

Acts 2:37-40, 7:51-53, 26:24-29; 1 Corinthians 14:1-4; 1 Thessalonians 1:5

SERVICE

The gift of serving is the divine strength or ability to do small or great tasks in working for the overall good of the body of Christ.

Acts 6:1-7; Romans 12:7; Galatians 6:10; 1 Timothy 1:16-18; Titus 3:14

TEACHING

The gift of teaching is the divine strength or ability to study and learn from the Scriptures primarily to bring understanding and depth to other Christians.

Acts 18:24-28, 20:20-21; 1 Corinthians 12:28; Ephesians 4:11-14

WORD OF WISDOM

The gift of wisdom is the divine strength or ability to understand and to bring clarity to situations and circumstances often through applying the truths of Scripture in a practical way.

Acts 6:3, 10; 1 Corinthians 2:6-13, 12:8

- Each list is unique and differs from the others.
- They are not considered complete or exhaustive.
- Skills and passions also play a role in how God has designed us and our unique design and purpose in the Body.
- The APEST (Apostles, Prophets, Evangelists, Shepherds, and Teachers) Concept - There are many types of teachers, evangelists, and shepherds. Located in the back are lists of differing strengths in each of these categories.

Passions

Ministry Passion Assessment

Knowing your ministry passion will release greater motivation and enthusiasm into your life and ministry! It's one of the key ways to serve the Kingdom purposes God has created you for! The purpose of this assessment is to help you identify your God-given ministry passion.

Directions:

1. You may not be able to answer all of the questions—that is okay. The assessment is designed to explore a variety of ways God speaks to us about our ministry passion.
2. Prayerfully consider your responses to each question.
3. Since this is an individual exercise, complete the assessment on your own.
4. There is no right or wrong answer. Answer with what is on your heart.
5. At this point, do not consider whether you *could* do it or *how* you could do it. All you need to do right now is to name it.
6. Assume there are no obstacles to hinder you from fulfilling your heart's desire. Assume everything is taken care of...family, money, career, time, education, etc.
7. Finally, understand that not being gifted or having passion in an area does not exempt you from basic obedience to the Scriptures to serve in love wherever God places you.

Ministry Passion Assessment Questions:

1. If you could snap your fingers and success was guaranteed, what would you do for others?

2. What do you repeatedly see that annoys or angers you, which if changed, would be more glorifying to God and edifying to others?

3. I care about some things more than other things. I care most about...

4. At the end of my life, I'd love to be able to look back and know I did something about...

5. Use the chart below to help uncover a theme in your life that may give you an insight into your ministry passion.

Some ministry passions can be centered on a people group or a social issue. Consider these partial lists—underline anything that tugs at your heart.

PEOPLE GROUPS

Infants	Divorced	Parents	Prisoners
Children	Widows/Widowers	Empty Nesters	The Poor
Youth	Singles	The Homeless	Hospitalized
Teen Moms	Young Professionals	The Unemployed	Addicts
Single Parents	Young Marrieds	The Elderly	Professionals
College Students	Refugees	People with disabilities	Educators

SOCIAL ISSUES

Environment	Trafficking	Health Care
Child care	Racism	Poverty
Homosexuality	Education	Family
Discipleship	Addictions	Abortion
Immigration	The Economy	Hunger
Politics	Evangelism	Literacy
Violence	Technology	Nutrition

How would you summarize a statement about what you've underlined above? I.e.: "I would say my ministry passion is to *(people group)* around the issues of *(social issue)*."

6. Now, let's focus on the ministry passion categories at Bible Center. Which **one** of these passion categories best reflects your area of passion?

✓ Here	Passion Categories	<i>The heart of these ministries is...</i>
	Worship Ministries	<i>directed toward equipping the church to worship through the Word, music, the arts, technology, etc.</i>
	Recovery Ministries	<i>focused on creating spaces and community for those struggling to heal from loss, addictions, and difficulties.</i>
	City Ministries	<i>directed toward contributing to the renewal and flourishing of our city.</i>
	Discipling Ministries	<i>focused on helping people continue to grow to become more like Christ. It serves a variety of life stages and affinity groups for growth, accountability and service.</i>
	Shepherding Ministries	<i>assisting people in the church and community with their physical, emotional, relational, and spiritual health.</i>
	Connecting Ministries	<i>assimilating visitors, attenders, and members into a relationship with Christ and the church through hospitality, fellowship, belonging, and encouragement.</i>
	Supporting Ministries	<i>freeing other people, leaders, and ministries from practical concerns to keep focused on their ministry goals.</i>

Your BC Central profile is one of the best communication tools for helping team leaders know your ministry passions and inform you about opportunities to serve in those capacities. We encourage you to check it and update it regularly.

Further Self Study:

High5 Test

Discovering of your Areas of Strength • high5test.com

The High 5 test helps an individual identify their strengths (from the list below) and, therefore, where to focus his or her energy, when to leverage secondary strengths, how to navigate areas less as strong, and the need to delegate potential weaknesses.

1. Problem Solver
2. Time Keeper
3. Strategist
4. Coach
5. Deliverer
6. Commander
7. Self-Believer
8. Believer
9. Catalyst
10. Analyst
11. Brainstormer
12. Thinker
13. Philomath
14. Optimist
15. Winner
16. Storyteller
17. Focus Expert
18. Empathizer
19. Peace Keeper
20. Chameleon

APEST

Discovering of Your Areas of Strength • high5test.com

Tests can be found online by searching for the Five Fold Ministry Test or APEST Assessment.

Definition of Five Fold Offices

Posted on February 18, 2013 by Greg Crawford on *wordpress.com*.

With so much confusion and assumptions of the ministry gift offices in the body of Christ, we have written some definitions to better define these. Let us first state that all of the five fold offices stated in Ephesians 4:11 are not titles, but functions. Second, that promotion comes ultimately from God through other fivefold offices recognizing and affirming. Third that a person's gift makes room for Him and the honor given is not honor taken by that gift. We also state that a person can be in more than one office, but generally one will be more dominating than others. And lastly, because a person has some tenacity towards a certain office does not mean that is the final or primary call. As with these offices they have the dynamics of a true disciple and have already been and continue these dynamics. A divine calling and the fulfillment of that calling has a period of development. Paul said, "it takes time to make your calling and election sure." The word "calling" means invitation and the word election means the act of God choosing.

¹¹And he gave some, apostles; and some, prophets; and some, evangelists; and some, pastors and teachers; ¹²for the perfecting of the saints, for the work of the ministry, for the edifying of the body of Christ: ¹³Till we all come in the unity of the faith, and of the knowledge of the Son of God, unto a perfect man, unto the measure of the stature of the fullness of Christ...

— EPHESIANS 4:11-13 (KJV)

We see in Ephesians 4:11, five gifting are given. Verse 11 tells of the office, verse 12 tells of the reason these gifts are given and also show how the Trinity works with these gifts, and verse 13 parallels verse 12 in how these gifts function. We believe there are five gifting, which produces four functions. We also believe these gifting are evident today and all five are needed and in operation. Though some might be denied operation or tried to be not recognized, nonetheless, they do exist possibly with limited exercised authority due to man's denial.

The five ministry gifts each have distinct operations:

1. **Apostles** – unity of the faith
2. **Prophets** – knowledge of the Son of God
3. **Evangelists** – bring us unto a perfect man
4. **Pastors** – bring us unto the measure of the stature of the fullness of Christ
5. **Teachers** – bring us unto the measure of the stature of the fullness of Christ

These gifts are given for three purposes:

- To perfect the saints Perfecting – complete furnishing; equipping
- For the work of the ministry Ministry – service; ministering
- To edify the Body of Christ Edifying – building up; promoting growth

It just so happens that this is the reason these gifts are given, but that it is also a process that is given. The gifts are not only doing these three things, but help the saints carry out these three things. To fully understand the gifts, we need to understand the meaning of the name given to each one.

- Apostles – one who is sent
- Prophets – interpreter of oracles that are hidden
- Evangelist – bringer of good tidings
- Pastors – Shepherds; herdsman
- Teachers – one fitted to teach; master; doctor

Let's give a definition to each gift in a descriptive way of function.

Evangelist

An evangelist is one who is sent to save souls and present the gospel message. We see evangelists where the lost are, and they are not listed in the order of the church in 1 Corinthians 12:28. Marks of an evangelist are salvations and healings and miracles. They have an ability to touch hardened hearts with God's love for them to receive salvation. They also are found in the midst of environments that breed sin. The word is only used three times in scripture. The best example of an evangelist is Stephen. Philip started his ministry as a deacon in the helps ministry, in Acts 6:1, and moved into calling in Acts 8:26-40. They are generally drawn to pastors. They are trans-local traveling by themselves as a rule.

Characteristics of Evangelists

1. Supernatural advertising of signs and wonders, words of knowledge
2. Preach Gospel of Jesus only
3. Must preach the Word – not church doctrine
4. Have ability to bring people to an individual decision
5. Free people
6. Do not have responsibility inside church walls
7. Active – always in motion
8. Aggressive and bold – do bold and crazy things
9. Transient – Move around
10. Called to the world not the church – called outside of the church walls
11. Have an anointing for the lost, finding openings to hearts
12. Burn for lost souls – win them to Christ – the most driving force in them
13. Intolerant to churches laziness for outreaches and witnessing
14. Have great faith to believe God for money because churches do not support them
15. Long for mass salvations
16. Preach simple message of salvation
17. Don't care about opposition, confront the enemy head on
18. People have joy and rejoice after the evangelist speaks

Pastor

The word pastor is only used one time in Scripture, yet we have made it the primary function today. Pastors are nurturers and must lay their lives down for the flock. They are healers of the broken and are given oversight to make sure the needs of people are being met. Just like herdsmen, there are also under-shepherds or pastors in almost every body of believers. They may not be recognized, but are active, meeting needs and ministering healing to others. Pastors are most effective one-on-one and modeling Christ. Not all pastors will be dynamic teachers, but will be dynamic in showing love. They were never to be placed as final oversight or vision-casters to the people. They are always given to a set group of people.

Description of the Office of Pastor

1. Have a love for people.
2. Must have compassion for people and the church.
3. Have a giving attitude instead of taking
4. Return love for hate when criticized
5. Look for the one hurting and focus on them until healed or whole
6. Never give up on people because they have large hearts
7. They see the good, finished, and complete person.
8. Have a special grace for the office
9. They have a teaching gift and an ability to share life experience in counseling.
10. Over-protective of their sheep
11. Have long patience
12. Shepherds should be among the sheep.
13. They are settled and remain for the long haul.
14. Need wisdom, knowledge, and discerning of spirits, not for leading a body, but for ministering the hurts of the people.

Teacher

The office of Teacher is one that stirs others to know the truth. It is more than explaining—it carries an anointing that brings change. Teachers love truth and love to study. They are avid readers and study topics in multiple ways. They are generally scribes and historians. They expand on what apostles release and prophets speak so others can clearly understand. They teach line upon line. They carry a divine, supernatural ability to impart knowledge above the natural way of doing. True teachers will never teach doctrinal error, but will study in-depth before giving new insight. They are an office with a main thrust to study and give away what they have learned. Teachers explain things from many different angles so the person is sure to understand.

Teachers are willing to be taught. They can be local and trans-local in ministry assignments as they are given to the body as a whole. They generally travel by themselves and sometimes with apostles and prophets.

Teachers function to do the following;

1. Inspire – light a fire
2. Lay a foundation, then build upon that foundation
3. Build upon other Ministries
4. Always build up
5. Teach you into correction with out you knowing it
6. (To counsel) will hand you study materials.
7. Convey the Word of God in depth
8. Are teachable
9. Have a love for books
10. Hunger and thirst for knowledge and truth
11. Get a revelation from a Prophet then teach on it
12. Are very organized people
13. Have love for the Word of God
14. Leave you desiring more
15. Transfer truth
16. Teachers who are pastors of a church, repeat in three- to five-year cycles.

Prophet

Prophets speak from revelation—the heart of God in a matter. It is not by perception, but by inspiration. They are foretellers and revealers of the intentions of God. They move in the inspirational gifts of 1 Corinthians 12 of words of wisdom, prophecy, words of knowledge. It is not by perception, but by inspiration.

This office requires a consistent manifestation of at least two of the revelation gifts on an ongoing basis.

Most prophets also experience prophetic dreams and are filled with symbolism and visions. Prophets speak more than individual prophetic words, but prophetic words or messages that shift spiritual atmospheres over regions. They generally are drawn to apostles. The #1 job of prophets is not to prophecy, but to train the people to hear God. When people can hear God in a region, it is just as great or greater than a prophet releasing word over a region! They are generally trans-local as they are given to the body as a whole. They travel by themselves and with Apostles.

Attributes of the Office of Prophet

1. Many think all a prophet does is prophecy
2. Need to be a preacher or teacher of the Word
3. Laying on of hands goes with it
4. Generally, healing goes with it (Luke 4:27)
5. Generally the Miraculous goes with it (2 Kings 5:33)
6. Many people think prophets should know everything
7. Many people think that any time they want, a prophet can give a word – only as Spirit wills
8. Prophets are only human
9. Prophets' hearts are broken over sin
10. Prophets speak words in season
11. New Testament prophets speak words of correction sandwiched in love
12. Prophets speak directional, confirming words
13. A prophet of God is a messenger of God's will, not doctrine.
14. A prophet initiated no messages or sermons from his own will in the name of the Lord.
15. A prophet speaks only newly revealed words from God.
16. A prophet has to be commanded by God to speak.
17. A prophet is not allowed to speak any error in God's name.

Apostle

With so much confusion and lack of understanding, we will spend a little more time on this gifting. It is a governmental gift given to bring the church into order and increased authority and anointing. Most Apostles are intolerant of doctrinal error as it makes their jobs harder. There have always been apostles—we just have not recognized them, and the humility they operate in will promote themselves as such. Apostles are forerunners and introduce new dimensions of spirit life. They are kingdom-focused over an individual body. They are transient and given the body as a whole. All apostles are fathers, but not all fathers are apostles.

They see the gildings in people and have an ability to bring those giftings out. Since they have been called to perfect the saints, they see all truth and not just one aspect of truth. While pastoral truth deals with the individual life, apostolic truth deals with overall effect on the body. Pastoral truth produces self-serving servants, apostolic truths produce body-serving sons. Apostles is actually the only office Jesus appointed and the only office commissioned in Scripture.

An apostle is sent with a message and specific assignment and mandate given by God directly for a specific people, cause, and purpose directly concerning the Kingdom of God. This message releases people from the past to confront the present and establish the future. The fruit of apostleship is evident by their love for correct doctrine and are intolerant of false concepts and teaching. They are writers of books, establishers of schools and training, and have put in place dynamics that continue to expand and grow when they are no longer around.

Birthing a church does not make a person an apostle—an evangelist can do this. Running a large church does not make a person an apostle—a good administrator can do this. All apostles have lived a life of suffering for righteousness sake to establish the kingdom. All apostles have seen the Lord, and this defined their personal lives and molded their spirits. All apostles have a cross-section of voluntary followers, more than a local congregation, who have benefited from them and have a functional relationship with them.

Apostles are counselors to other ministries and investors into emerging ministries. These gifts are attractive to apostles because they will know how to place them and how to make them grow into the gift they are to be. *The main thing to realize is that apostles are given to bring order, establish churches or ministries, and bring out the other ministry gifts.* They carry resurrection life and apostolic grace that sets them apart. They are given to the whole body of Christ and so are trans-local. They travel by themselves and with prophets. Every apostle has something of significance they are apostling.

An Apostle's function

1. Has been commissioned, ordained, and sent with purpose and mission
2. Pioneers and risk takers
3. Carries the spirit of resurrection and reformation — brings life and spiritual flow
4. Depend on God's approval and not man's.
5. Set things in order and maintains spiritual flow
6. Minister out of their experience and not out of their head. They pull people out of their comfort zone
7. Ahead of their time — visionaries

8. Attracts other ministry gifts
9. They produce like minded sons and daughters of the same faith
10. Apostles draw other gifts to them, train them, and then release them into ministry.
11. Have unique spiritual authority in the body of Christ and over territories
12. Apostles have a specific assignment. One of the most distinguishing marks of apostles is the ability to embrace all other ministry gifts.

Attributes of the Office of Apostle

- | | |
|--|---|
| 1. Teachers and preachers of the Word | 16. Mighty deeds |
| 2. Spiritual Gifts – flow in all gifts | 17. Have vision for the church |
| 3. Deep, personal experience | 18. Labor night and day |
| 4. Ability to establish churches or ministries | 19. Look upon self as Father and congregation as children |
| 5. Spiritual leaders | 20. Are taught by God |
| 6. Sent by the Holy Ghost | 21. Minister in the power of God, not the wisdom of men |
| 7. Father figure – spiritually mature | 22. Their fruit manifests the living God |
| 8. Broad oversight – vision of body as a whole | 23. Lead by Christ’s example |
| 9. Walk in spiritual authority | 24. They please God, not men |
| 10. Are called to a region or a people | 25. They don’t flatter men |
| 11. Have the ability to draw other gifts to them | 26. Are gentle with the saints |
| 12. Have a heart for the people | 27. Are holy, righteous, and blameless |
| 13. Are a spiritual covering – cover other gifts | 28. They exhort, comfort, and chasten as necessary |
| 14. Have patience | 29. Their glory is the glorious church |
| 15. Signs and wonders follow them | 30. Endure hardship and persecution for the church’s sake |

This is not an all inclusive teaching on this subject and has been intentionally brief. There are many resources to draw from on this topic and these are just some guidelines to help people start bringing definition.

Spiritual Gifts Assessment Test Questions & Form

Spiritual Gifts Assessment Test Questions

1. I like to organize people, tasks and events.
2. I would like to start churches in places where they do not presently exist.
3. I enjoy working creatively with wood, cloth, paints, metal, glass or other materials.
4. I enjoy challenging people's perspective of God by using various forms of art.
5. I can readily distinguish between spiritual truth and error, good and evil.
6. I tend to see the potential in people.
7. I communicate the gospel to others with clarity and effectiveness.
8. I find it natural and easy to trust God to answer my prayers.
9. I give liberally and joyfully to people in financial need or to projects requiring support.
10. I enjoy working behind the scenes to support the work of others.
11. I view my home as a place to minister to people in need.
12. I take prayer requests from others and consistently pray for them.
13. I am approached by people who want to know my perspective on a particular passage or biblical truth.
14. I am able to motivate others to accomplish a goal.
15. I empathize with hurting people and desire to help in their healing process.
16. I can speak in a way that results in conviction and change in the lives of others.
17. I enjoy spending time nurturing and caring for others.
18. I am able to communicate God's word effectively.
19. I am often sought out by others for advice about spiritual or personal matters.
20. I am careful, thorough and skilled at managing details.
21. I am attracted to the idea of serving in another country or ethnic community.
22. I am skilled in working with different kinds of tools.
23. I enjoy developing and using my artistic skills (art, drama, music, photography, etc.)
24. I frequently am able to judge a person's character based upon first impressions.
25. I enjoy reassuring and strengthening those who are discouraged.
26. I consistently look for opportunities to build relationships with non-Christians.
27. I have confidence in God's continuing provision and help, even in difficult times.
28. I give more than a tithe so that kingdom work can be accomplished.
29. I enjoy doing routine tasks that support the ministry.
30. I enjoy meeting new people and helping them to feel welcomed.
31. I enjoy praying for long periods of time and receive leadings as to what God wants me to pray for.
32. I receive information from the Spirit that I did not acquire through natural means.
33. I am able to influence others to achieve a vision.
34. I can patiently support those going through painful experiences as they try

- to stabilize their lives.
35. I feel responsible to confront others with the truth.
 36. I have compassion for wandering believers and want to protect them.
 37. I can spend time in study knowing that presenting truth will make a difference in the lives of people.
 38. I can often find simple, practical solutions in the midst of conflict or confusion.
 39. I can clarify goals and develop strategies or plans to accomplish them.
 40. I am willing to take an active part in starting a new church.
 41. I enjoy making things for use in ministry.
 42. I help people understand themselves, their relationships, and God through artistic expressions.
 43. I can see through phoniness or deceit before it is evident to others.
 44. I give hope to others by directing them to the promises of God.
 45. I am effective at adapting the gospel message so that it connects with an individual's felt need.
 46. I believe that God will help me to accomplish great things.
 47. I manage my money well in order to free more of it for giving.
 48. I willingly take on a variety of odd jobs around the church to meet the needs of others.
 49. I genuinely believe the Lord directs strangers to me who need to get connected to others.
 50. I am conscious of ministering to others as I pray.
 51. I am committed, and schedule blocks of time for reading and studying scripture, to understand biblical truth fully and accurately.
 52. I can adjust my leadership style to bring out the best in others.
 53. I enjoy helping people sometimes regarded as undeserving or beyond help.
 54. I boldly expose cultural trends, teachings, or events which contradict biblical principles.
 55. I like to provide guidance for the whole person – relationally, emotionally, spiritually, etc.
 56. I pay close attention to the words, phrases and meaning of those who teach.
 57. I can easily select the most effective course of action from among several alternatives.
 58. I can identify and effectively use the resources needed to accomplish tasks.
 59. I can adapt well to different cultures and surroundings.
 60. I can visualize how something should be constructed before I build it.
 61. I like finding new and fresh ways of communicating God's truth.
 62. I tend to see rightness or wrongness in situations.
 63. I reassure those who need to take courageous action in their faith, family or life.
 64. I invite unbelievers to accept Christ as their Savior.
 65. I trust God in circumstances where success cannot be guaranteed by human effort alone.
 66. I am challenged to limit my lifestyle in order to give away a higher percentage of my income.
 67. I see spiritual significance in doing practical tasks.

68. I like to create a place where people do not feel that they are alone.
69. I pray with confidence because I know that God works in response to prayer.
70. I have insight or just know something to be true.
71. I set goals and manage people and resources effectively to accomplish them.
72. I have compassion for hurting people.
73. I see most actions as right or wrong, and feel the need to correct the wrong.
74. I can faithfully provide long-term support and concern for others.
75. I like to take a systematic approach to my study of the Bible.
76. I can anticipate the likely consequences of an individual's or a group's action.
77. I like to help organizations or groups become more efficient.
78. I can relate to others in culturally sensitive ways.
79. I honor God with my handcrafted gifts.
80. I apply various artistic expressions to communicate God's truth.
81. I receive affirmation from others concerning the reliability of my insights or perceptions.
82. I strengthen those who are wavering in their faith.
83. I openly tell people that I am a Christian and want them to ask me about my faith.
84. I am convinced of God's daily presence and action in my life.
85. I like knowing that my financial support makes a real difference in the lives and ministries of God's people.
86. I like to find small things that need to be done and often do them without being asked.
87. I enjoy entertaining people and opening my home to others.
88. When I hear about needy situations, I feel burdened to pray.
89. I have suddenly known some things about others, but did not know how I knew them.
90. I influence others to perform of their best capability.
91. I can look beyond a person's handicaps or problems to see a life that matters to God.
92. I like people who are honest and will speak the truth.
93. I enjoy giving guidance and practical support to a small group of people.
94. I can communicate scripture in ways that motivate others to study and want to learn more.
95. I give practical advice to help others through complicated situations.
96. I enjoy learning about how organizations function.
97. I enjoy pioneering new undertakings.
98. I am good at and enjoy working with my hands.
99. I am creative and imaginative.
100. I can identify preaching, teaching or communication which is not true to the Bible.
101. I like motivating others to take steps for spiritual growth.
102. I openly and confidently tell others what Christ has done for me.
103. I am regularly challenging others to trust God.
104. I give generously due to my commitment to stewardship.
105. I feel comfortable being a helper, assisting others to do their job more effectively.

106. I do whatever I can to make people feel that they belong.
107. I am honored when someone asks me to pray for them.
108. I discover important biblical truths when reading or studying scripture which benefit others in the body of Christ.
109. I am able to cast a vision that others want to be a part of.
110. I enjoy bringing hope and joy to people living in difficult circumstances.
111. I will speak God's truth, even in places where it is unpopular or difficult for others to accept.
112. I can gently restore wandering believers to faith and fellowship.
113. I can present information and skills to others at a level that makes it easy for them to grasp and apply to their lives.
114. I can apply scriptural truth that others regard as practical and helpful.
115. I can visualize a coming event, anticipate potential problems, and develop backup plans.
116. I am able to orchestrate or oversee several church ministries.
117. I am able to design and construct things that help the church.
118. I regularly need to get alone to reflect and develop my imagination.
119. I can sense when demonic forces are at work in a person or situation.
120. I am able to challenge or rebuke others in order to foster spiritual growth.
121. I seek opportunities to talk about spiritual matters with unbelievers.
122. I can move forward in spite of opposition or lack of support when I sense God's blessing on an undertaking.
123. I believe I have been given an abundance of resources so that I may give more to the Lord's work.
124. I readily and happily use my natural or learned skills to help wherever needed.
125. I can often make people feel at ease even in unfamiliar surroundings.
126. I often see specific results in direct response to my prayers.
127. I confidently share my knowledge and insights with others.
128. I figure out where we need to go and help others to get there.
129. I enjoy doing practical things for others who are in need.
130. I feel compelled to expose sin whenever I see it and to challenge people to repentance.
131. I enjoy patiently but firmly nurturing others in their development as believers.
132. I enjoy explaining things to people so that they can grow spiritually and personally.
133. I have insights into how to solve problems that others do not see.



SPIRITUAL GIFT ASSESSMENT KEY

- A = Administration
- B = Apostleship
- C = Craftsmanship
- D = Creative Communication
- E = Discernment
- F = Encouragement
- G = Evangelism
- H = Faith
- I = Giving
- J = Helps
- K = Hospitality
- L = Intercession
- M = Knowledge
- N = Leadership
- O = Mercy
- P = Prophecy
- Q = Shepherding
- R = Teaching
- S = Wisdom

SPIRITUAL GIFT ASSESSMENT

Directions

1. Respond to each statement on the *Spiritual Gift Assessment* pages which follow, according to the following scale:
 - 3 = Consistently, definitely true
 - 2 = Most of the time, usually true
 - 1 = Some of the time, once in a while
 - 0 = Not at all, never

2. Using the response sheet below, write your response to each statement in the block whose number corresponds to that number statement in the *Spiritual Gift Assessment*.

3. **Important: Answer according to who you are, not who you would like to be or think you ought to be.** How true are these statements of you? What has been your experience? To what degree do these statements reflect your usual tendencies?

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38
39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57
58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76
77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95
96	97	98	99	100	101	102	103	104	105	106	107	108	109	110	111	112	113	114
115	116	117	118	119	120	121	122	123	124	125	126	127	128	129	130	131	132	133
A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S

1st, 2nd & 3rd highest letter totals

Spiritual Gift

_____	=	_____
_____	=	_____
_____	=	_____



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